



# National Medical Workforce Strategy

A National Medical Workforce Strategy (the Strategy) is being developed to guide long-term collaborative medical workforce planning across Australia. The Strategy aims to ensure high quality health care is available to all Australians, no matter where they live. The Strategy will improve access to care by building a medical workforce that is appropriately structured and genuinely supported to meet emerging needs - that is, the right people with the right skills where they are needed the most.

The purpose of the National Medical Workforce Strategy is to provide a guide for medical workforce planning activities at all levels, which match the supply of GPs, non-GP specialists and consultant physicians to the predicted medical service needs of the community.

The Strategy will also identify achievable, practical priority actions to build a sustainable, highly-trained medical workforce.

The first phase of the Strategy has seen the development of a Scoping Framework that focuses on identifying and understanding medical workforce issues that will benefit from a national approach to medical workforce planning. The Scoping Framework is available on the [Strategy webpage](#)

## The Strategy will address medical workforce issues of national significance



**Improve coordination** in medical workforce planning through joint decision-making and a common approach to collecting and sharing data

**Reduce geographic maldistribution** to achieve equitable access to care for all



Balance generalist versus subspecialist skills to **reduce fragmentation of care** and better serve the rising number of patients with multiple chronic conditions

Address the growing over and under **supply of doctors** in some specialties

**Reduce the reliance on registrars** to deliver healthcare services, which is affecting distribution, work-readiness and well-being



Manage the training and career pathway to **remove bottlenecks** at each stage

Create a **flexible workforce** which quickly adapts to new technology and supports innovative models of care

Grow the number of Aboriginal and Torres Strait Islander doctors and have a **culturally safe medical workforce**



Ensure **doctor work-readiness**, giving young doctors more exposure in the right settings

## Collaboration with stakeholders

The Commonwealth Department of Health is developing the Strategy in collaboration with the Medical Workforce Reform Advisory Committee (MWRAC). MWRAC members include the states and territories, specialist medical colleges, and medical professional associations. MWRAC provides a national perspective to align priorities for supporting medical practitioners and addressing workforce shortages.

The development of the Strategy has support from the Health Services Principal Committee (HSPC), the Australian Health Ministers' Advisory Committee (AHMAC), and the Council of Australian Governments Health Council (CHC).

## Consultation

Stakeholders involved in consultation may include:



Medical associations and peak bodies
Aboriginal Medical Services
Medical schools
Public & private hospitals
Specialist colleges
Medical regulators



Commonwealth, state and territory health departments
Rural, regional and remote clinicians
Primary Health Networks
Community and consumer representatives
Prison and Refugee health services
Rural Workforce Agencies

Two phases of stakeholder consultation will support the development of the Strategy:

<b>PHASE 1</b> Completed July 2019	An initial phase of targeted consultations was used to develop the Scoping Framework that identified core principles and an understanding of priorities to be addressed by the Strategy.
<b>PHASE 2</b> To be completed late 2020	A consultation process will inform the development of the Strategy, which includes identification of strategic actions and establishing a 5 year implementation plan.

## Important dates

The Strategy is being progressed as a high priority to ensure the medical workforce is appropriately structured to drive long-term improvements to health outcomes.

Completed July 2019	Early targeted consultation and development of the Scoping Framework
Completed July 2019	Health Services Principal Committee endorsement of the Scoping Framework
Mid – late 2019	Commence developing the Strategy, including wider consultation to identify key strategic actions
Mid – late 2020	Finalisation of the Strategy including Council of Australian Governments Health Council endorsement

More information is available on the [Department's webpage](#) along with updates on the progress of the Strategy and opportunities to be involved in future consultations.