


# Rural Health Services

## Retaining a workforce

A scenic view of a rural landscape. In the foreground, a red house with a white roof and a wooden deck is built on stilts on a grassy hillside. A dirt road winds through the middle ground, leading towards a small red shed and a black water tank. The background features rolling green hills and mountains under a cloudy sky.

Dr. Martin London  
Rural GP Locum  
Little River, Banks Peninsula

# *Community consultations*

Security

Continuity

Time

# *Security*

Continuous availability of:

**Daytime services** within reach of home

**Emergency care** at the time of need

# *Continuity*

Seeing the same practitioners

(Building relationships)

Smooth succession

(when the life cycle moves practitioners on)

# *Continuity*

Adds to Security

Saves on Labs and Pharms

**Builds relationships**

(with patients, within teams, with referrals)

# *Time*

## Clinician-Patient relationships

Dr. Howard Brody – 199?

Director, Center for Ethics and Humanities in the Life Science, Michigan State University

- Humane
- Scientific
- Ethical
- Cost Effective

# Services

NEED

# Workforce

(Multidisciplinary)

NEEDS

# Context

(for sustainability)

# ***CONTEXT***

## ***Retention before recruitment***

- Adequate income
- Sufficient time off
- **Supportive professional environment**



# Supportive Professional environment

- Facilities
- Technology
- Stable team
- Continuing professional development
- Relationships

# RELATIONSHIPS

- Within the team
- Between disciplines
- With employers
- Between Primary and Secondary services

# RUFUS

(Rural Focused Urban Specialists)

- Understanding social and geographical context
- Consulting with patients
- Building relationship with the team
- Teaching – Practitioners and students

# CONSULTING IN HOME WITH STUDENT





# Rural-based Clinical School

- Dispersed
- Interdisciplinary
- Core curriculum
- Longitudinal teaching
- Community participation
- Rural workforce pipeline

And so reconsider what might be a *supportive professional environment*

# Rural-based Clinical School

## GOOD FOR:

- Students
- Practitioners
- Patients
- Rural communities
- New Zealand
- NZ Government

Rural-based Interdisciplinary Clinical Education



Supportive Professional Environment



Clinician retention



Continuity of care



Security of Rural Health Services



It is time to grasp the Ongaonga



# Thank You

