



COMMUNITY HEALTH VISION

2018 -2020

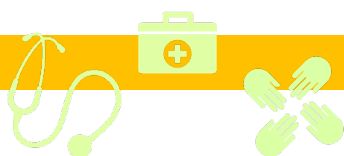


A shared vision for
the development of
the Health Sector in
the Cloncurry
Community



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COMMUNITY HEALTH VISION 2018-2020

EXECUTIVE SUMMARY

Cloncurry Shire Council considers itself the custodians of the Cloncurry community and its wellbeing; and collectively with local health service providers shares the common objective of providing quality services and facilities for the prosperity of our community.

The *Cloncurry Shire Council 2018-2020 Community Health Vision* derives from this collaborative approach and aims to define a long-term, shared vision for the Cloncurry health sector.

Stemming from regular correspondence with health service providers identifying a number of similar or trending gaps, restraints and requirements the concept of the *Cloncurry Shire Council 2018-2020 Community Health Vision* aims to provide a united vision and goals and translate into a key document to assist Council with advocacy and funding.

Cloncurry Shire Council currently assists local health providers with the provision of:

- rental assistance
- access to Council facilities at significantly reduced rates
- housing
- vehicles
- minor infrastructure and equipment

With a belief that it is the responsibility of leaders in the community to strive towards improvement, growth and prosperity Cloncurry Shire Council teamed with health service providers as a collective look forward to setting the foundation for the residents of the Cloncurry Shire to be the healthiest they possibly can.

Cr Greg Campbell

Mayor
Cloncurry Shire Council



“as leaders in
the community
we strive
towards
improvement,
growth and
prosperity”

INTRODUCTION

The development of the Cloncurry Shire Council Community Health Vision (2018-2020) continues from the success of the 2014-2019 Vision document, and stems from an identified need to collaboratively determine current levels of service and any gaps, restraints and opportunities relatable to health services in the Cloncurry Shire.

A document defining a shared community health vision, the Cloncurry Shire Council Community Health Vision (2018-2020) is key to providing scope for Council to lobby on behalf of, and advocate for, local health providers, to support their delivery of a multidisciplinary approach and holistic and critical health care model to achieve leading health care for Cloncurry Shire.

Evident strengths, gaps, opportunities and restraints were identified through a comprehensive consultation process involving in excess of 40 participants from 25 organisations utilising survey's and a collaborative workshop.



PROFILE

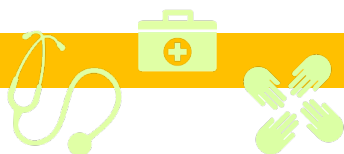
The Township

The township of Cloncurry located in the heart of North West Queensland was founded in May of 1867 by Ernest Henry (founder of the town and the vast mineral wealth of the district). Built upon strong pastoral and mining backgrounds today Cloncurry's core industries include grazing, copper and gold mining, transport and mining services with an emerging tourism industry also evident.



Accessible via air, rail and road Cloncurry is situated at the junction of the Landsborough/Burke Developmental Road/Matilda Highway (North/South link) and Flinders/Barkly Highway/Overlander's Way (East/West link). Via sealed roads Cloncurry is 770km west of Townsville and 119km east of Mount Isa.

At the time of the June 2016 Census the estimated resident population of the Cloncurry Shire Local Government area was 3,032 persons.



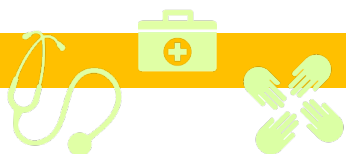
In addition to those identified as residents Cloncurry also is home to a large number of mining and exploration companies with staff that live on site and/or in the township. Whilst not included in the Census data and therefore not considered when funding is allocated these staff regularly access the communities health and medical services while in the area.

Cloncurry also has an extremely large number of 'grey nomads' who regally travel in the area and also rely on the Shire's health services.

