# National Rural Generalist Pathway – Queensland

**Post Fellowship Support**

## Vision Statement

For rural doctors to be recognised, valued, and provided with opportunities to maintain and develop skills to sustainably meet local community need and to ensure a fulfilling career as rural generalists in an integrated health system that shares resources.

## Themes

<table>
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<tr>
<th>Theme One: Collaboration &amp; Integration</th>
<th>Theme Two: Recognition &amp; Reward</th>
<th>Theme Three: Continuous Learning</th>
<th>Theme Four: Leadership &amp; Culture</th>
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## Principles

- **Collaboration and coordination between primary and secondary care is vital.**
- **Rurally based career paths are recognised and valued.**
- **Fostering job satisfaction is a critical element.**
- **Doctors’ attainment of the skills their communities need is supported.**
- **Obtainment, maintenance, and upgrade of advanced skills is aligned to community need and supported.**
- **Educational and professional peer support is valued and available.**
- **Clinical leadership capability is recognised, enhanced, encouraged, and supported.**
# National Rural Generalist Pathway – Queensland

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### Vision Enabling Activities

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<td>Advocacy and negotiations with key stakeholders to foster primary and secondary workforce model integration, including rostering and portable entitlement considerations.</td>
<td>Fit for purpose branding and value proposition.</td>
<td>Experienced staff to provide career guidance and current information on skill development opportunities, including application advice and support.</td>
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<td>Development of generic support/legal documents such as service agreements to encourage place-based integrated workforce and service models.</td>
<td>Campaigns to promote the attractiveness of rural general practice.</td>
<td>Knowledge and network hub to be the conduit for information on:</td>
<td>Development of online and face to face peer group/specialist area support networks as needed.</td>
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<td>Dedicated staff/resources to support credentialing and workforce recruitment processes when needed.</td>
<td>Contemporary website and marketing materials.</td>
<td>- the generalist agenda</td>
<td>Promotion of mental health and wellbeing resources and organisations.</td>
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<td>Skilled advice to support general practice business management and workforce models to enable upskilling and business development.</td>
<td>Governance structure with regular meetings and communications with key stakeholders to enable current opportunities and pathways and avoid duplication.</td>
<td>- updates and links on college training opportunities</td>
<td>Support to undertake leadership development and training; with scholarships/bursaries where possible.</td>
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<td>Engagement with Aboriginal and Torres Strait Islander communities and community-controlled health services, to ensure cultural responsiveness to community needs.</td>
<td>Raise awareness of the National Rural Generalist Pathway and literacy around definitions and interpretations.</td>
<td>- associated conferences, education and upskilling opportunities including an annual integrated rural generalist forum for upskilling and networking.</td>
<td>Facilitate mentor/mentee opportunities.</td>
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<td></td>
<td>Advocacy targeted to supporting the future of rural generalist practice.</td>
<td>Advocacy and negotiations with key stakeholders to support:</td>
<td>Advocacy and negotiations with both primary and secondary care to support cultures of trust, willingness, and respectful communication.</td>
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## Theme One: Collaboration & Integration

- Advocacy and negotiations with key stakeholders to foster primary and secondary workforce model integration, including rostering and portable entitlement considerations.
- Development of generic support/legal documents such as service agreements to encourage place-based integrated workforce and service models.
- Dedicated staff/resources to support credentialing and workforce recruitment processes when needed.
- Skilled advice to support general practice business management and workforce models to enable upskilling and business development.
- Engagement with Aboriginal and Torres Strait Islander communities and community-controlled health services, to ensure cultural responsiveness to community needs.

## Theme Two: Recognition & Reward

- Fit for purpose branding and value proposition.
- Campaigns to promote the attractiveness of rural general practice.
- Contemporary website and marketing materials.
- Governance structure with regular meetings and communications with key stakeholders to enable current opportunities and pathways and avoid duplication.
- Raise awareness of the National Rural Generalist Pathway and literacy around definitions and interpretations.
- Advocacy targeted to supporting the future of rural generalist practice.

## Theme Three: Continuous Learning

- Experienced staff to provide career guidance and current information on skill development opportunities, including application advice and support.
- Knowledge and network hub to be the conduit for information on:
  - the generalist agenda
  - updates and links on college training opportunities
  - associated conferences, education and upskilling opportunities including an annual integrated rural generalist forum for upskilling and networking.
- Advocacy and negotiations with key stakeholders to support:
  - primary and secondary training models
  - locally based, tailored, flexible education and training opportunities
  - fit for purpose AST for remote and rural communities that can be obtained and maintained locally
  - options to achieve competency through working in smaller rural hospitals and community practices
  - Recognition of Prior Learning (RPL) for both prospective trainees and practitioners seeking to be recognised as Rural Generalists

## Theme Four: Leadership & Culture

- Experienced staff to provide career guidance and current information on skill development opportunities.
- Development of online and face to face peer group/specialist area support networks as needed.
- Promotion of mental health and wellbeing resources and organisations.
- Support to undertake leadership development and training; with scholarships/bursaries where possible.
- Facilitate mentor/mentee opportunities.
- Advocacy and negotiations with both primary and secondary care to support cultures of trust, willingness, and respectful communication.
- Structured mentorship and tailored cultural training, including Aboriginal and Torres Strait Islander peoples, to ensure graduates are culturally aware and the needs of communities are met.