

REGIONAL INITIATIVE TEMPLATE

Please complete each section below.

1. Contact Details

Please provide the following contact details:

Name of individual or group submitting initiative	Dr Johan Morreau
Name and position of primary contact	Paediatrician

2. Name of Initiative

Health Workforce Development

3. Background and Rationale

You may consider: What is the issue being addressed by this initiative? What are the causes of this issue? Are there relevant studies that have been carried out to support the issue? Are there links to national, regional or international goals/policies?

Please limit your response to no more than 750 words.

My observation of Health Workforce development in the Pacific is that some excellent initiatives have occurred, but these are sporadic difficult to sustain and are not as far reaching as they need to be.

Medical workforce training at both Undergraduate as well as Postgraduate (Specialist Medical) level is vulnerable – this means that all Health Services are struggling and vulnerable. The problems are multiple and a Regional Health Workforce Vision and Plan (based on a needs analysis) are critical to the focus and success of funding initiatives which would then be part of a clear sustainable vision – would align the two major funders DFAT and MFAT

The Forum clearly has a role in pulling together those things that need to occur regionally, so that those things that occur best nationally can also function.

4. Description

Please provide a brief overview of this initiative. Try to address the following: Does this initiative contribute to a positive change to the region? What makes this initiative of importance to the Pacific region as a whole? Who would implement this initiative? Who are the main beneficiaries? Are regulatory or legislative changes required at the national level to implement this initiative? How would the initiative be funded? Has this initiative been carried out previously? What are the key risks in implementing this initiative? Are there any complementary projects and programmes currently active? What is the proposed timeframe for this initiative? How would the initiative be sustained over the proposed timeframe?

Please limit your response to no more than 750 words.

Wednesday 10 June 2015

Dear Dame Meg.

Thank you for the opportunity to both attend your recent "Regional" presentation at Victoria university and briefly meet you - doing so highlighted for me the potential for the Pacific Forum to add significant value to both the Specialist Medical and undergraduate Medical workforce development initiatives essential to the Health Services of the Region.

I am writing this submission as an experienced New Zealand pediatrician with strong links to Pacific Colleagues and also my own Professional College, RACP (Royal Australasian College of Physicians) but where timeframes don't allow for my thoughts to become part of an official submission , just the thoughts of an individual.

Currently some significant excellent workforce and Health Support initiatives are already in place (largely funded through DFAT and MFAT). Some of these already have significant effective management and administration systems supporting them, but these are not easily accessible to all of the Specialist Medical Colleges operating across Australia and New Zealand.

Our Pacific colleagues are asking us (specialist Australasian medical colleges) for a lot more assistance than is currently in place.

From my perspective I can see huge potential in our collective capacity to improve health workforce development support to the Pacific. There is real potential to work with our Pacific colleagues, to begin to replicate some of the current initiatives, but my observation is that the Specialist Medical Colleges will all lack the necessary administrative networks and financial means to do so. They will have access to their own networks of Specialists who are often for one reason or another keen to support the Pacific, but will struggle to turn ideas and wishes into real support. What is lacking is the coordinating administrative support and what would be well used \$ to make things happen. It would be best if an overarching organization could ensure that effective planning and systems and a Budget are in place and accessible to all of the specialist colleges.

I know that the Island Nations have some view as to how support for workforce development could be improved, the Strengthening Specialised Clinical Services in the Pacific (SSCIP)

programme funded by DFAT (and based in Suva) has I understand also identified a significant proportion of the workforce needs of the Region.

Individuals and smaller organisations can do so much, but without a regional vision and a workforce plan arrangements are too ad hoc, not sustainable and ongoing progress will always be limited – my concern is that in another 10 years we will be as we are now unless significant initiative is taken.

Undergraduate training of Doctors is already a situation where the Pacific has “dropped the ball” and countries have been forced to look for cheaper alternatives in Cuba. These have created expectations for both the involved country and trainees that have multiple complications and this needs to be looked at with a Regional approach and with some urgency. Otherwise there is risk of further problems being generated here. Similarly specialist training must be Pacific based (to retain those doctors in the Pacific), must use existing training environments e.g. Fiji Clinical School et al and needs a well supported, systematic approach –by the Forum, Specialist Colleges, Medical Councils of NZ and Australia etc. Currently the specialist training arrangements are very vulnerable for a range of reasons.

I’d be happy to be invited to participate in further thinking to help progress arrangements and will continue to do what I can with already established relationships. It’d be great to see some progress here.

Thanks for considering this

Yours sincerely

Dr Johan Morreau MBChB FRACP MNZM

Paediatrician

Rotorua Hospital

New Zealand

5. Alignment to Regional Vision, Values and Objectives

Briefly describe how your initiative supports the vision, values and objectives set out in the Framework for Pacific Regionalism. These can be found in the Framework for Pacific Regionalism document or in the submissions guideline document.

Please limit your response to no more than 500 words

I’ll leave this with you

6. Additional Information

Please provide or attach additional information in support of this initiative.

Please limit your response to no more than 5 pages.