16th International Health Workforce Collaborative, Washington, 24-28 October 2016

Disruptive change to established healthcare and the workforce

Country lead: Australia / New Zealand session

Description: Health systems are not immune to the disruptive changes that are occurring globally, nationally and locally. Disruptions can be caused by powerful combinations of economic, political, social and technological drivers. Disruptive change can also impact consumers and health systems in many different ways. Access, quality of care, funding, regulation and the health workforce are all potential domains that may be positively or negatively affected.

This theme will explore disruptive change occurring within health care, looking at two different disruption factors - technological advances and socio-economic changes - which disrupt currently accepted health service and workforce models. These will be examined in the context of the growing trans-national nature of health services and the globalisation of the health workforce, along with the challenges that these changes pose to established professions.

Session approach: There will be two sessions for this theme.

Session 1 – Technology – now and future, moderated by Professor Des Gorman

Session 1 will examine three case studies of established technology that have or are significantly disrupting existing service and workforce models to the point of redundancy. This session assesses tele-health services and web based health services, particularly where transnational factors exist. We will consider the service, economic, regulatory and workforce factors that contributed to the success (or otherwise) of disruptive innovations and contribute to our understanding of disruptive innovation in the health context.

Speakers are:

1. Dr Sanjeev Arora (USA) Director, Project Echo **- more here**
2. Associate Professor Sabe Sabesan (Australia) - Clinical Dean, Northern Clinical Training School, James Cook University, **more here.**
3. Dr Nikki Latham (United Kingdom) – Director, Performance and Development, Health Education England **more here**.

The format for this session will be

- Opening remarks by session moderator
- Each of the speakers to present for approximately
- A panel discussion addressing:
    o What barriers and enablers exist to these and other advances being sustainable and translatable across the health continuum?
    o Can we predict or prepare for future advances and innovation in healthcare? Why or why not?
    o What factors will be critical to innovation success, and how will innovation affect the future health workforce? What will the future health workforce do more of and less of?

- o   If I am a graduate of a health profession in 2020, should I be worried about having a job by 2030? Why or why not?

Session 2 – Socio-economic disruption to health workforce planning, moderated by Dr Wendy Southern

While Session 1 examines the future impact of technological innovation on the health workforce, Session 2 shifts the debate to assessing the disruptive impact of global socio-economic trends, at a time when 'game-changers' include rapid growth in:

- 'Export education' and individual student agency
- Medical tourism (where patients rather than practitioners move)
- Bilateral and multilateral agreements (including skilled worker access to international labour markets)
- Commercial opportunism

Structure**:**

The first half of the session will frame the topic by defining two key 'game-changers' which defy national workforce planning, through:

- Moderator: Dr Wendy Southern
- Speaker 1**:** Managing the impact of returning Canadian medical students with international qualifications on domestic supply (x15 minutes) – Professor Roger Strasser (Canada)
- Speaker 2**:** Growth in global and regional medical tourism: workforce planning and regulatory challenges – Professor Lesleyanne Hawthorne (Australia)

Panel discussion**:** The moderator will pose this question –

- What disruptive globalisation game-changers are evolving in your country that defy structured national workforce planning?
- What steps are being taken to address these?