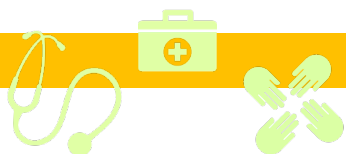
Health Services and Facilities

Health and community-based facilities and services located within the Local Government area of Cloncurry include:

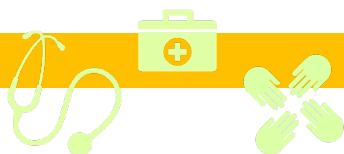
- **Community Health Centre:**
 - Auspice and house audiologist, podiatrist, dietician, kidney, women health, child health, optometry, antenatal, ATODS and mental health services
 - Child, school and flu vaccinations
 - Health promotion and awareness of visiting health services
 - Support school nurse promotions
 - School hearing clinics
 - Home nursing referrals
 - Dentist
- **Flinders Medical Centre:**
 - Remote rural general practice
 - Accredited facility
 - GP training practice
 - Remote rural medical student placement facility
 - Occupational, indigenous, women's, child and men's health
 - Minor procedures
 - Family medical
 - Travel medicine
 - QML Pathology
- **Cloncurry Justice Association:**
 - Centrelink Agency
 - Assistance and support for indigenous people to gather information and link with court services, ATODS, Anglicare, Community Health and Centacare
 - Night Patrol Program- assistance to return to a safe location after dark
- **Community Advisory Network**
- **Blue Care:**
 - Community nursing service
 - Day respite centre
 - Meals on wheels
- **Home and Community Care:**
 - Services which support frail people aged 65 years and over and Aboriginal and Torres Strait Islander people aged 50 years and over and their carers whose capacity for independent living is at risk of premature or inappropriate admission to long term residential care



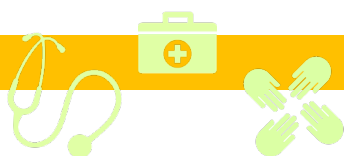
- Host activities and lunches
- **Centre for Rural & Remote Health, James Cook University:**
 - Encourage students of medicine, nursing and other health professions to pursue a career in rural practice
 - Provide opportunities for students to practise their clinical skills in a rural environment
 - Support health professionals currently practising in rural settings
 - One of a national network of eleven University Departments of Rural Health (UDRH) and the only one in Queensland
- **Centacare:**
 - Remote Area Integrated Family Support Service
 - Cloncurry Community Support Service- Neighbourhood Centre and the Family Intervention Service (programs to assist individuals, families and communities)
- **Cloncurry Pharmacy:**
 - Retail supplier of medical, health and beauty supplies and prescription medicines
- **Queensland Ambulance:**
 - Pre-hospital medical care (primarily in an emergency and semi-urgent environment)
 - QAS also facilitates, in coordination with QHealth, RFDS and other providers, a coordinated inter-facility patient transfer system moving patients between Cloncurry and Mount Isa for appointments and on-going care
- **Outreach Pharmacist:**
 - Support and education to nurses filling the pharmacy role in rural and remote hospitals and health clinics
 - Actively practising pharmacist when visiting including- ward rounds, dispensing, providing education to patients in regards to medication, medication reviews and checks, referral of patients for Home Medication Reviews, assisting other health professionals in appropriate medication choices for patients and also medication action plans of inpatients.
- **North West Hospital and Health Service:**
 - Overseen by a local Hospital and Health Board with responsibility for providing public hospital and health services within north western Queensland and the Gulf of Carpentaria
 - Provide public health services and achieve health system outcomes as defined in the Service Agreement with Queensland Health as manager of the public hospital system
 - Responsible for the direct management of the facilities within the services geographical boundaries including the Cloncurry Multipurpose Health Service and Community Healthcare Centre
- **PCYC Cloncurry:**
 - Youth development through programs and/or sports and recreation
 - Chillout Program- aimed at providing diversionary tactics for under 17 year olds a time when binge drinking is prevalent and alcohol education



