

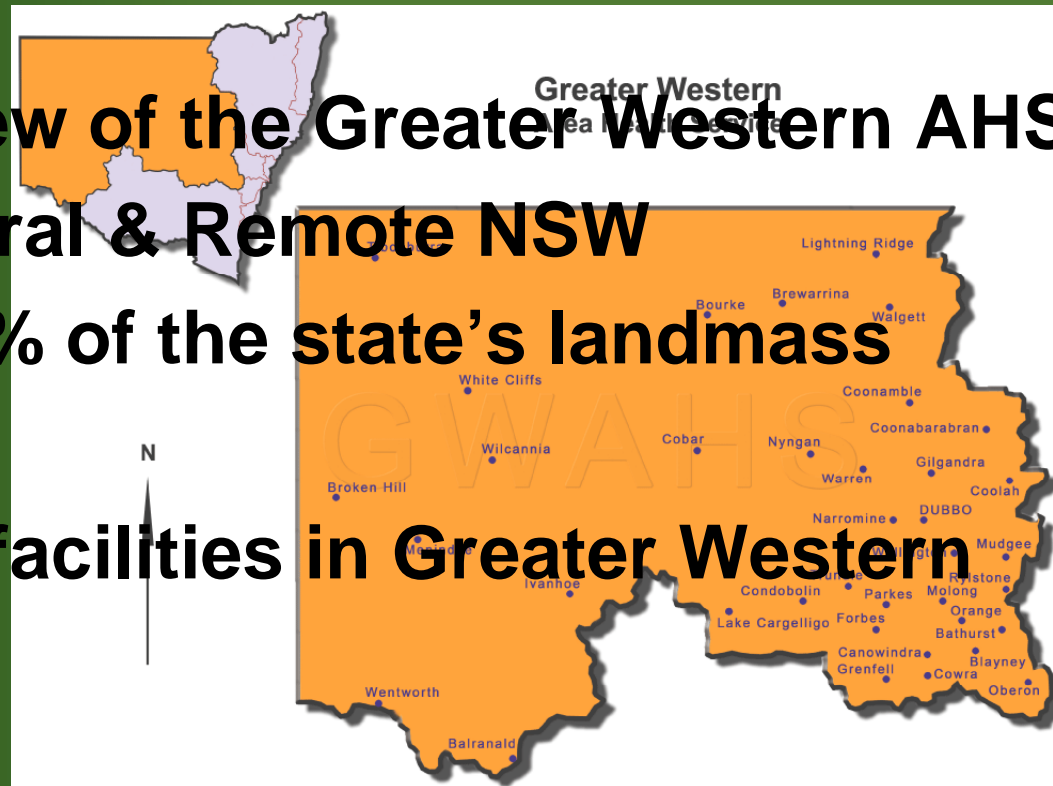


**Making a difference to health workforce recruitment & retention in rural and remote settings?**



# THE GREATER WESTERN AREA HEALTH SERVICE - AN OVERVIEW

- Overview of the Greater Western AHS
  - Rural & Remote NSW
  - 55% of the state's landmass
- Health facilities in Greater Western





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- **Population Demographics**
- **Health of the local population in the Greater Western AHS**
  - **High Levels of Chronic Illness**
  - **High levels of mortality**
  - **High Aboriginal population**



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# **CHALLENGES OF RURAL & REMOTE RECRUITMENT**

- **Professional Isolation**
- **Lack of Infrastructure**
- **Lack of Social Interaction**
- **Distance from Family & Loved ones**



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## **THE COUNTRY CAREERS PROGRAM: Trying to Make a Difference**

- Engage with Local Councils, Migrant Support Services, Local GP Divisions and Groups, Community & Sporting Groups.
- Creation of a “Whole of Community Approach” to the recruitment and retention of Health Professionals in the Region.
- Help candidates to make an informed decision about what to expect if they work in these areas.
- Initial Contact for International Recruits

Workforce Development Division



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# **RECRUITMENT & RETENTION PROGRAMS**

- **John Flynn Placement Program**
- **The International Graduate Orientation Program**
- **Medical Recruitment Campaigns**
- **Rural and Remote Attraction and Retention package**



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# **Other Possible Approaches to Meeting the Challenges of Providing a Health Workforce in Rural and Remote Locations**