

## Outcome 8

# HEALTH WORKFORCE CAPACITY

**Improved capacity, quality and mix of the health workforce to meet the requirements of health services, including through training, registration, accreditation and distribution strategies**

## Outcome Strategy

The Australian Government, through Outcome 8, aims to ensure that Australia has the workforce necessary to meet the needs of a sustainable health system.

The Government is working to boost the nation's health workforce, direct funding to frontline services, and ensure the workforce can deliver these services. The Government will support the training of more health professionals at lower cost through better training programmes, with a focus on primary care and rural health.

In 2014-15, the Government will support training for up to 300 extra General Practitioners (GPs) a year by boosting GP training places from 1,200 to 1,500 places in 2015. This will address current shortages, particularly in regional and rural Australia. GP training places will continue increasing in future years, as the Government works in partnership with business and the medical profession to reduce the costs of GP training, and slash red tape.

Other Budget measures will assist more GPs to train the future workforce. Investing \$238.4 million over five years will double the Practice Incentive Payment for teaching medical students from \$100 to \$200 per session. New infrastructure funding totalling \$52.5 million will enable regional and rural GP practices to build the facilities they need to take on more trainees (see outcomes 5 and 7).

Around 500 new nursing and allied health scholarships will be delivered over three years, costing \$13.4 million, to target workforce shortages in regional and rural areas. The Government has already committed \$40 million over four years to support extra medical intern places in private hospitals and regional and rural areas. Seventy-six interns began their one year placements in January 2014.

The Department of Health will take on the functions of two existing agencies. The essential functions of Health Workforce Australia (HWA) will be transferred to the Department as soon as possible, with a view to closing the agency. The essential functions of General Practice Education and Training Ltd (GPET) will be transferred to the Department by 1 January 2015, with a view to closing the agency. This will cut the size of the health bureaucracy and free up resources to fund frontline services.

Outcome 8 is the responsibility of Health Workforce Division.

## Programmes Contributing to Outcome 8

**Programme 8.1: Workforce and Rural Distribution**

**Programme 8.2: Workforce Development and Innovation**

## Outcome 8 Budgeted Expenses and Resources

Table 8.1 provides an overview of the total expenses for Outcome 8 by Programme.

**Table 8.1: Budgeted Expenses and Resources for Outcome 8**

	<b>2013-14 Estimated actual \$'000</b>	<b>2014-15 Estimate expenses \$'000</b>
<b>Programme 8.1: Workforce and Rural Distribution</b>		
Administered expenses		
Ordinary annual services (Appropriation Bill No. 1)	1,113,605	1,181,972
Departmental expenses		
Departmental appropriation <sup>1</sup>	19,663	26,222
Expenses not requiring appropriation in the budget year <sup>2</sup>	1,477	1,449
<b>Total for Programme 8.1</b>	<b>1,134,745</b>	<b>1,209,643</b>
<b>Programme 8.2: Workforce Development and Innovation</b>		
Administered expenses		
Ordinary annual services (Appropriation Bill No. 1)	272,680	214,780
Departmental expenses		
Departmental appropriation <sup>1</sup>	11,041	23,288
Expenses not requiring appropriation in the budget year <sup>2</sup>	450	441
<b>Total for Programme 8.2</b>	<b>284,171</b>	<b>238,509</b>
<b>Outcome 8 totals by appropriation type</b>		
Administered expenses		
Ordinary annual services (Appropriation Bill No. 1)	1,386,285	1,396,752
Departmental expenses		
Departmental appropriation <sup>1</sup>	30,704	49,510
Expenses not requiring appropriation in the budget year <sup>2</sup>	1,927	1,890
<b>Total expenses for Outcome 8</b>	<b>1,418,916</b>	<b>1,448,152</b>
	<b>2013-14</b>	<b>2014-15</b>
<b>Average staffing level (number)</b>	163	255

1 Departmental appropriation combines "Ordinary annual services (Appropriation Bill No 1)" and "Revenue from independent sources (s31)".

2 "Expenses not requiring appropriation in the Budget year" is made up of depreciation expense, amortisation expense, make good expense and audit fees.

## **Programme 8.1: Workforce and Rural Distribution**

### **Programme Objectives**

#### *Increased investment in medical training and education*

Demand for GP training is now exceeding available places. The Government is moving immediately to increase GP vocational training positions by 300 every year from 2015. The increase in places will be funded by redirecting funding from the Prevocational General Practice Placements Programme (PGPPP) which will cease. In future years, the Government will work to further expand the number of GP training places by freeing up resources currently supporting unnecessary administration and bureaucracy, and developing innovative approaches to allow employers to contribute more to the development of their future workforce. This work will be done in consultation with the medical profession.

