
From: Carol Douglas [REDACTED]
Sent: Wednesday, 16 June 2021 11:41 AM
To: Thuringowa Electorate Office
Cc: Health and Environment Committee
Subject: Specialists Palliative Medicine Data - Queensland Directors Palliative Care Group
Attachments: Endorsed Staff Specialist FTE by Survey 2021 .xlsx; 2021 Workforce Shortfall by HHS .docx

Importance: High

To Committee Chair Aaron Harper

On behalf of the Queensland Directors Palliative Care Group, I wish to submit '**Number of Palliative Medicine Specialists by HHS 2021**' This represents the results of a survey of all Queensland Specialist Palliative Care Services and has been endorsed by the Queensland Directors Palliative Care group. Additionally, the data demonstrating '**The number of Staff Specialists needed for each HHS to reach 50% and 75% of the Palliative Care Australia 2018 Benchmark**' is included.

We ask the Health and Environment Committee Queensland Parliament to accept these documents into evidence.

Previous statements provided by Queensland Health spoke of 109 specialist palliative care clinicians, which may have been misinterpreted as Specialists Palliative Medicine.

The use of the word clinicians is broad and all-encompassing including Staff Specialists, Registrars (Advance Trainees and non-training) Clinical Nurse Consultants, Clinical Nurses, Registered Nurses, and all Allied Health professionals.

Specialists in Palliative Medicine form the 'bed rock ' of Specialist services across Queensland and we wish to draw attention to the on-going need to continue to fund the **Queensland Palliative Medicine Training Program** and to support the increased funding of additional Staff Specialist positions across the HHS's so as to strive to meet the benchmarks set.

Yours sincerely

Carol Douglas

Associate Professor Carol Douglas

MB.ChB, FRACGP, FACHPM

Clinical Director ,Palliative and Supportive Care Service, RBWH
Eminent Senior Staff Specialist Palliative Medicine
Medical Lead, Qld Palliative Medicine Training Program
Lead, End of Life MN Medicine Stream
Associate Professor, School of Clinical Medicine, University of Queensland

Royal Brisbane and Women's Hospital
Level 8, Ned Hanlon Building
Butterfield Street
Herston Qld 4029

[REDACTED]



Metro North Hospital and Health Service
Putting people first

   follow us on social media

Disclaimer: This email and any attachments may contain legally privileged or confidential information and may be protected by copyright. You must not use or disclose them other than for the purposes for which they were supplied. The privilege or confidentiality attached to this message and attachments is not waived by reason of mistaken delivery to you. If you are not the intended recipient, you must not use, disclose, retain, forward or reproduce this message or any attachments. If you receive this message in error, please notify the sender by return email or telephone and destroy and delete all copies. Unless stated otherwise, this email represents only the views of the sender and not the views of the Queensland Government.

Queensland Health carries out monitoring, scanning and blocking of emails and attachments sent from or to addresses within Queensland Health for the purposes of operating, protecting, maintaining and ensuring appropriate use of its computer network.