- **Queensland Police Service:**
 - Preserve peace and good order in all areas of Queensland
 - Protect and support the Queensland community
 - Prevent and detect crime
 - Uphold the law
 - Administer the law fairly and efficiently and bring offenders to justice
- **Lifeflight**
 - Pre hospital emergency
 - Air ambulance service
 - Inter hospital transfer facility from Cloncurry Hospital to Mount Isa Hospital
- **Royal Flying Doctor Service:**
 - Retrieval service – moving patients from hospital, health clinics coordinated through RSQ (Retrieval Services QLD)
 - 24 hour telephone line –health services
 - Emergency evacuation from properties
 - Medical chest management and prescription –medical supplies for needed conditions
 - Training placements for student medical officers and student nurses
 - Primary Health clinics in outlying communities
- **St Andrew's Garden Settlement:**
 - Providing independent living/accommodation for those over 55 in the community.
 - 27 units currently owned and operated by the Anglican Diocese of North Queensland.
 - 3 double and 24 single units
 - Located close to services to support those who may require extra support, but can still live independently including meals on wheels and health services
- **North and West Remote Health:**
 - Health promotion
 - Productive collaborations with the community and with private and public service providers
 - Range of health services including Allied Health and other health related services incl. visiting-
 - Psychologist
 - Diabetes education
 - Dietician
 - Physiotherapist
 - Podiatrist
 - Occupational therapist
 - Speech pathologist
 - Continence advisor
 - Dementia advisor
 - Care support workers



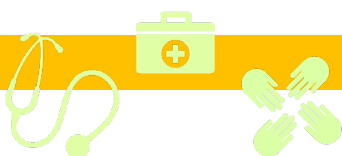
- **Cloncurry Hospital Multipurpose Health Service:**
 - Structured and patient-focussed service offering safe, timely and quality management of patients and/or clients requiring admitted and non-admitted patient care
 - Organised approach to the delivery of care to maximise patient outcomes
 - Emergency department (resuscitation and stabilisation prior to referral to a secondary or tertiary hospital)
 - 15 bed general ward
 - Outpatient department
 - General Practice Clinics
 - Basic radiography
 - Pharmacy
 - Morgue
 - Pathology Sample Collection
 - Visiting specialists including- Obstetrics and Gynaecology, Paediatrician, Endocrinologist Respiratory Physician, Vascular Surgeon, General Surgeon
 - Working in conjunction with the Hospital are visiting health services including- Aged Care Assessment Team, Sexual Health, Chronic Disease Strategies, Diabetes, Mental Health, Alcohol and Drug, School Health, Child and Youth Health, Women's Health, Palliative Care, Physiotherapy, Dietician, Telehealth, Optometrist, Podiatry and Oral Health
 - Community Advisory Network
 - Bi Monthly Consumer Advisory Network meetings chaired by Consumer
 - Aged Care Annex
 - 10 bed aged care annex
- **Western Queensland Primary Health Network:**
 - Partnering and commissioning health services to initiate and embed programs that will assist Patient health outcomes, cease duplication of services, enhance service delivery and access to services in the Western Queensland corridor (NW, CW and SW HHS regions).
 - Develops Health Needs Assessments, Annual planning processes and Commissioning Framework, identifying strategic and local needs.
 - Work with health partners and communities, Community Advisory Networks and Clinical Chapters to ensure needs are being met on the ground.



