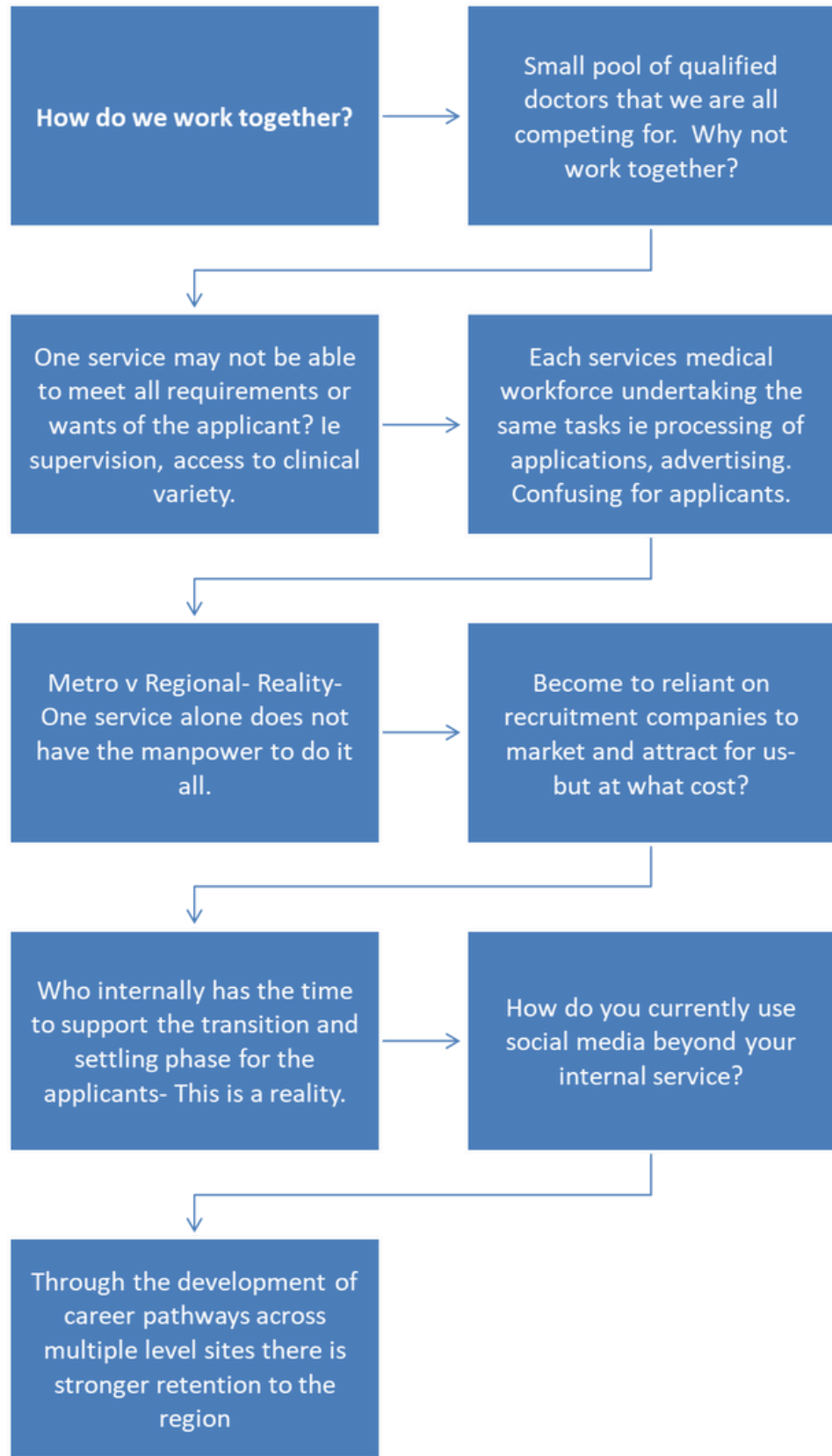


Innovation in Action

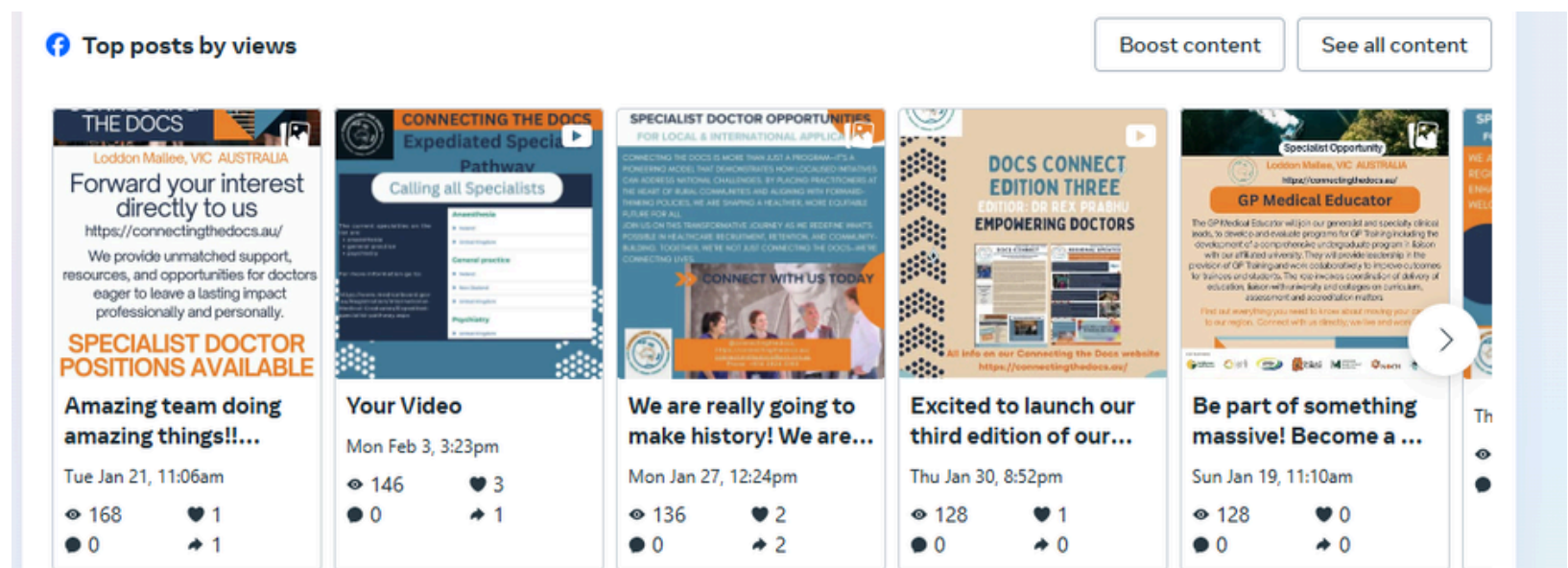


Background : Addressing regional healthcare workforce shortages through collaboration and innovation. "Connecting the Docs" is an innovative program addressing medical workforce shortages in regional hospitals, community health services, Aboriginal Community Controlled Organisations and primary care clinics.

We have developed an integrated recruitment and retention model. Our program aims to streamline and enhance the recruitment process, creating a more coordinated, efficient, and supportive environment for medical professionals. This model includes multi-site and multi-year contracts, a centralised information and support system, and tailored pathways to ensure the longevity and satisfaction of medical staff within the region.



- **Ability to secure appropriate accommodation**
- *"We lived in a [regional town] before, we knew that the housing situation can be tricky....and it took us maybe five applications before we got the one. For people who are not in the region, they might not be aware"*
- **Opportunities to pursue recreational interests**
- *"The reality of it is, it's a bit too far, not from the city, but from the recreational aspects of life that I would like to do, and unfortunately that's just the nature of the region. It's nothing anybody can really change".*
- **Need to give consideration to partner's career aspirations, educational and employment needs**
- *"It's pretty good in terms of raising kids. Only issue for us that might make us move would be like for my partner's job. If he feels now, it's time for him to move from where he is"*



Our Success in 18 months:

<p>Strategic Plan, Service Level Agreements,</p>	<p>Establishment of 2 x RVTS posts in areas of need 2 GP Registrars commencing in Kerang in 2025- combined with time in ACCHO</p>	<p>Working with prospective GP registrar to commence in a blended Wycheproof and Charlton placement for July 2025- Have not had a GP registrar in this town in over 5 years</p>	<p>Currently have over 89 doctors on central database- Direct