#### *Increase the supply of, and support for, health professionals in regional, rural and remote Australia*

The Government will support the longstanding rural training network made up of 17 rural clinical schools, 11 University Departments of Rural Health and six dental schools that offer rural dental placements.

The Government will implement its election commitment to deliver an extra 500 scholarships to nursing and allied health students and professionals, to support professional training, continuing professional education, clinical placements and return or transition to practice. The new scholarships will target key Government priorities:

- increasing training in the private sector, and supporting the private sector workforce;
- increasing training opportunities in rural areas, and supporting the rural workforce; and
- developing skills needed for the health workforce to deliver primary care, aged care and mental health care.

The Government will cease funding scholarships that are only available to nurses and allied health students in Tasmania, ensuring that students and health professionals from all parts of Australia have equitable opportunities for training and professional development.

The Government will deliver a range of programmes to support primary care in regional, rural and remote areas. These include the General Practice Rural Incentives Programme, and the Northern Territory Medical Programme (NTMP), which is allowing students to complete their medical education entirely within the Northern Territory, and has a strong focus on training Indigenous doctors, and doctors able to provide services in remote communities. The Government will reduce red tape for the NTMP, by ceasing its complex National Partnership Agreement funding arrangements, and directly funding Flinders University to deliver the programme in future. This will reduce reporting obligations and allow the programme to be delivered at a lower cost.

Programme 8.1 is linked as follows:

- The Department of Human Services (Services to the Community – Programme 1.1) to administer the General Practice Rural Incentives Programme, HECS Reimbursement Scheme, Practice Nurse Incentive Programme, Rural Procedural Grants Programme, Rural Locum Education Assistance Programme and Scaling of Rural Workforce Programme.
- The Department of Veterans' Affairs (General Medical Consultations and Services - Programme 2.1) contributes to the implementation of the Practice Nurse Incentive Programme.

### Programme 8.1: Expenses

Table 8.2: Programme Expenses

	2013-14 Estimated actual \$'000	2014-15 Budget \$'000	2015-16 Forward Year 1 \$'000	2016-17 Forward Year 2 \$'000	2017-18 Forward Year 3 \$'000
Annual administered expenses					
Ordinary annual services	1,113,605	1,181,972	1,138,752	1,166,096	1,216,779
Programme support	21,140	27,671	26,669	24,635	24,477
<b>Total Programme 8.1 expenses</b>	<b>1,134,745</b>	<b>1,209,643</b>	<b>1,165,421</b>	<b>1,190,731</b>	<b>1,241,256</b>

### Programme 8.1: Deliverables

#### Qualitative Deliverables for Programme 8.1

Increase the supply of, and support for, health professionals in regional, rural and remote Australia

Qualitative Deliverables	2014-15 Reference Point or Target
Support general practices and Aboriginal Medical Services across Australia to employ practice nurses and Aboriginal and Torres Strait Islander Health Workers in an enhanced role	Incentive payments paid quarterly to all eligible practices
New nursing and allied health scholarships delivered	Nursing and Allied Health Scholarship and Support Scheme arrangements varied to deliver up to 500 additional scholarships over three years

### Quantitative Deliverables for Programme 8.1

#### Increased investment in medical training and education

Quantitative Deliverables <sup>1</sup>	Academic Year 2013 Revised Budget	Academic Year 2014 Target	Academic Year 2015	Academic Year 2016	Academic Year 2017
Number of new GP training positions funded through the Australian General Practice Program	1,108	1,192	1,500	1,500	1,500
Number of training positions funded through the Specialist Training Program	750	900	900	900	900
Number of additional emergency medicine specialist trainee positions delivered in emergency departments	66	88	110	110	110

#### Increase the supply of, and support for, health professionals in regional, rural and remote Australia

Quantitative Deliverables <sup>2</sup>	Academic Year 2013 Revised Budget	Academic Year 2014 Target	Academic Year 2015	Academic Year 2016	Academic Year 2017
Percentage of medical students participating in the Rural Clinical Training and Support Programme - 1 year rural clinical placement	≥25%	≥25%	≥25%	≥25%	≥25%
Number of rural placements by University Departments of Rural Health	3,700	3,700	3,700	3,700	3,700

<sup>1</sup> Placements are allocated on an academic year basis.