Highlights and Strengths

With a wide range of providers delivering a diverse range of health and well-being related services stakeholders outlined key strengths and highlights of the Cloncurry health service sector to include:

- Diverse range of services incl. visiting specialists
- Efficiency and sustainability
- Remote training and experience for students
- Inter-agency/organisation collaboration and referrals
- Access to documents and processes for identifying strategic and local needs
- Providing access to Aged Care and Disability services
- Healthy cooking classes
- Social inclusion and fellowship
- Support for families and new mothers
- Creative play – for pre-schoolers
- Support for homeless people/families
- Continued upskilling for staff, with particular emphasis for the nursing team
- Information sharing and networking
- Establishing and maintaining community garden
- Linking community to relevant community events
- Counselling and family support work
- Additional allied health services via on site and telehealth consultations
- Food donations
- Provision of quality medicine and patient care
- Community input and feedback
- Partnering and commissioning services to assist patient health outcomes, cease duplication, enhance service delivery and access
- Pharmaceutical supplies
- Pre-hospital ambulance response including emergency and non-emergency patient care
- Mental Health and Allied Health services delivered face to face; in groups; and via telehealth/ video conferencing
- Local community presence and understanding of local community context
- Connecting rural and remote people to medical care where access is limited
- Support for indigenous youth/adults/families throughout the court system
- Support and relocation for clients/families engaged in Domestic Family Violence
- Support for children/youth/adults at risk out on the street late at night
- Developing health workforce, research, and public health



The Plans

From the stakeholder consultation process, it became evident that several key strategic plans were in place amongst service providers for 2018 and beyond that would benefit the Cloncurry community and health sector:

- Increased health promotion incl. diabetes education and hand hygiene to schools
- Further investigate chemotherapy satellite services for the hospital
- Increase use of telehealth for clients
- General Practice Support with aid from Primary Healthcare Coordinators to build workforce and business capacity by offering Diabetes and Mental Health Collaborative programs incl. workforce development, data cleansing and collection and quality improvement activities
- Healthy Cooking – via Country Kitchens program
- Greater use of the Health Precinct building as a hub for local health service delivery
- Increase promotion of in-house health talks and information sessions
- Provide more opportunities for social inclusion via Saturday workshops in sewing, craft, cooking and silver jewellery
- Advocacy and support for community needs and aspirations
- Increasing community awareness of emergency services and primary health clinics by initiating a local newsletter
- Operational maintenance of ongoing emergency service and improving visibility for outlying primary health clinics
- Monthly visits by Psychiatric, Psychology and Mental Health nurse practitioners
- Delivery of community education programs including CPR Awareness, Snakes Alive Program and Parents & Bubs First Aid
- Commencement of indigenous cadet position(s)
- Promote strong referral pathways locally to enable the viability and growth of a local allied health and mental health workforce
- Increased local presence to allow greater responsiveness to community needs and service demands
- Support trainee and student placements as a long-term workforce solution
- Source funding to keep the Night Patrol Program operating, purchase food hampers and install a ramp for disability and aged clients to access Centrelink office more safely
- Implementing a Cloncurry cookbook
- Host youth events
- With local governments support develop capacity to place students in Dajarra
- Counsellor currently providing support to drought affected areas through the Drought Relief and Wellbeing Program



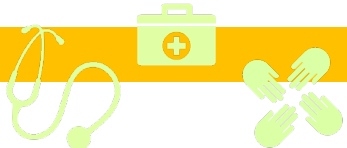
VISION

Cloncurry Shire Council harnesses a vision to achieve leading health care for Cloncurry Shire.

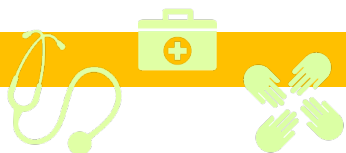
STRATEGIC GOALS

From collaboratively analysing the restraints, opportunities and gaps, a number of goals were identified as priority requirements to improve local health services and increase service levels. These goals were deemed actionable by Cloncurry Shire Council, local health service providers and the community.

