

Dr Sue Page

National President
Rural Doctors Association of Australia



takingaction Divisions of General Practice Network Forum 2004





Leading Change in Primary Health Care

• In 1991, 11% of the population was aged 65 and over (2.0 million)

• By 30 June 2001, there were an estimated 2.4 million Australians aged 65 and over, or 12.5% of the total population of 19.4 million

• This represents a 22% growth since 1991 and by 2021 this is projected to increase to 18% of the total population, or 4.2 million

• By 2051 it is expected that older Australians will comprise 25% of the population, or 6.5 million

(AIHW, 2002).

- Currently 170,000 new entrants into workforce per year
- By 2020 this will have dropped to 12,500 per year (Dept of Health and Ageing 2001)
- Medical technology is advancing, increasing the demand for access to medical services and personnel (+1.76% national output by 2031)
- International workforce competition will accelerate with the adoption of Safe Working Hours

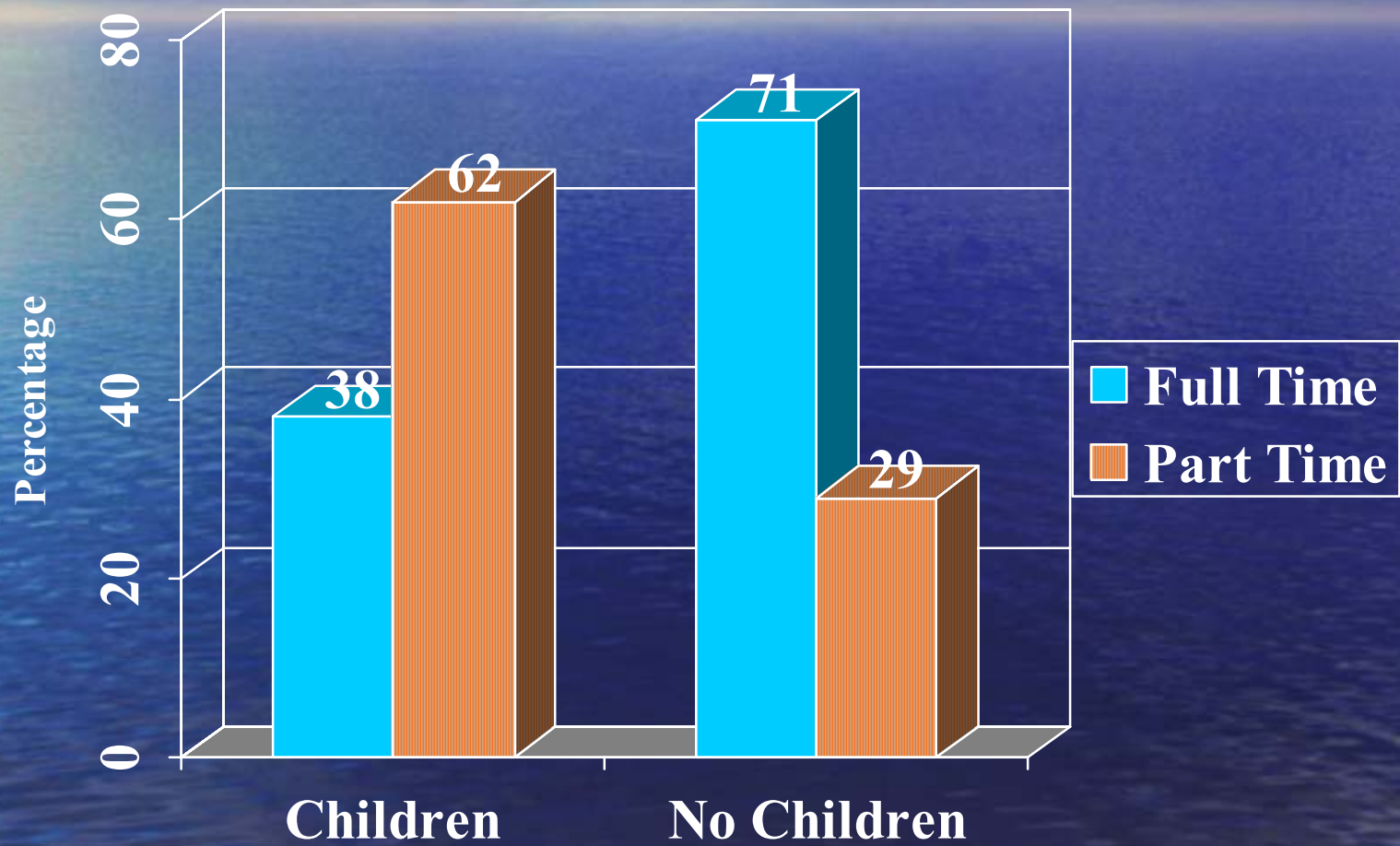
Table 5: Estimates of Primary Medical Care (GP) workforce by data source and measurement unit utilised

Data Source Ratio (headcount)	Doctor/Population Equivalent (FWE)	Fulltime Workload	Fulltime Equivalent (FTE)
AMWAC 1998	1:864		
DHAC 2000		1:1153	
DHAC 2001 (Data file)		1:1076	
Healthwiz 2000		1:1100	
DHAC 2000	1:898		
AMWAC 2000	1:904		
DHAC 2001	1:904		
Healthwiz 2001 (2 year average 1997-1998 to 1998-1999)		1:1097	
DHAC 2000 (RLRP estimates)			1:1280
DoHA August 2002			1:1319
DoHA November 2002			1:1397
Productivity Commission 2002		1:1176	
ABS 2002	1:1042		

Source: Queensland Rural Medical Support Agency. National Medical Workforce Benchmarks – unpublished.

CDHAC – Commonwealth Department of Health and Aged Care; DoHA – Commonwealth Department of Health and Ageing

Impact of family



- Over the past 15 years the proportion of rural GPs aged 50 or more has risen from 28% to 36.9%. During the same period the proportion of total GP workload carried by these GPs rose from 29.5% to 40.6%."

(Hirsch, N. & G. Calcino (2001))



Leadership

- Establish direction or vision
- Align people to that vision
- Mobilize, motivate, and inspire

Jay Conger, Learning to Lead

Three Phases of Transition

1. Let go of the Old - Loss
2. Ideas & innovation - Growth
3. New beginnings - Communication

Canadian International Development
Agency, 1995

Walk before you run

- Face up to fears and biases
- Live with ambiguity
- Learn to delegate
- Build effective relationships
- Anticipate change
- Generate options and select the best
- Identify the skills & resources
- Be prepared to take on challenges, risks
- Re-evaluate often

Be SMART

- Make your goals
 - Specific
 - Measurable
 - Achievable
 - Realistic
 - Time-phased

