



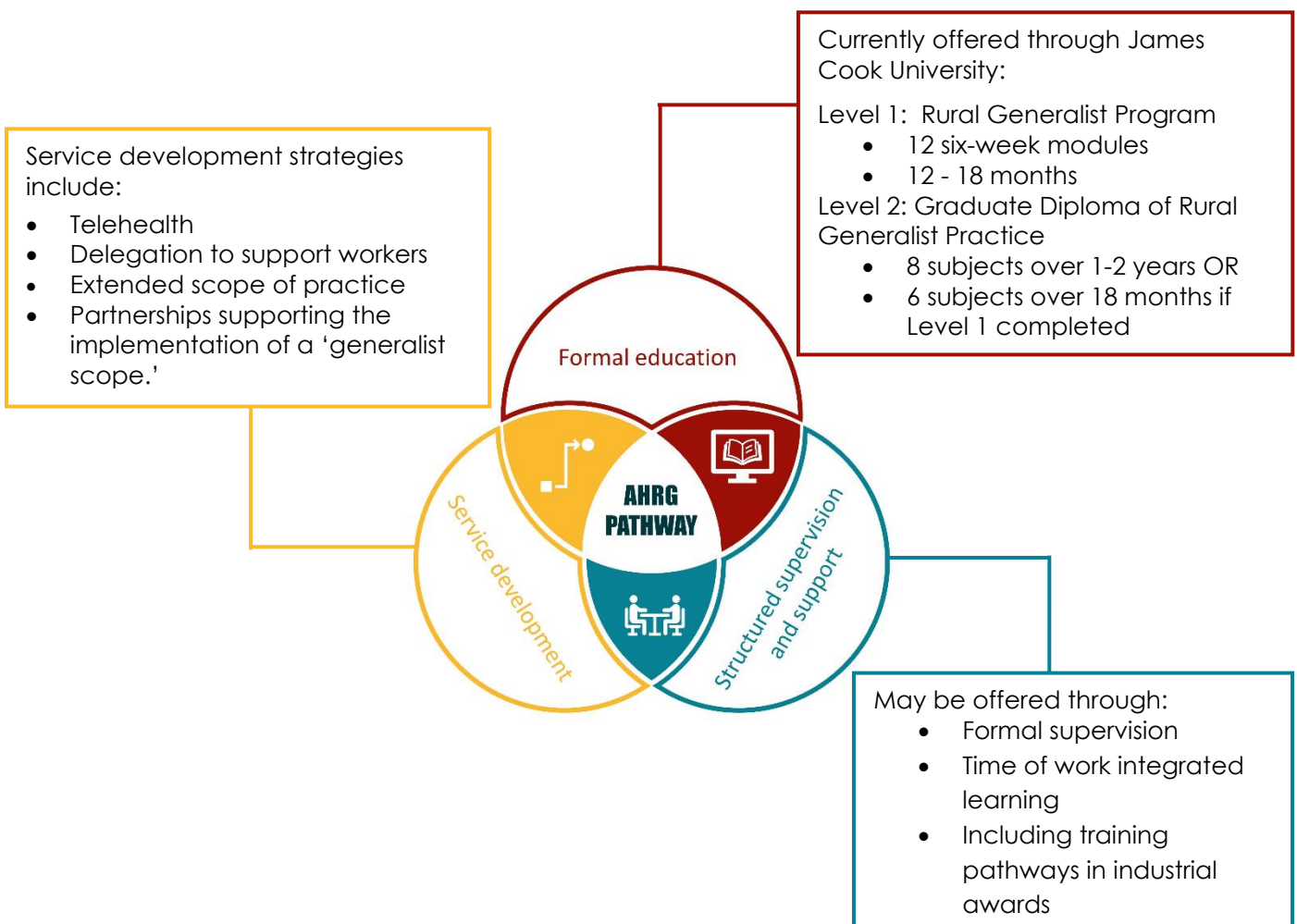
RESOURCE 2: ALLIED HEALTH RURAL GENERALIST TRAINING POSITIONS: AN OVERVIEW

ALLIED HEALTH RURAL GENERALIST PATHWAY

The Allied Health Rural Generalist (AHRG) Pathway is a workforce development initiative which aims to support the growth, sustainability and value of the rural and remote allied health workforce and the proliferation of rural generalist service models that deliver accessible, safe, effective, and efficient health services for rural and remote health consumers.

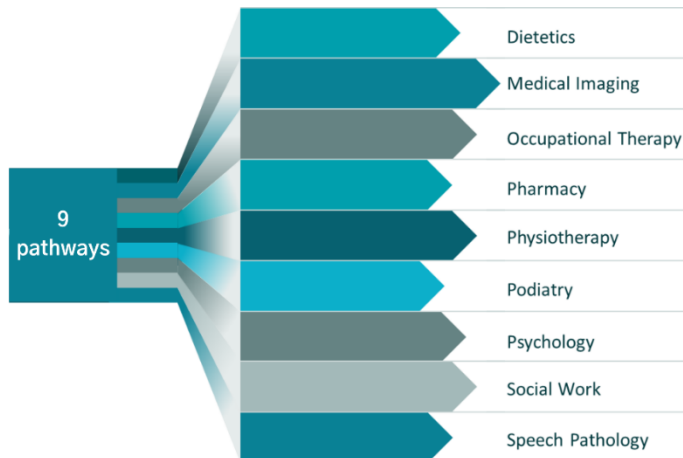
The AHRG Pathway is structured around three key components:

1. **Formal education** that supports the development of the clinical and non-clinical rural generalist practice requirements of the relevant allied health profession.
2. **Structured supervision and support** to facilitate progression from entry-level competency to proficient rural generalist and into extended scope roles where this is required by the service.
3. **Service development** initiatives that support allied health professionals to implement innovative and effective solutions to the challenges of delivering care across geographically dispersed and culturally diverse populations.