FOCUS	STRATEGIC GOAL
<i>Advocacy, lobbying and support</i>	Play an active role in the continued lobbying of airlines to reduce airfares
	Coordinate health service providers to: <ul style="list-style-type: none"> – include My Community Directory weblink on websites and social media as a source for consumers to see what services are available in communities – cross-promote events and education via social media channels and newsletters
	Continue to play an active role in and make health-related programs part of strategic focus and continue to budget for small grants for locally developed health and wellbeing programs
	Continue to seek grants to support larger programs aligning with local population health needs and statistics – useful reference CAN meetings
<i>Funding, programs and services</i>	Secure on-going permanent social worker service
	Secure regular visiting ultrasound service
	Increase security measures for hospital staff
	Improve public and private controlled disability access to services
	Secure a designated service to assist community members with filling in forms and basic administration



	Maintain and increase utilisation of a community bus in Dajarra for accessing health, sporting and wellbeing activities
	Identify opportunities and encourage a collaborative approach to funding
	Lobby for funding to secure a Sport and Recreation Officer or service provider to facilitate community-based sport and recreation activities.
	Advocate for Blue Care to return management of service to Cloncurry to maximise service outcomes
	Support and build the profile and use of Meals on Wheels to support the community network
<i>Infrastructure and equipment</i>	Complete major upgrades to Cloncurry Hospital Wards including but not limited to installation of ensuites to each room and continue to lobby for tax reform for rural areas.
	Secure suitable housing for medical students in Dajarra
	Secure access to additional suitable clean and quality rental housing for visiting practitioners and health providers in Cloncurry and Dajarra
	Secure funding and install community accessible health related infrastructure such as walking paths, exercise and playground equipment
	Complete upgrades to carpark and access roads/walkways at Cloncurry Hospital
	Upgrade Dajarra sporting oval to allow for increased and safer use
	Commence research and planning for the funding and building of new accommodation infrastructure for aging population to ensure elderly are able to stay independent as long as possible
<i>Wages, staff retention and attraction</i>	Carry out marketing and promotional activities promoting the liveability of the Shire and identify service and social gaps to assist in decreasing the length of time it takes to recruit staff
	Identify opportunities for students and trainees to be rotated through services to cover gaps (re-deployment) in order to maintain a stable workforce in remote areas
	Identify community, service, social and infrastructure gaps that attribute to difficulties finding permanent long term medical practitioners and devise solutions

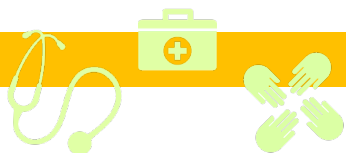


STRATEGIC ACTIONS

From the identified Strategic Goals stakeholders further determined a number of key steps or Strategic Actions required in order to improve local health services and increase service levels. Actions were then further analysed to identify 'Who' would be needed to be involved with actions (or the key stakeholders) and the necessary 'Tools' (i.e. infrastructure, equipment, funding, human resources) required to bring the action to fruition and the timeframes required to assist with the implementation and evaluation process.

Advocacy, Lobbying and Support

GOAL	ACTIONS	WHO	TOOLS	WHEN
1. <i>Play an active role in the continued lobbying of airlines to reduce airfares</i>	a) Lobby state and Federal Government for subsidies or means to reduce fares b) Continue to work with local mines to utilise spare seats on charter flights c) Lobby alternate airlines d) PTS – continue to work with Dept to improve	Cloncurry Shire Council	Health Vision document	On-going
2. <i>Coordinate health service providers to:</i> – <i>include My Community Directory weblink on websites and social media as a source for consumers to see what services are available in communities</i> – <i>cross-promote events and education via social media channels and newsletters</i>	a) Service providers to link My Community Directory on websites and social media b) Service providers to feed regular information into the Directory c) Service providers to cross-promote information about visiting services and events in newsletters, social media and in-house (incl. NWHHS bi-monthly brochures)	WQPHN- service providers linked to My Community Directory, weblinks added to websites and content regularly updated Consultant- <i>needs analysis</i> All relevant health service providers and organisations	CAN	March 2018- <i>services registered with MCD and weblink uploaded to websites</i> On-going