applicants</p>	<p>Over 53 recruitment firms including non HPV recruiters who are well versed with rural and regional recruitment</p>	<p>Tie up with non traditional recruiters - A market place</p>	<p>Developed Centralised Job Directory on Website and Social Media Format</p>	<p>Upcoming Networking Event supported- Murray PHN, RWAV, RACGP, GPSPA, VRGP- Collaboration and leverage</p>
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<p>Welcomed and included as part of a healthy (well-functioning) team</p>	<p><i>"It's about that team. How the team interacts. Just knowing that your voice and your concerns will be heard, and that the team you're working with"</i></p>
<p>Quality of interpersonal relationships with employer, manager and other team members</p>	<p><i>"You have an environment where you feel welcome, you feel you belong there. I mean, you know, you have these people have your back and they are after your success for you to drive and to succeed. So, once you have all that, I mean, you look forward to coming to work"</i></p>
<p>Feeling supported and mentored</p>	<p><i>"Just having that person who is supporting your learning like in other aspects besides just giving, medical knowledge, even just wellbeing support, like managing anxiety pre-exam. Took me through all that stuff. Talking through just being a registrar anyway, which was very good"</i></p>



Connecting the Docs has been integral in supporting me to find the right jobs at the right time in country Victoria. Their ability to get things done in a timely, efficient manner is second to none, and I couldn't recommend them more!

I bring something, but I've also got my own goals that I'm also trying to achieve in my career as well, so we meet somewhere where I am achieving my career goals and I'm also serving the community and being part of the team to provide the service that we're providing".



In the face of ongoing healthcare workforce shortages, "Connecting the Docs" offers hope, innovation, and tangible solutions, ensuring that both practitioners and communities thrive. It is not just a program; it is a blueprint for a healthier, more