

## Breakout Session Summary – Session 1

### Kimberley

Question	Response
Do you agree with the workforce need and training capacity results for your location? Yes, no and why?	The Kimberley region's workforce needs and training capacity are agreed upon. Challenges include supervision issues, workforce shortages, maldistribution, fluctuations, and infrastructure problems such as housing and childcare.
How do these findings compare with other regions?	The workforce need and training capacity results for the Kimberley region are consistent with other regions; remoteness and location should be considered. There are many similarities across regions, although there are some distinct differences and nuances. The region faces issues with accommodation, childcare, and GP Registrar partner employment.
The results are by GP catchment, does this support your understanding of the output for your location?	Not addressed.
Looking at the mapping of the regional training pathways, what opportunities do you see for improving pathways in the regions?	The Kimberley should develop regional competencies aligning with available supervision and community work, such as regional-specific Work-Based Assessments (WBA) for GP Registrars via the Royal Australian College of General Practitioners (RACGP) and Australian College of Rural and Remote Medicine (ACRRM). Despite having a pathway from internship to fellowship, more supervisors, housing, and childcare support are needed. In Kununurra, WA Country Health Service (WACHS), Wunan Health and Ord Valley Aboriginal Health Service (OVAHS) are collaborating to share and support GP Registrars.
How can we improve our collaboration to better address GP Registrar workforce issues in WA?	Explore the collaboration between WACHS and OVAHS in Kununurra that shares resources and support. Emphasising transparency in training options and increasing cooperation between primary care and WACHS hospitals is essential. It is recommended to implement composite posts with supervision and adopt a cooperative approach between health services.
What change or support do you need to address the GP Registrar workforce shortages and maldistribution in WA?	Accommodation and childcare support are crucial. Workforce Incentive Payments should be accessible for first-time rural or remote workers. The utilisation of flexible funds needs improvement. Kimberley has persistent employment challenges; considering a Single Employer Model (SEM) or an alternative funding model after fellowship is necessary.

## Midwest

Question	Response
Do you agree with the workforce need and training capacity results for your location? Yes, no and why?	The workforce need and training capacity results for the Midwest region are mostly agreed upon, with some issues noted in Carnarvon. The current rating is moderate, but it should be high. Three Springs is considered high, while Geraldton is perceived as low. Dongara is rated high, with preceptors and Aboriginal Community Controlled Health Organisations (ACCHO) offering a shared workforce model, including GP/hospital roles. The region faces challenges such as aged care, mental health, a challenging community, and burnout. Local shires should provide more support to address these issues.
How do these findings compare with other regions?	The workforce need and training capacity results for the Midwest region indicate that it should be rated as high. The region is currently underrepresented in the data.
The results are by GP catchment, does this support your understanding of the output for your location?	Yes. It is noted that the more remote a location is, the more significant a high rating becomes.
Looking at the mapping of the regional training pathways, what opportunities do you see for improving pathways in the regions?	Training pathways from internship to fellowship are available in the Midwest region. Positions remain unfilled, presenting a challenge for uptake. Suggestions to improve accessibility include transport and blended training.
How can we improve our collaboration to better address GP Registrar workforce issues in WA?	Already collaborating.
What change or support do you need to address the GP Registrar workforce shortages and maldistribution in WA?	Suggestions include taking GPT2 upwards in some cases.

## Goldfields- Esperance

Question	Response
Do you agree with the workforce need and training capacity results for your location? Yes, no and why?	The workforce need and training capacity results for the Goldfields-Esperance region are agreed upon. Part-time GPs are common due to hospital jobs, and the Royal Flying Doctors Service (RFDS) is opening a GP practice in Kalgoorlie, which will make a total of four GP training practices. Kalgoorlie and Warburton are rated high, while Wiluna is not rated, and other areas are moderate. The region faces issues in procedural accessibility and access discrimination, indicating a high need.
How do these findings compare with other regions?	Not addressed.
The results are by GP catchment, does this support your understanding of the output for your location?	Modified Monash Model (MMM) ratings are challenging to apply to WA locations, as exemplified by Kalgoorlie being rated the same as Donnybrook. Additionally, locations that lack the capacity to supervise or train are often omitted from the data.
Looking at the mapping of the regional training pathways, what opportunities do you see for improving pathways in the regions?	Housing and spousal employment should be addressed to improve the pathways in the Goldfields-Esperance region.
How can we improve our collaboration to better address GP Registrar workforce issues in WA?	There is a need for transparency in training options and increased collaboration between primary care and WACHS hospitals to avoid a "them and us" mentality and work towards a shared goal. More flexibility in work options, such as part-time hospital and part-time GP primary care roles, is also essential. A supported employment model is recommended, which includes teaching at Rural Clinical School (RCS) and non-clinical work in the emergency department.
What change or support do you need to address the GP Registrar workforce shortages and maldistribution in WA?	The Goldfields-Esperance region requires increased supervisor support and incentives. Additionally, workforce support from urban GPs and supervisors who have relationships with health services is essential.