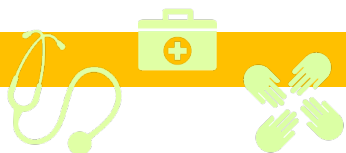


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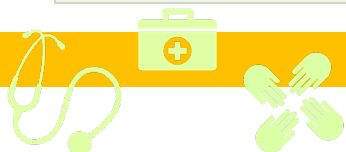
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<p>3. <i>Continue to play an active role in and make health-related programs part of strategic focus and continue to budget for small grants for locally developed health and wellbeing programs</i></p>	<p>a) Adopt Health Vision and carry out annual evaluation and reporting</p> <p>b) Continue to support health related programs through promotion and in-kind support and small grants where possible</p> <p>c) Identify new opportunities for programs</p>	<p>Cloncurry Shire Council</p> <p>All relevant health service providers and organisations- <i>identify new opportunities</i></p>	<p>Health Vision document</p> <p>Council Operational Plan & Budget</p>	<p>On-going</p>
<p>4. <i>Continue to seek grants to support larger programs aligning with local population health needs and statistics – useful reference CAN meetings</i></p>	<p>a) Share new and upcoming funding opportunities through CAN to minimise crossover and avoid missed opportunities</p>	<p>Cloncurry Shire Council</p> <p>CAN</p>	<p>Health Vision document</p> <p>CAN objectives</p>	<p>On-going</p>



Funding, Programs and Services

GOAL	ACTIONS	WHO	TOOLS	WHEN
1. Secure on-going permanent social worker service	a) Identify need required amongst service providers incl. the type of social work required.	NWRH or NWHHS- <i>possible drivers</i> All relevant health service providers and organisations- <i>detail of needs incl. type, number of clients and occasions of service in a timely manner</i>	Survey Evidence of need/requirements	December 2018
2. Secure regular visiting ultrasound service	a) Up-skill/train Hospital staff b) Research opportunities for telehealth training and support for staff c) Identify funding options for upgrade to Hospital ultrasound machine	NWHHS- <i>staff training and upskilling and machine upgrades</i> Cloncurry Shire Council- <i>Lobbying for funding</i> State and Federal Government- <i>funding support</i>	Training/courses Funds- <i>machinery upgrades</i> Health Vision document- <i>support funding application</i>	Training to commence immediately Upgrade funds- 2018
3. Increase security measures for hospital staff	a) Install CCTV cameras in and around carpark and entrances/exits and coordinate staff to monitor b) Continue to work with QPS for physical security presence	NWHHS- <i>CCTV infrastructure</i> QPS- <i>Security presence</i>		30 June 2018- <i>completion of CCTV install</i> Ongoing <i>partnership with QPS for security presence</i>
4. Improve public and private controlled disability access to services	a) Carry out footpath upgrades to include disability access b) Encourage businesses to have disability access	Cloncurry Shire Council- <i>footpath upgrades and campaign to encourage businesses to upgrade access</i>	Surveys Needs Analysis	On-going as upgrades and repairs occur

