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## *Health Workforce Needs Assessment 2024*

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### ROLE

The annual Primary Health Workforce Needs Assessment (HWNA) report, prepared by RWA NT, aims to improve access, quality and sustainability across our priority areas. The HWNA informs and guides effective responses of the current NT primary health workforce by identifying needs in the following priority areas:

- General Practitioners
- Nursing Workforce
- Allied Health Professionals
- Aboriginal Health Practitioners/ Workers

The HWNA, historically focused on a different discipline each year. Last year we had a regional focus on Barkly. The region we are focusing on in 2024 is East Arnhem.

### DELIVERABLES

- **Health Workforce Needs Assessment Report:** The HWNA Report, based on a health workforce survey and consultations with health services and stakeholders, will serve as a crucial resource for designing and implementing projects at RWA. The report will support efforts to promote sustainable access to essential primary health care in rural and remote communities.
- **Health Workforce Activity Plan:** HWSP provides a framework to guide the implementation of Future Health's workforce-related strategies across RWA at NTPHN.

### OBJECTIVES:

- Assess current workforce needs and challenges through surveys and consultations.
- Use HWNA report to inform and guide effective responses in RWA's projects for sustainable access to primary health care in rural and remote communities.
- Focus the 2024 HWNA on East Arnhem region for targeted understanding and addressing unique workforce challenges.

### STAKEHOLDER ENGAGEMENT & CONSULTATION:

- Consultation at local, regional, and statewide levels for evidence-informed needs assessment for workforce needs.
- Consult with Aboriginal Medical Services and Aboriginal Community Controlled Health Organisations for specific Aboriginal and Torres Strait Islander health considerations.
- Evidence-based research to support data-driven decisions and collaborative knowledge sharing for innovative workforce measures.

### SURVEY:

Since 2017, we've combined certain data with survey findings from other healthcare professionals for the annual Health Workforce Needs Assessment (HWNA) focused on remote and rural NT.

### PRIVACY POLICY

Aligned with Rural Workforce Agency NT's Privacy Policy, this survey aims to:

- Inform policy development related to rural and remote health workforce.
- Support local, state, and national planning and advocacy efforts.
- Provide a robust dataset for effective workforce modeling.
- Enable monitoring of current workforce distribution and proactive planning for areas with existing or potential shortages.
- Facilitate research into rural and remote health workforce matters.

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## CONFIDENTIALITY STATEMENT:

RWA NT is dedicated to safeguarding the confidentiality of data collected from individuals participating in the medical practitioner survey. While identified data might be shared with affiliated health stakeholders like Primary Health Networks and Local Health Districts, no workforce information will be disclosed to external entities or individuals that could identify the practitioner. Reports based on survey responses will be de-identified, and any survey data utilized for research purposes will also be de-identified. Our privacy policy aligns with the Australian Privacy Principles as contained in the Privacy Amendment (Enhancing Privacy Protection) Act 2012 (C'th) (amending the Privacy Act 1988 C'th).

## OUTCOMES OF THE ACTIVITY:

RWA strives for outcomes and interventions that encompass the principles of:

- Culturally responsive care
- Multi-disciplinary workforce models
- Improved health outcomes
- Sustainable and capable workforce

## GET IN TOUCH

**April Robinson**, Policy & Strategy Lead,

t 08 8982 1014, E: [April.robinson@ntphn.org.au](mailto:April.robinson@ntphn.org.au)

**Shivangi Singh**, Workforce Planning Consultant,

t 08 89 82 1094, E: [Shivangi.singh@ntphn.org.au](mailto:Shivangi.singh@ntphn.org.au)

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