<sup>2</sup> Placements are allocated on an academic year basis.

## Programme 8.1: Key Performance Indicators

### Quantitative Key Performance Indicators for Programme 8.1

Increase the supply of, and support for, health professionals in regional, rural and remote Australia

Quantitative Indicators	2013-14 Revised Budget	2014-15 Budget Target	2015-16 Forward Year 1	2016-17 Forward Year 2	2017-18 Forward Year 3
Number of practices supported through the Practice Nurse Incentive Programme <sup>3</sup>	4,100	4,100	4,100	4,100	4,100
Number of suitably qualified overseas-trained doctors recruited under the International Recruitment Strategy	119	125	131	131	131

## Programme 8.2: Workforce Development and Innovation

### Programme Objectives

*More efficient health workforce development<sup>4</sup>*

The Government will reduce the size of the health bureaucracy by transferring policy, programme and funding responsibilities of Health Workforce Australia (HWA) to the Department as soon as possible, with a view to closing the agency. Some HWA staff will have the opportunity to move with their functions into the Department.

This will produce efficiencies by removing the corporate costs and overheads associated with running a separate agency, reducing overall staffing levels and combining and streamlining overlapping HWA and Department programmes. HWA's International Health Professionals programme will be combined with the Department's International Recruitment Strategy, reducing costs and creating a more streamlined, flexible programme to support the recruitment and retention of health professionals.

The Government will honour all funding agreements entered into by HWA, and these will transfer to the Department for administration. This includes funding agreements supporting expanded clinical training for health students.

HWA has been responsible for developing workforce projections to allow all governments, education providers and employers to match their investments in health workforce development with the future needs of the community. The

<sup>3</sup> The targets for this key performance indicator have been revised to reflect updated data.

<sup>4</sup> For further information on the work of the General Practice Education and Training Ltd (GPET), refer to the GPET chapter in these Portfolio Budget Statements.

Department will continue this work by developing and regularly updating workforce projections, and developing National Medical Training Plans.

Consistent with its commitment to red tape reduction, the Government will be working to streamline health workforce accreditation arrangements reducing the red tape associated with multiple layers of accreditation for training. The Government will cease funding the Confederation of Postgraduate Medical Education Councils from 1 July 2014. Postgraduate Medical Councils are the responsibility of State Governments, and primarily undertake accreditation work for public hospital training.

*Investment in the dental workforce*

The Government will continue to support the dental workforce. The Voluntary Dental Graduate Year Programme provides dental graduates with a 12 month professional development programme to support their entry to the profession.

The Oral Health Therapist Graduate Year Programme commenced in 2014 and provides 50 placements a year. This programme provides structured transition to practice and professional development opportunities for oral health therapists.

**Programme 8.2: Expenses**

**Table 8.3: Programme Expenses**

	2013-14 Estimated actual \$'000	2014-15 Budget \$'000	2015-16 Forward Year 1 \$'000	2016-17 Forward Year 2 \$'000	2017-18 Forward Year 3 \$'000
Annual administered expenses					
Ordinary annual services	272,680	214,780	227,064	230,822	230,049
Programme support	11,491	23,729	19,795	17,757	18,027
<b>Total Programme 8.2 expenses</b>	<b>284,171</b>	<b>238,509</b>	<b>246,859</b>	<b>248,579</b>	<b>248,076</b>

**Programme 8.2: Deliverables**

**Qualitative Deliverables for Programme 8.2**

**More efficient health workforce development<sup>5</sup>**

Qualitative Deliverable	2014-15 Reference Point or Target
HWA wound up and functions transferred to the Department	Health Workforce Australia (Abolition) Bill 2014 introduced to Parliament, HWA functions, assets and liabilities successfully transferred to the Department

<sup>5</sup> For further information on the work of the General Practice Education and Training Ltd (GPET), refer to the GPET chapter in these Portfolio Budget Statements.

## Programme 8.2: Key Performance Indicators

### Quantitative Key Performance Indicators for Programme 8.2

#### Investment in the dental workforce

Quantitative Indicators	Academic Year 2014 Revised Budget	Academic Year 2015 Target	Academic Year 2016	Academic Year 2017	Academic Year 2018
Number of dental graduates participating in the Voluntary Dental Graduate Year Programme <sup>6</sup>	50	50	50	50	50
Number of oral health therapist graduates participating in the Oral Health Therapist Graduate Year Programme	50	50	50	50	50

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<sup>6</sup> Targets for this key performance indicator have been revised as a proposed expansion to the programme will not proceed.