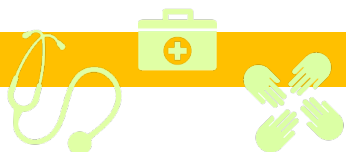


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	c) Carry out a needs analysis/audit of local businesses and community infrastructure to identify gaps	NDIS, Cloncurry Shire Council and NWRH- <i>Needs analysis/audit</i> Local Business and service providers- <i>Access upgrades</i>		December 2018- <i>analysis/audit complete</i>
5. <i>Secure a designated service to assist community members with filling in forms and basic administration</i>	a) Advertise more broadly the network of existing services who can provide support b) Identify a possible volunteer group c) Promote TAFE courses	Cloncurry Shire Council- <i>identify services and promote to community, promote TAFE courses</i> Centacare- <i>coordinate a possible volunteer group</i> All relevant health service providers and organisations- <i>promotion</i>	Social media channels, noticeboards and newsletters	Immediately / on-going
6. <i>Maintain a permanent community bus for Dajarra for accessing health, sport and wellbeing activities</i>	a) Compile a needs analysis to support request and community support b) Jimberella to secure funding to maintain a community bus c) Community to partner with Jimberella to ensure community bus is maintained	Jimberella- <i>Maintain a community bus and secure funding to sustain the bus</i> Cloncurry Shire Council- <i>Lobbying and support</i> State and Federal Government- <i>funding support</i> Business sector and community- <i>possible sponsorship</i>	Needs analysis Vision document- <i>advocacy support</i>	December 2018 Ongoing
7. <i>Identify opportunities and encourage a collaborative approach to funding</i>	a) Add a standing agenda item to the CAN meetings to discuss current funding opportunities	CAN NWHHS		Immediately / on-going

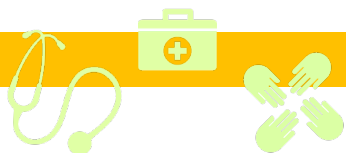


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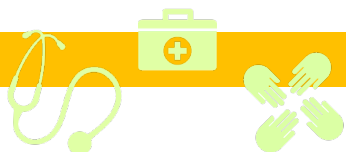
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	and service providers looking to collaborate	All relevant health service providers and organisations		
8. <i>Lobby for funding to secure a Sport and Recreation Officer or service provider to facilitate community-based sport and recreation activities.</i>	a) Lobby Department of Department of National Parks, Sport and Racing to fund Sport & Recreation Officer	Cloncurry Shire Council- <i>lobbying and source funding</i> All relevant health service providers and organisations- <i>support and advocacy</i>	Vision document	June 2018 - January 2019
9. <i>Advocate for Blue Care to return management of service to Cloncurry to maximise service outcomes</i>	a) Formally contact Blue Care to voice concerns and request explanation on changes	CAN	Vision document	Immediate
10. <i>Support and build the profile and use of Meals on Wheels to support the community network</i>	a) Obtain service flyer for distribution throughout all relevant health service provider promotional platforms and printed versions for physical in-house display b) Consider community open day where examples of service and service detail is explained	Meals on Wheels- <i>flyers and open day</i> Cloncurry Shire Council- <i>assistance with service open day</i> All relevant health service providers and organisations- <i>cross-promotion</i>		August 2018 – on-going



Infrastructure and Equipment

GOAL	ACTIONS	WHO	TOOLS	WHEN
1. Complete upgrades to wards at Cloncurry Hospital	<ul style="list-style-type: none"> a) Continue lobbying for funding for upgrades b) Identify upgrades to ensure patients have access to same facility level at other hospitals c) Emergency & clinical issues highlighted to ensure adequate priority 	Cloncurry Shire Council, CAN and NWHHS Department of Health, Director General, Minister.	Health Vision document	On-going
2. Secure funding and install community accessible health related infrastructure such as walking paths, exercise and playground equipment	<ul style="list-style-type: none"> a) Prepare open green space plan b) Develop a Cloncurry bike and walking path network plan c) Develop a new Sport & Recreation Plan 2018-2021 d) Source funding for planning and delivery e) Florence Clark Park Masterplan implementation 	State and Federal Government- <i>funding support</i> Cloncurry Shire Council- <i>endorse plans, place budgetary allocation and/or prepare funding applications</i>		July 2018 November 2018 On-going June 2019
3. Complete carpark and access roads/walkways at Cloncurry Hospital	<ul style="list-style-type: none"> a) Continue to lobby for funding for upgrades b) Continue to prioritise upgrades based on risk and need 	CAN and NWHHS	Health Vision document	On-going
4. Secure access to additional suitable clean and quality rental housing for visiting practitioners and health providers	<ul style="list-style-type: none"> a) Liaise with the Department of Public Housing and Works regarding current vacancies and standards 	All relevant health service providers and organisations Cloncurry Shire Housing initiative	CAN	On-going