Palliative Medicine FTE Staff Specialist Data 2021 as at 17/06/2021

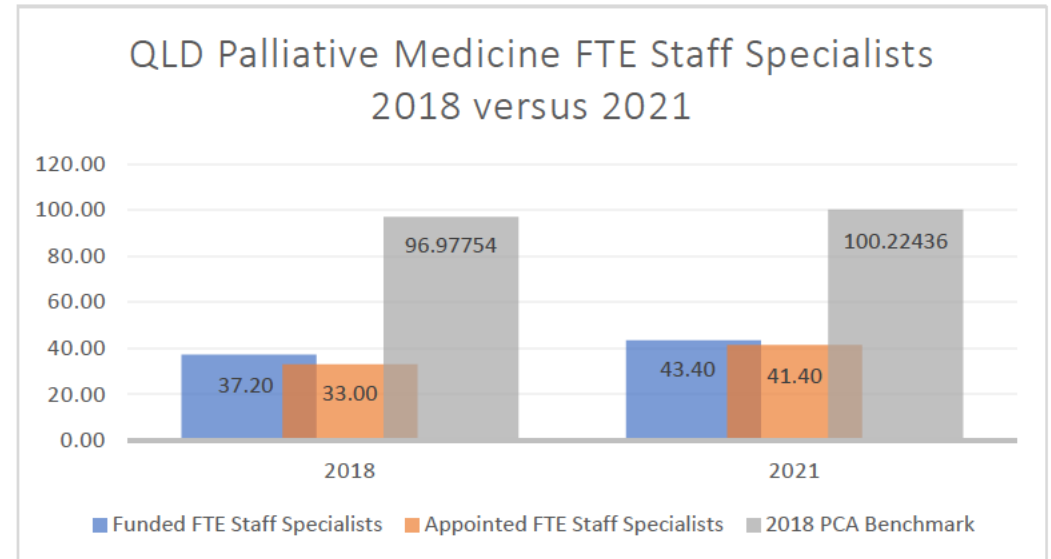
Specialist Services in Queensland Health Services	Funded FTE Staff Specialist 2018	Appointed FTE Staff Specialist 2018	Population 2018 *	2018 PCA Benchmark (2 FTE per 100,000 population)	Shortfall 2018	Funded FTE Staff Specialist 2021	Appointed FTE Staff Specialists 2021	Staff Specialists filling FTE (head count) 2021	Population (2020 HHS data) 2021 **	Estimated Metro / Sparta mix	2018 PCA Benchmark (2 FTE per 100,000 population) 2021	Shortfall 2021	Temporary Staff Specialist Positions (SPARTA/ SPACE) 2021	FTE Staff Specialists indicating retirement	Additional notes Updated last: 13/05/2021	Percentage of Benchmark (Permanent Positions)	Non-Sparta Region (Permanent Positions)	Sparta Region (Temporary Positions)
Cairns and Hinterland	2.00	2.00	252,840	5.06	3.06	2.00	1.50	2	257,242	*160,000 - Cairns *100,000 - Sparta	5.14	3.14	0.9		*Temporary position: 1.0 SPARTA (covering rural regions of HHS + Torres and Cape HHS) *Temporary position: 0.4 SPACE in recruitment *0.5 Perm FTE unfilled due to extended parental leave	38.87390084	63.69426752	40
Torres and Cape	0.00	0.00	26,514	0.53	0.53	0.00	0.00	0	27,455		0.55	0.55	0		* Covered by Cairns SPARTA SMO	0		36.42323803
Townsville	3.00	3.00	239,475	4.79	1.79	3.00	3.00	3	240,883	*180,000 - Townsville *60,000 - Sparta	4.82	1.82	0.8		*Temporary positions: 0.8 SPARTA (covering rural regions of HHS + North West + Mackay HHS)	62.270895	83.33333333	16.66666667
North-West	0	0	28,430	0.57	0.57	0.00	0.00	0	27,800		0.56	0.56	0		*Covered by Townsville SPARTA SMO	0		14.28571429
Mackay HHS	0	0	173,892	3.48	3.48	0.00	0.00	0	172,523		3.45	3.45	0		*Covered by Townsville SPARTA SMO	0		15.65217391
Sunshine Coast	3.00	3.00	407638	8.15	5.15	3.00	3.00	3	426782		8.54	5.54	1.5	1	*WIDE BAY rotating SMO 0.5FTE AND and Temporary SPARTA 1.5FTE SMO (covering patients in Wide Bay, rural Central Queensland and Central West HHS) *1 Senior Staff Specialist retiring end 2021	35.14674939		
Wide Bay	0.00	0.00	214227	4.28	4.28	0.50	0.00	0	217659		4.35	3.85	0		*Covered by Sunshine Coast SPARTA SMO PLUS 0.5 FTE temporary funded position through Wide Bay Oncology filled by rotating SMO from SCHHS one week in two	11.48585632		22.98850575
Central Queensland HHS (Rockhampton)	1.00	0.00	219,746	4.39	3.39	2.00	1.00	1	218,421	*120,000 - Rockhampton *100,000 - Sparta	4.37	2.37	0		*Rockhampton/Gladstone Metro covered by Rockhampton Palliative Care - 1 FTE employed + 1 permanent FTE advertised, recruitment period completed with no applicants. *Rural Central Queensland covered by Sunshine Coast SPARTA SMO	45.78314356	83.33333333	22.5
Central West	0.00	0.00	10,722	0.21	0.21	0.00	0.00	0	10,391		0.21	0.21	0		*Covered by Sunshine Coast SPARTA SMO			20
Redcliffe	2.00	1.00	980,986	19.62	12.62	1.90	1.90	3	1,024,627		20.49	11.19	0		*Staff Specialists work across multiple sites Metro North	45.38236841		
Caboolture						0.50	0.50	1			0		0		*One at Caboolture (this specialist does 0.5 FTE RDH and 0.5FTE CAB)			
Metro North Community TPCH	2.60	2.60				1.50	1.50	3			0		0.2		*Space 0.2 FTE specialist Temporary until June 2020			
RBWH	2.40	2.40				3.00	3.00	3			0		0					
						2.40	2.40	4			0		0	1	* 0.4 FTE Kidney Supp Care *1 Senior Staff Specialist planning retirement			
Ipswich (West Moreton)	1.80	1.60	278,557	5.57	3.77	1.90	1.90	3	294,572		5.89	3.99	0					32.25017992
Metro South Services***	6.00	6.00	1119862	22.40	10.80	6.00	6.00	7	1,163,335		23.27	10.57	1.6	1	*PallConsult 1, SPACE 0.6 until June 2021 then 0.3 then 0.1 *1 Senior Staff Specialist retiring July 2021	54.58444902		
St. Vincent's	3.60	3.60				3.90	3.90	5			0		0					
Mater Hospital	2.00	2.00				2.80	2.80	4			0		0	3	*3 Senior Staff Specialists planning retirement in next 1-2 years			
The Wesley Hospital	2.00	1.00				3.00	3.00	3			0		0	1	*1 Senior Staff Specialist planning retirement in next 3-5 years. Wesley services whole of Brisbane and Qld			
Gold Coast	3.80	3.80	591,570	11.83	8.03	4.00	4.00	5	622,048		12.44	8.44	1.2					32.15185966
Darling Downs (Toowoomba)	2.00	1.00	279,740	5.59	3.59	2.00	2.00	2 (1 temp)	283,305	*160,000 - Toowoomba *125,000 - Sparta	5.67	3.67	0	1	*1 Senior Staff Specialist planning retirement June 2021 *Toowoomba - 1 permanently funded FTE position; 1 FTE Temporary funded 2 months till end of June *Rural Darling Downs covered by Gold Coast SPARTA SMO	35.29764741	62.5	33.2
South West	0.00	0.00	24,678	0.49	0.49	0.00	0.00	0	24,175		0.48	0.48	0		*Covered by Gold Coast SPARTA SMO			35.41666667
TOTAL	37.20	33.00		96.98	59.78	43.40	41.40	50.00			100.22	56.82	6.2	8				
Paediatric Children's Health Queensland						1.50	1.50	3.00					0.4*		*e-PPCS (CARS funding) - 0.4 FTE [Hummingbird House, a different organisation, and non-government has 0.4 FTE]			

