



## **13<sup>th</sup> INTERNATIONAL HEALTH WORKFORCE CONFERENCE - BRISBANE 23-26 October 2011**

Stamford Plaza Brisbane  
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Brisbane  
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Note: venue for all events is the Stamford Plaza unless otherwise noted.

### **Sunday 23 October 2011**

2.00 pm – 4.00 pm Queensland Health Skills Development Centre  
Level 4 Block 6 Royal Brisbane and Women's Hospital  
Herston, Brisbane

Travel to the Centre will be by bus - departing from the Stamford Plaza at 1.15 pm

5.30 pm Welcome Reception  
Brasserie on The River  
Stamford Plaza

### **Monday 24 October 2011**

8.30 am – 9.30 am Welcome and Official Opening

Welcome to Country

Official Opening Dr Jeanette Young  
Chief Health Officer, Queensland

Keynote Address The Honourable Jim McGinty  
Chairman, Health Workforce Australia

9.30 am – 10.45 am Health Workforce Policy and Planning Roundtable

Since the 2010 conference, the national health workforce landscape has changed in all countries – and several have seen the establishment of new national health workforce agencies. In this session each country will showcase themselves and talk about the strategic and research directions they are pursuing and outline their approaches to workforce policy and planning.

Moderator: Dr Erin Fraher  
Research Associate, Health Policy Analysis Unit  
Cecil G. Sheps Centre for Health Services Research  
University of North Carolina

Australia: Mark Cormack  
Chief Executive Officer  
Health Workforce Australia

Canada: Danielle Fréchette  
Director, Office of Health Policy  
Royal College of Physicians and Surgeons of Canada

New Zealand: Professor Des Gorman  
Executive Chair  
Health Workforce New Zealand

UK: Professor Jim Buchan  
Professional Advisor  
Centre for Health Workforce Intelligence

USA: Ed Salsberg  
Director  
National Centre for Health Workforce Analysis

10.45 am – 11.10 am Morning tea

11.10 am – 12.30 pm Roundtable discussion continues

12.30 pm – 1.30 pm Lunch

1.30 pm – 2.30 pm Emerging Challenges of Expanding Medical Workforce Supply

Countries are experiencing an increase in medical workforce supply due to expansions in the supply of medical graduates and there are evolving issues about the short and longer term effects of more doctors. The most immediate issue is how the expansion is catered for in postgraduate training. More medium term issues are expected to relate to affects of the expansion on health care costs, on population health, on national self-sufficiency, on health immigration policy, and on the potential for 'crowding out' the growth in the roles of non-medical health professionals. This session will explore these challenges.

Lead: Australia / New Zealand  
Discussant: Professor Des Gorman  
Executive Chair, Health Workforce New Zealand

Authors:

Australia/NZ: Professor Anthony Scott  
Melbourne Institute of Applied Economic and Social Research  
University of Melbourne

Ms Jinhu Li  
Melbourne Institute of Applied Economic and Social Research

Canada: Dr Joshua Tepper  
Vice-President, Education  
Sunnybrook Health Services Centre

(Professor Louise Nasmith will present at the conference on Dr Tepper's behalf)

UK: Graham Willis  
Head, Analytics  
Centre for Health Workforce Intelligence

Dr Mike Watson  
NHS Education for Scotland  
Postgraduate Dean

USA: Clese Erikson  
Director, Workforce Research  
Center for Workforce Studies  
Association of American Medical Colleges

Dr Scott Shipman  
Dartmouth Institute for Health Policy and Clinical Practice  
Dartmouth Medical School

2.30 pm – 3.15 pm Breakout Sessions

3.15 pm – 3.30 pm Afternoon tea

3.30 pm – 4.15 pm Concluding Discussion

4.15 pm – 5.30 pm Emerging Ideas / Initiatives

This session will showcase emerging ideas / initiatives drawn from the poster display or current research.

Dr Barbara Chang Director, Medical and Dental Education  
Office of Academic Affiliations, Department of Veterans Affairs

Health workforce implications of the new US accreditation standards for duty hours and the learning environment

Graham Willis Head, Analytics, Centre for Health Workforce Intelligence

A methodology for scenario generation using Qualitative Systems Dynamics

Sandra Banner Executive Director, Canadian Resident Matching Service  
Ian Bowmer Executive Director, Medical Council of Canada

The unrecognised health human resource impact of Canadians studying medicine abroad.

Prof. William Pinsky Executive Vice President, Ochsner Health System  
Prof. David Wilkinson Dean, School of Medicine, University of Queensland

Transnational Undergraduate Medical Education

5.30 pm – 6.00 pm Country caucuses

This is an opportunity for the individual country delegates to meet to review the day and consider any issues relevant to their country.

## Tuesday 25 October 2011

8.45 am – 10.00 am Interdisciplinary Education and Training

The delivery of health care in teams is an important aspect of service provision within hospitals and within the community. In recent years our countries have seen a move towards more interdisciplinary education and training. This session will explore developments in interdisciplinary education and training with a particular focus on training content, organisation and delivery.