ALLIED HEALTH RURAL GENERALIST EDUCATION PROGRAMS

The [Allied Health Rural Generalist Education Framework](#) was developed by the Allied Health Professions Office of Queensland (AHPOQ) to guide the development of rural generalist training for allied health professionals across 9 different disciplines and includes clinical and professional content relevant to an early career rural generalist.



The post graduate Rural Generalist Programs available through JCU in collaboration with QUT (Queensland University of Technology) are currently the only programs developed to align to the framework. Participation in these programs can satisfy the training position requirements detailed above.

The education component of the AHRG Pathway comprises a multi-level, University-delivered program, encompassing rural generalist practice development for nine professions.

The level 1 Rural Generalist Program has been available since April 2017 with the Level 2 Graduate Diploma of Rural Generalist Practice available from early 2018. The Master of Rural Generalist Practice is available from 2023. Either of the first two programs are integrated into the development plan of the AHRG Training Position incumbent. The service development strategy implemented by the work unit will be a primary learning activity for the AHRG Trainee.

- Level 1 is tailored to early career professionals and those new to rural and remote practice. Over a period of up to 24 months, participants complete a program of twelve modules with each taking six weeks to complete, covering clinical and non-clinical topics. The program has a strong focus on workplace integrated learning with significant involvement of locally based profession-specific supervisors and managers.
- Level 2 is targeted at professionals with more experience. Over a period of 18 months to 2 years (part-time study load) participants complete a Graduate Diploma in Rural Generalist Practice comprising eight units, or six units over 18 months if Level 1 completed prior. The program supports progression from early career to proficient rural generalist practitioner.

Detailed information about the University programs is available from:

Rural Generalist Program: <https://www.jcu.edu.au/division-of-tropical-health-and-medicine/research/rural-generalist-program-rgp>

Graduate Diploma of Rural Generalist Practice: <https://www.jcu.edu.au/courses-and-study/courses/graduate-diploma-of-rural-generalist-practice>

Master of Rural Generalist Practice: <https://www.jcu.edu.au/courses/master-of-rural-generalist-practice>

SARRAH has established an independent Allied Health Rural Generalist Accreditation Council to accredit post-professional education programs in rural generalist practice for allied health professions as part of the Allied Health Rural Generalist (AHRG) Pathway.

INTENDED BENEFITS OF AHRG TRAINING POSITIONS

Implementation of AHRG Training Positions is intended to achieve the following benefits:

- Improve attraction and recruitment to the rural or remote health service
- Support workforce sustainability and succession planning through an “own grown” approach
- Foster an allied health workforce that is “fit for purpose” in a rural or remote setting



- Development of supervision, training, and peer support skills of senior professionals in the team
- Greater service improvement, evaluation, and reporting skills of senior professionals in the team
- Support health service sustainability through implementing strategies that achieve greater service outcomes from the available resources
- Successful introduction and expansion of rural generalist service models that enhance and demonstrate the value of generalist allied health services for the local community
- Potential increase in revenue through the delivery of additional services

These intended benefits are informed by the outcomes of an evaluation of the Queensland Health trial of AHRG Training Positions which demonstrated a range of benefits to the community, health services, and health professionals, including AHRG Training Position incumbents and their colleagues¹.

HOW TO BECOME INVOLVED

Graduates and early career professionals

Recruitment to state-run health department AHRG Training Positions is managed by the health services implementing the roles. Recruitment to NGO and private organisation AHRG Training Positions are funded through SARRAH under The Allied Health Rural Generalist Education and Training Scheme (TAHRGETS). Positions in both state and private/NGO sectors will be advertised using the usual processes including open advertising or centralised graduate recruitment.

Health service and company managers

State health services are at various stages in developing and trialling the AHRG workforce and service models. Information on implementing an AHRG workforce may be found on state health websites. Healthcare commissioning and health workforce funding agencies can be involved through collaborative partnerships with AHRG Training Position employers. Organisations are encouraged to participate in emerging networks of services implementing training positions and to contribute to the evaluation of the Rural Generalist Program.

NGO and private organisations are encouraged to consider their eligibility for the AHRG Training Positions funded through SARRAH under the TAHRGETS program. More information is available at <https://sarrah.org.au/our-work/projects/tahrgets>.

ACKNOWLEDGMENTS

The Allied Health Rural Generalist Pathway is a collaborative initiative comprising a range of organisations across the Australian and New Zealand healthcare sectors. The full list of organisations is available on the SARRAH website at www.sarrah.org.au.

FOR MORE INFORMATION

Resources relevant to AHRG Training Positions and the Rural Generalist Program are available through SARRAH at www.sarrah.org.au. SARRAH can provide advice to healthcare providers, commissioning agencies and other stakeholders to support scoping, development and implementation of the AHRGP.

¹ Queensland Health Allied Health Rural Generalist Training Positions Evaluation Report (2015) at <https://www.health.qld.gov.au/ahwac/html/rural-remote>