

Rural Health Strategy

Faculty of Medicine and Health



Our Vision	To work collaboratively to promote health and wellbeing for all people in regional and remote communities across Australia			
Our Guiding Principles <i>Health equity for rural communities</i>	<ul style="list-style-type: none"> - Acknowledge and respect the past and present experiences of Aboriginal and Torres Strait Islander peoples - Respect the local knowledge of rural people and respond to the needs of the communities we serve - Rural leadership or co-leadership on all projects 		<ul style="list-style-type: none"> - 'All teach, all learn' approach to collective capacity strengthening - Engagement, collaboration and partnership - Work alongside rural communities and stakeholders - Share, collaborate and translate research at all stages 	
Our Strategic Pillars	Leadership and Culture	Research Performance and Capacity	Teaching and Learning Innovation	Governance and Contemporary Operations
Our Aspirations	A strong collective voice and an ethical and resilient workforce	Excellence in rural health research	A rural health workforce committed to lifelong learning	Partnerships and systems drive outcomes
Our Goals	<p>The University serves the interests of rural communities</p> <p>We work in culturally safe environments with strong Aboriginal and Torres Strait Islander representation and leadership</p> <p>We are a preferred partner and leader in rural health education and research</p> <p>We have a robust rural health education and research workforce</p>	<p>Our research is co-designed and translated for impact to address the complex challenges in rural communities</p> <p>We have a thriving research community committed to building capacity and capability</p> <p>Our research support structures and processes meet the specific needs of rural health research</p>	<p>We equitably deliver high-quality programs that will build our rural health workforce</p> <p>Our programs promote understanding and overcome challenges in rural health</p> <p>Our rural placements provide high-quality multidisciplinary and interprofessional learning experiences</p> <p>We provide access to rural placements for domestic and international students</p> <p>We foster outstanding collegiality and scholarship among our staff and students</p>	<p>Our governance structure enables rural health research, education, leadership and strategic operations</p> <p>Our programs equitably prioritise rural health education and research</p> <p>We actively engage with local stakeholders in our rural health work</p> <p>We work with partners to achieve our common goals</p>



Leadership and Culture

Our Aspirations

Our Goals

Our Actions



A strong collective voice and an ethical and resilient workforce

The University serves the interests of rural communities

- Advocate internally for a Faculty-driven rural health strategy, given the breadth of expertise in social and other determinants of health across the faculty
- Advocate publicly for improving the health and wellbeing of people in rural communities

We work in culturally safe environments with strong Aboriginal and Torres Strait Islander representation and leadership

- Prioritise employment and professional development of Aboriginal and Torres Strait Islander staff at all academic and professional levels
- Promote respectful engagement with regional and local Aboriginal and Torres Strait Islander organisations and community groups

We are a preferred partner and leader in rural health education and research

- Map and promote our work and commitment to rural health education and research
- Demonstrate our commitment to working in effective partnerships with rural communities, health services and other organisations

We have a robust rural health education and research workforce

- Define distinctive features and development needs for rurally based career pathways for academic and professional staff

Implement professional development programs specific to rural careers

- Ensure the distinctive features of rural roles are reflected in academic planning and development, and promotion policies and processes



Research Performance and Capacity

Our Aspirations



Excellence in rural health research

Our Goals

Our research is co-designed and translated for impact to address the complex challenges in rural communities

We have a thriving research community committed to building capacity and capability

Our research support structures and processes meet the specific needs of rural health research

Our Actions

- Work with rural community groups to understand their needs and aspirations, and co-design projects that provide meaningful benefits to them
- Further develop collaborative relationships with community groups, service organisations and other universities to produce relevant and high-quality research that will meet community and service needs
- Identify Faculty research leads with responsibility for enabling engagement and partnerships
- Be accountable to rural communities for the research that we do

Create opportunities for skills acquisition and knowledge sharing between metropolitan- and rural-based academics

- Set up rural-based research programs that successive cohorts of students will support
- Develop conjoint appointments for research-active rural clinicians and population health practitioners

- Strengthen investment in identifying, building and supporting rural research capacity and capability, infrastructure, staffing and resourcing for rural health research
- Ensure processes and structures are designed and implemented that link rural research opportunities with networks and research centres
- Refine research metrics to be meaningful and useful for further developing rural health research



Teaching and Learning Innovation

Our Aspirations



A rural health workforce committed to lifelong learning

Our Goals

We equitably deliver high-quality programs that will build our rural health workforce

Our programs promote understanding and overcome challenges in rural health

Our rural placements provide high-quality multidisciplinary and interprofessional learning experiences

We provide access to rural placements for domestic and international students

We foster outstanding collegiality and scholarship among our staff and students

Our Actions

- Develop equitable targets for admission of rural-original and rurally based students
- Increase courses in accessible formats in rural locations
- Develop multiple entry pathways into Faculty courses

- Embed learning about rural health priorities and career pathways early in our curricula
- Further map, refine and promote career, education and employment pathway models for all health professions
- Leverage successful programs to advocate for and support other programs

Build on our experience in developing and evaluating innovative placement models that address rural needs

- Further monitor and drive improvement in the quality of all student placements
- Continue to build strong partnerships with communities and service organisations, between our Rural Clinical Schools and with other universities

- Develop and implement integrated funding models to support rural placements for domestic and international students

- Promote collegial engagement and mentorship between staff and rural-based students across our Academic Schools
- Develop and embed interprofessional learning opportunities
- Encourage rural staff to teach in metro-based programs
- Establish a Rural Health Student Network to support students interested in rural health



Governance and Contemporary Operations

Our Aspirations



Partnerships and systems drive outcomes

Our Goals

Our governance structure enables rural health research, education, leadership and strategic operations

Our programs equitably prioritise rural health education and research

We actively engage with local stakeholders in our rural health work

We work with partners to achieve our common goals

Our Actions

Establish a 'rural precinct' within the Faculty organisational structure with appropriate academic and professional leadership

- Develop/refine Rural Clinical Schools and local governance structures to meet local circumstances within the broader Faculty structure
- Rural health development to be reflected in the terms of reference in other relevant Faculty committees
- Develop a 'rural precinct' model to support prioritisation processes for rural health education and research, and to provide clear points of contact for rural health matters
- Establish regional advisory structures in Northern Rivers, Broken Hill and Dubbo/Orange to suit local stakeholder engagement needs
- Actively seek opportunities for local stakeholders to be engaged in our education and research programs in a way that provides mutual value
- Develop multi-university governance arrangements to manage the tension between cooperation and competition in rural areas
- Further develop our partnerships with other universities, health services and consumer organisations to maximise potential benefit for rural communities

Shared priority action in the preliminary stages of implementation