

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

**Theme One:
Collaboration & Integration**

**Theme Two:
Recognition & Reward**

**Theme Three:
Continuous Learning**

**Theme Four:
Leadership & Culture**

Principles

Collaboration and coordination between primary and secondary care is vital

Enhancing the viability of rural general practices is important

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

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Vision Enabling Activities

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