

Rural and Remote Generalist Registered Nurse Pathway

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Introduction

Rural and remote Queenslanders account for approximately 38% of Queensland's total population with approximately 47% of our First Nation's people living in non-metropolitan areas¹. Rural and remote Queenslanders have less access to healthcare, have a greater burden of chronic disease and premature mortality than their metropolitan counterparts² and are more dependent on nurse-led services, particularly in remote and very remote parts of Queensland³. Health workforce shortages in rural and remote areas are considered twice that of metropolitan areas with Registered Nurses (RNs) being the largest group of healthcare professionals in rural and remote areas³. Research demonstrates that a structured approach is required to support RNs transitioning to and practicing in rural and remote contexts^{3,4}.

Objectives

- Develop the Rural and Remote Generalist Registered Nurse (RRGRN) Pathway**, as a clear and valid career pathway for RNs interested in pursuing rural and remote generalist practice.
- Make the Pathway available** as a digital toolkit for easy of navigation for RNs, educators and managers to support, personalise and guide RRGRN practice development.
- Embed the RRGRN Transition Support Program (TSP)** as the introduction to the Pathway, with recognition by education partners for participants eligibility for academic credit in relevant programs.

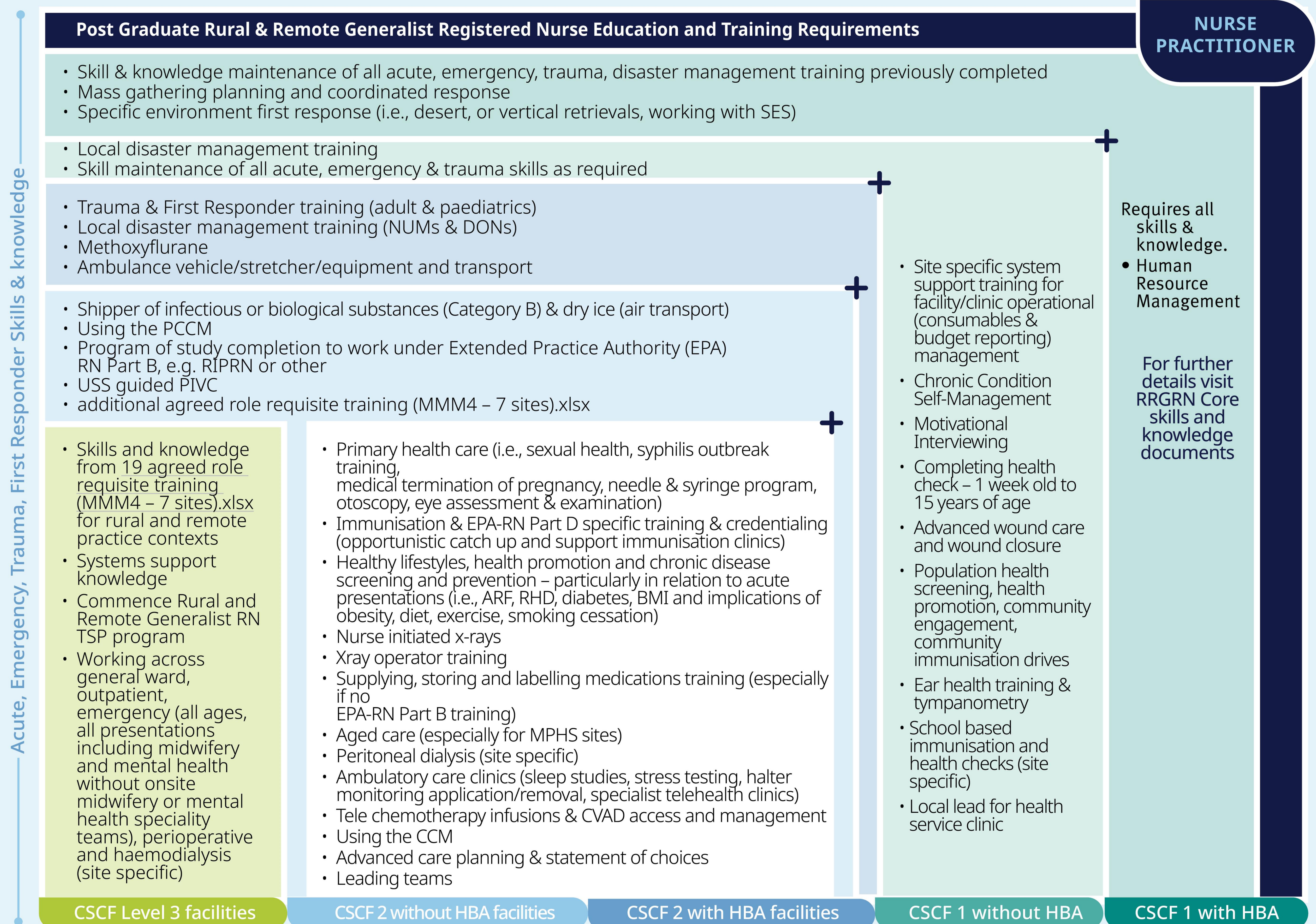
Outcomes

- ✓ A flexible, scaffolded **training pathway** with varying entry and exit points, to build a contextually relevant skilled workforce, by focusing on developing practice capacity and capability through professional skills, knowledge, and attributes for safe and competent practice across the many and varied rural and remote practice contexts and recognising such.
- ✓ **Standardised education** expectations, processes and flexible training pathway options for Modified Monash Model (MMM) category 4 – 7 locations with Clinical Service Capability Framework (CSCF) level 1, 2, and 3 facilities demonstrated in the RRGRN Pathway Toolkit.
- ✓ A pragmatic **tool for succession planning**, strategic workforce construction and stabilising services in CSCF level 1 – 3 sites in MMM 4 – 7 communities, through building capacity in the largest existing, and sometimes only workforce in these areas.
- ✓ **Agreed role requisite training**, core skills and knowledge aligned to the Primary Clinical Care Manual (PCCM), Chronic Conditions Manual, Queensland Clinical Guidelines, the National Rural and Remote Nursing Generalist Framework 2023 – 2027 and demonstrating how the RRGRN Pathway can be a segue to rural and remote generalist Nurse Practitioner.

References

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Education and training requirements



Clinical Learning
 Knowledge & skills matching service profile and models of service delivery/practice standards.

Professional Learning
 Learning relative to broader nursing and midwifery professional issues and trends.

Organisational Learning
 Facility/ service/work unit identifies priorities for staff knowledge.

Scaffolding of skills, knowledge, practice elements and support required to practice across Clinical Service Capability Framework (CSCF) levels and Modified Monash Model (MMM) 4 – 7 sites.

National RRGRN Framework	FORMATIVE	INTERMEDIATE	PROFICIENT
Workplace learning activities	RURAL & REMOTE GENERALIST (Foundational 12 – 18 months) Skill set acquisition • Self directed learning • Evidence based practice • Mentoring Relationship • Preceptor programs	RURAL & REMOTE GENERALIST (Advanced 18 – 36 months) Professional Development Programs • Clinical Supervision • Career Development Pathways Succession management activities • Leadership & Management Programs	
Workplace supports	Skill set acquisition • Transition support (SwIM) Preceptorship • Evidence based practice	Clinical Supervision • Career Development Pathway Coaching	

Primary Health Care, Public Health, Chronic Disease screening, prevention and Management, Aged Care, Leadership & Management Skills & Knowledge