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The rural health workforce is available, valued, well trained, and supported

Our 3 Year Rural Health Plan Identifies 5 System Changes.

Rural Workforce is arguably the most urgent of the 5 System Changes incorporated in the Plan.

The **Hauora Taiwhenua Rural Workforce Plan** proposes an approach to developing a sustainable rural workforce that is reliant on sector wide collaboration, a commitment to working in new ways, breaking down barriers and making the most of technology so that together we achieve the health outcomes rural communities need.

We have used some generic terms to ensure the plan is relevant to all those who contribute to the inter-disciplinary practice that rural health services are reliant on. For example:

- 'Health professionals' refers to administration and service managers, home care assistants, kaiāwhina, mental health and addictions experts, nursing, whānau ora practitioners, pharmacy, midwives, allied health, and medical specialists including GPs and rural hospital doctors.
- 'Pathways' means different things, and different starting points to different groups.

How an action is implemented, or who does it will vary according to who needs to be involved. Pathways will vary according to what is already in place, and what needs to be done to achieve an agreed outcome. These details will be determined by those who are best to do so as actions are addressed

Our Immediate Priority

Campaign for the Ministry of Health's urgent development of a multi-year, multi-discipline, sustainably resourced rural health workforce plan that incorporates the principles and priorities of this Plan

There are four tiers needed to achieve this plan

Attract	Rural health careers are recognised as an attractive and rewarding work and lifestyle choice
Educate	Rural education pathways are designed by rural people, focus on the needs of rural people, and are delivered in rural areas
Train	Postgraduate, specialist, and continuous education and training provides rurally relevant, accessible, specialised training for all health professionals working in rural communities
Retain	The rural health workforce community has parity of pay, working conditions and sustainable workloads at all levels of their education, training and professional careers regardless of where they work

Collaboratively Developing an Available, Valued, Well Trained and Supported Rural Health Workforce

What	How	Who							
LEGEND									
 Continue and Enhance	 Plan & Deliver in 12 – 18 months	 Plan & Deliver in 2-3 years	HTRHN	Rural Health Services	Tertiary Institutions	Professional Colleges	Regulatory Bodies	Health NZ & Māori HA	Ministry of Health
Attract	Continue and sustain a Rural Health Careers Programme encouraging secondary school students to consider a career in rural health		x	x	x			x	
	Encourage the enrolment of rural-origin students into health studies through targeted enrolment places		x		x	x		x	
	Facilitate a continuous, multi-media and in person campaign to encourage both national and international health professionals to consider a career in rural NZ		x	x	x	x			x
	Create pathways that establish health qualifications that are accessible to people living and working in rural communities				x	x			
	Promote scholarships for rural students undertaking health studies		x		x	x			
Educate	Increase the duration, volume, and support, for rural placements in programmes of study including multi-year GPEP and RHM programmes			x	x	x			
	Ensure all health programmes include rurally relevant curriculum and experiences		x		x	x	x		
	Postgraduate and Fellowship studies are made easily accessible from within rural communities and supported by an increased pool of academics with rural expertise		x	x	x	x			x
	Develop and fund a specific rural medical degree programme that is funded to deliver to rural people, in rural settings, by rural educators		x		x	x	x	x	x
	Quotas of rural medical, nursing, midwifery and allied health graduates are established				x	x			
Train	Establish modular training and micro-credentialling programmes that deliver rural generalist pathways across all health professions			x	x	x			
	Cultural safety and capability training is made available to all rural health professionals		x	x	x	x	x	x	x
	Develop and support a pathway that allows NZ Registration Exam candidates to qualify and the work in rural health services		x	x	x	x	x	x	x
Retain	All rural health professionals are valued through parity of pay and working conditions							x	x
	A review of PRIME and rural afterhours services embeds sustainable working hours into all rural health services		x	x				x	x
	Reliable and accessible Locums support is available to rural general practices, rural hospitals and midwifery services		x			x	x	x	
	Establish a programme that incentivises health professionals permanently relocating to targeted rural and remote areas		x	x				x	x
	Rural generalist pathways are developed across all professions to provide career opportunities and enhance job satisfaction		x	x	x	x	x	x	
	Education training and research work opportunities are available to rural health professionals		x	x	x	x			
	Diagnostic and medical specialists, in person and virtually, are embedded in rural health care pathways			x		x		x	