* Source: 2018 HHS profiles https://www.health.qld.gov.au/_data/assets/pdf_file/0036/732789/cho-report-hhs-profiles.pdf

** Source: 2020 CHO Population health status profiles: <https://public.tableau.com/views/populationprofile/cover?:embed=y&:display=no&:showShareOptions=false&:showVizHome=no>

*** Includes PAH, QEII, Canossa Private Hospital, Wynnum, Logan, Beaudesert, Redland, and Corinda

Year	Funded FTE Staff Specialists	Appointed FTE Staff Specialists	2018 PCA Benchmark
2018	37.20	33.00	96.97754
2021	43.40	41.40	100.22436



2021 Workforce Survey Simplified Shortfall Data

Last updated: 14th June 2021

HHS (Sparta included)	FTE specialist positions as a percentage of PCA Benchmark	Shortfall of consultants in terms of percentage	Number of new FTE positions that would need to be created to reach 50% benchmark	Number of new FTE positions that would need to be created to reach 75% benchmark
North-West HHS – Covered by SPARTA	14%	86%	0.25	0.5
Mackay HHS – Covered by SPARTA	15%	85%	1.25	2
Central West – Covered by SPARTA	20%	80%	0.05	0.1
Torres – covered by SPARTA	20%	80%	0.2	0.4
Gold Coast	32%	68%	2.25	4.5
Ipswich	32%	68%	1	2.5
Wide Bay – Covered by SPARTA and SSCHHS	34%	66%	0.75	1.75
Sunshine Coast	35%	65%	1.25	3.25
South-West Queensland – Covered by SPARTA	35%	65%	0.1	0.25
Cairns – includes SPARTA	42%	58%	0.25	1.25
Metro North	45%	55%	1	6
Darling Downs – Covered by Toowoomba and SPARTA	49%	51%	0.1	1.6
Metro South	55%	45%	0	4
Central Queensland – Covered by Rockhampton and SPARTA	56%	44%	0	0.8
Townsville – includes SPARTA	66%	34%	0	0.6

If we exclude Sparta, the numbers look worse. So, I think the first requirement is to ensure Sparta becomes permanent. Because without SPARTA things look pretty bad!

HHS	FTE specialist positions as a percentage of PCA Benchmark	Shortfall of consultants in terms of percentage
North-West	0%	100%
Mackay HHS	0%	100%
South West Queensland	0%	100%
Torres	0%	100%
Wide Bay	11%	89%
Gold Coast	32%	68%
Ipswich	32%	68%
Sunshine Coast	35%	65%
Darling Downs	35%	51%
Cairns	39%	61%
Metro North	45%	55%
Central Queensland	45%	55%
Metro South	55%	45%
Townsville	62%	38%

Following confirmation of permanent Sparta, if we aimed to get all sites up to 50% benchmark, this would mean an extra 8.05 extra FTE consultant positions. Then, to get the state up to 75% of benchmark, we would need to employ a further 20.6 consultants. Still not quite up to the 1 SMO per 50,000 but getting closer!