



## NHMRC Partnership Grant Idea from LEAP (CRE-STRIDE Stream 2)

### *Aboriginal and Torres Strait Islander led co-design of Health Workforce Solutions for Optimal Health*

#### **What are the issues?**

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- High health workforce turnover in remote and rural areas causes problems for communities and governments in terms of trust, cultural security, quality of care and economic impact
- Insufficient recruitment and retention of Aboriginal and Torres Strait Islander people in the health workforce limits cultural security and trust
- Previous attempts to address these issues have failed and have not involved Aboriginal and Torres Strait Islander perspectives in a systematic way

#### **What is the question?**

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*How do we embed Aboriginal and Torres Strait Islander perspectives into place-based/face-based planning and action for a stable and effective PHC workforce that engenders community trust in local care delivery?*

Taking a systems wide approach, planning, implementing and evaluating action to address health workforce will occur through a number of objectives:

- Engaging community members, health service managers or boards, and partner organisations in designing and implementing ground-up approaches to strengthen systems for enhanced continuity of health care and trusting relationships
- Building equitable systems for local skills-based training and development to increase and sustain the number of Aboriginal and Torres Strait Islander workers in a service
- Using community-led planning and capacity development of the non-Indigenous health workforce to improve patterns of turnover and strengthen community trust in health systems
- Exploring optimal strategies for strengthening the equity of governance and education systems for the PHC workforce, including professional training and development to ensure effectiveness of local strategies
- Learning from these locally implemented processes to facilitate scale out/up to a broader range of settings

#### **How will we answer these questions?**

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- As in LEAP, we plan to work in partnership with services and a range of key sector partners
- Drawing on existing PHC implementation frameworks to develop a culturally-centred and strengths-based “process framework” that considers the key domains of successful Aboriginal and Torres Strait Islander PHC models (such as cultural embeddedness, genuine engagement etc.)
- Use this to co-design (with community and key stakeholders) workforce strategies to strengthen competency and stability
- Trial and adapt these strategies to context in three implementation sites, representing a range of geographical contexts and governance models
- Design the project following Aboriginal and Torres Strait Islander priorities for research quality
- Measure outcomes including staff turnover, number of Aboriginal and Torres Strait Islander staff, community usage, community rating of safety, trust and respect with the service, cost benefit.