Lead: UK  
Discussant: Professor Jim Buchan  
Queen Margaret University  
Professional Advisor, Centre for Health Workforce Intelligence

### Authors:

Australia/ NZ: Professor Peter Brooks  
Director, Australian Health Workforce Institute  
University of Melbourne

Dr Louise Greenstock  
Australian Health Workforce Institute, University of Melbourne

Canada: Professor Louise Nasmith  
Principal, College of Health Disciplines  
University of British Columbia

UK: Professor Debra Humphris  
Pro Vice-Chancellor, Education  
University of Southampton

USA: Professor Barbara Brandt  
Associate Vice President for Education  
Director, Minnesota Area Health Education Center  
Professor, Pharmaceutical Care and Health Systems  
University of Minnesota

Professor Madeline Schmitt  
School of Nursing, University of Rochester

10.00 am – 10.20 am Morning tea

10.20 am – 11.15 am Breakout Session

11.15 am – 12.00 pm Concluding Discussion

12.00 pm – 1.00 pm Lunch

1.00 pm – 2.15 pm Comparisons of Restructured Primary Care

In each country there is an increased role for primary care providers in coordinating patient care, together with a focus on holding providers (and the health system) accountable for the cost and quality of care delivered to a defined population. Each country should examine the changes that are occurring in the role of primary care providers, the evolving models of provision of primary care in each country, role revision / extension and role innovation, and the challenge of developing ways to evaluate the cost and quality of care under different primary care models and skill mix configurations.

Lead: USA

Discussant: Dr Russ Robertson  
Dean, Rosalind Franklin University of Medicine and Science

Authors:

Australia/NZ: Dr Lucio Naccarella  
Postdoctoral Training Fellow, Australian Health Workforce Institute  
University of Melbourne

Professor Deborah Schofield  
Chair of Health Economics, School of Public Health  
Sydney Medical School, University of Sydney

Canada: Associate Professor Sabrina Wong  
School of Nursing and Centre for Health Services and Policy Research  
University of British Columbia, Vancouver

Professor Marie H el ene Chomienne  
Department of Family Medicine  
CT Lamont Primary Health Care Research Centre  
Institute of Research Montfort Hospital, Montr eal

UK: Professor Stephen Field  
NHS, West Midlands

USA: Dr Robert Phillips  
Director, The Robert Graham Center, Washington

Dr Stephen Petterson  
Research Director, The Robert Graham, Washington

Bridget Teevan  
Associate Researcher, The Robert Graham Center, Washington

2.15 pm – 3.00 pm Breakout Sessions

3.00 pm – 3.20 pm Afternoon tea

3.20 pm – 4.30 pm Concluding Discussion

4.30 pm – 5.00 pm Country caucuses

6.30 pm Conference Dinner  
(Pre-dinner drinks from 6.30 pm; dinner commences 7.00 pm)

Venue: Customs House  
399 Queen Street, Brisbane  
[www.customeshouse.com.au](http://www.customeshouse.com.au)

The Customs House is within walking distance (approx. 10 minutes) of the Stamford Plaza.

### **Wednesday 26 October 2011**

9.30 am – 10.30 am: Ethical Integration of International Health Professionals

Increased attention is being paid to the mobility of the medical workforce and other human resources for health (HRH) across international borders, including resultant strains on HRH in developing countries. The World Health Organisation and a number of countries have developed, or are developing, codes for ethical recruitment as a response. International HRH mobility is also requiring recipient countries to develop new regulatory approaches to safely integrate health professionals into their workforce. Each country should present how they approach ethical recruitment and integration of internationally educated health professionals, including professional regulation, particularly from the aspect of inter-professional changeability and the links to national and international mobility.

Lead: Canada  
Discussant: Terry Goertzen  
Assistant Deputy Minister, Health Workforce, Manitoba

Authors:

Australia/NZ: Professor Lesleyanne Hawthorne  
Associate Dean, International  
Faculty of Medicine, Dentistry and Health Sciences  
University of Melbourne

Chris Mitchell  
Chief Executive Officer, Health Workforce Queensland

Canada: Professor Ivy Bourgeault  
Faculty of Health Sciences  
Canadian Institutes of Health Research Chair in Health Human Resource  
Policy, University of Ottawa

Andrea Baumann  
Associate Vice President, Faculty of Health Sciences International  
McMaster University, Hamilton

UK: Dr Ruth Young  
Florence Nightingale School of Nursing and Midwifery  
King's College, London

(Professor Jim Buchan will present at the conference on Dr Young's  
behalf)

USA: Marta VanZanten  
Research Associate, Foundation for the Advancement of International  
Medical Education and Research

10.30 am – 11.00 am Morning tea

11.00 am – 12.15 pm Concluding Discussion (as a plenary session)

12.15 pm – 1.15 pm Lunch



1.15 pm – 2.30 pm Emerging Ideas / Initiatives

This session will showcase emerging ideas / initiatives drawn from the poster display or current research.

Robyn Burley                      Director, Workforce and Innovation Branch  
NSW Ministry of Health

Emergency department workforce analysis tool

Prof. Anthony Scott    Melbourne Institute of Applied Economic and Social Research  
University of Melbourne

Ms Michelle McLissac    Melbourne Institute of Applied Economic and Social Research  
A/Prof. Guyonne Kalb    Melbourne Institute of Applied Economic and Social Research

What influences the distribution of GPs across areas ? The geography of GP supply using small area data and spatial economics

Dr Robert Phillips        Director, The Robert Graham Center, Washington

Web-based data mapping tools

2.30 pm – 3.00 pm    Close and Introduction to 14<sup>th</sup> IHWC