## Wheatbelt

Question	Response
Do you agree with the workforce need and training capacity results for your location? Yes, no and why?	The Wheatbelt region is currently at capacity and needs more supervisors. The small towns are not captured in the data, and there are high population differences across multiple towns. The workforce need and training capacity results are moderate, but the region is vulnerable due to the impact of solo GPs on capacity and supervision, which affects the ability to attract GP Registrars. Dalwallinu should be rated higher, and the region overall should be considered high. Quairading has been updated in 2024 and is now accredited by RACGP and ACRRM, with capacity.
How do these findings compare with other regions?	The Wheatbelt region relies on a Drive-In Drive-Out (DIDO) workforce. There is a perceived high workforce need, with large towns being served by a small number of GPs, resulting in low capacity to cover. The region is underrepresented in the data.  Additionally, the Wheatbelt consists of multiple towns with diverse populations and resources.
The results are by GP catchment, does this support your understanding of the output for your location?	Yes.
Looking at the mapping of the regional training pathways, what opportunities do you see for improving pathways in the regions?	Currently, the Wheatbelt region lacks a complete training pathway. To enhance opportunities, a two-town/two-practice placement as a composite post for GP Registrars should be considered. Collaboration among GP practices is recommended.
How can we improve our collaboration to better address GP Registrar workforce issues in WA?	As above.
What change or support do you need to address the GP Registrar workforce shortages and maldistribution in WA?	The Wheatbelt region requires a remote supervision solution for GP Registrars, with hospital work required to be supported and supervised within WACHS. Consistent supervision for GP Registrars is essential. Additionally, there is a need to expand remote training opportunities and increase in-person support.

## Pilbara

Question	Response
Do you agree with the workforce need and training capacity results for your location? Yes, no and why?	The data for the Pilbara region may be confounded by FIFO (Fly-In Fly-Out) workers. A newly established GP practice in Karratha has shown strong interest in GP Registrar training; this is not yet reflected in the data. The region has experienced a loss of training capacity. There is now some capacity, and this needs to be built further. The workforce need should be rated high, as the region relies on a locum workforce and faces challenges with low supervision availability, infrastructure, housing, childcare, and the impact of the mining sector.
How do these findings compare with other regions?	The Pilbara region is underrepresented.
The results are by GP catchment, does this support your understanding of the output for your location?	There is an issue in that locations are omitted if they have no capacity to supervise or train.
Looking at the mapping of the regional training pathways, what opportunities do you see for improving pathways in the regions?	The Pilbara region lacks a full training pathway. A centralised supervisor support should be considered to improve pathways in the region. There is also an opportunity for combined hospital and community positions.
How can we improve our collaboration to better address GP Registrar workforce issues in WA?	Not addressed.
What change or support do you need to address the GP Registrar workforce shortages and maldistribution in WA?	The Pilbara region requires support for supervisor capacity and partnerships with WACHS, Aboriginal Health Council of WA (AHCWA), and regional neighbours. Additionally, there is a need for placements and a full training pathway.

## South West

Question	Response
Do you agree with the workforce need and training capacity results for your location? Yes, no and why?	The workforce need and training capacity results for the South West region indicate that Collie is rated high, and Harvey is rated moderate. As a generalised region the results are agreed upon, but different sectors such as WACHS, ACCHOs, and private practice may have different needs. Additionally, there are issues with after-hours practitioners and retention.
How do these findings compare with other regions?	Compared to other regions, the South West is family-friendly but faces challenges with a Drive-in-Drive-Out (DIDO) workforce due to its location south of Perth.
The results are by GP catchment, does this support your understanding of the output for your location?	Yes.
Looking at the mapping of the regional training pathways, what opportunities do you see for improving pathways in the regions?	Opportunities to improve pathways in the South West region include investing in remote supervision via online platforms, and a focus on specialties such as adult internal medicine and palliative care.
How can we improve our collaboration to better address GP Registrar workforce issues in WA?	As per above.
What change or support do you need to address the GP Registrar workforce shortages and maldistribution in WA?	Remote supervision would address GP Registrar workforce shortages and maldistribution in the South West region.

Great Southern region was not represented at the Summit.

This information will be shared in WA Primary Health Alliance's June 2025 workforce need and training capacity report to the Australian Government Department of Health and Aged Care.