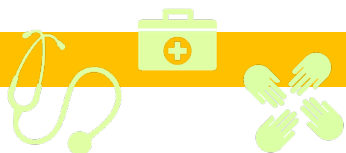


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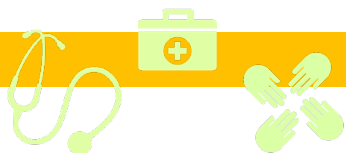
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	<ul style="list-style-type: none"> b) Coordinate opportunities to share vacant housing with other service providers c) Review private housing options with real estate agents 	Cloncurry Shire Council- <i>provide detail on private rental opportunities</i>		
5. <i>Secure suitable housing for medical students in Dajarra</i>	a) Donate land to suitable provider and lobby for funding to build new housing for medical students	Cloncurry Shire Council – lobby and advocate JCU - business case to support lobbying from JCU		December 2018
6. <i>Upgrade Dajarra sporting oval to allow for increased and safer use</i>	a) Source funding through Department of Sport & Recreation to carry out planning and upgrades	Dajarra service providers and community organisations- support and funding applications Jimberalla Cloncurry Shire Council/support and advocacy		July/August 2018
7. <i>Commence research and planning for the funding and building of new accommodation infrastructure for aging population to ensure elderly are able to stay independent as long as possible</i>	<ul style="list-style-type: none"> a) Identify community need b) Identify and secure lead partners and land f) Market research- investigate similar regional projects incl. funding, facilities, management etc. 	<p>Cloncurry Shire Council, CAN and NWHHS</p> <p>All relevant health service providers and organisations</p> <p>State and Federal Government- <i>funding and land support</i></p>	<p>Needs Analysis</p> <p>Market Research- similar facilities</p>	February 2019 – on-going



Wages, Staff Retention and Attraction

GOAL	ACTIONS	WHO	TOOLS	WHEN
1. <i>Carry out marketing and promotional activities promoting the liveability of the Shire and identify service and social gaps to assist in decreasing the length of time it takes to recruit staff</i>	a) Conduct a liveability community survey to identify service gaps, reasons for staying and leaving b) Lobby for services and/or infrastructure to fill voids c) Compile and launch a promotional campaign highlighting the strengths and benefits of living in Cloncurry; cross promote with service providers and Local Business Network	Cloncurry Shire Council Public Relations and Media Officer- <i>survey coordination, funding and promotional campaign</i> JCU Social Planners- <i>survey assistance</i> All relevant health service providers and community organisations Community members	Survey Marketing and PR Consultants	March - June 2018- <i>survey</i> 2018/19- <i>promotional campaign (on-going)</i>
2. <i>Identify opportunities for students and trainees to be rotated through services to cover gaps (re-deployment) in order to maintain a stable workforce in remote areas</i>	a) Liaise with service providers to identify opportunities for placement b) Carry out mentor program and keep in regular contact to encourage students to stay on	MICRRH NWHHS All relevant health service providers and community organisations		On-going
3. <i>Identify community, service, social and infrastructure gaps that attribute to difficulties finding permanent long term medical practitioners and devise solutions</i>	a) Map recruitment process to identify opportunities for improvement b) Conduct survey of position applicants	WQPHN- <i>drive mapping process</i> Employment agencies All relevant health service providers Flinders Medical	Refer goal 1	December 2019- <i>service providers report on results of mapping and applicant surveys</i>



EVALUATION

For the objectives of the *2018-2020 Cloncurry Shire Council Community Health Vision* to be successful, careful attention to evaluation will be required during, and throughout the 3-year duration.

Focussed attention will be conveyed throughout the time frame to ensure resources, time and energy devoted to meeting the Strategic Goals is being allocated adequately and suitably. A clearly defined evaluation process will assist in identifying just how initiatives are progressing and help identify any necessary changes that may be required to keep the *Vision* "in tune" with the original goals and the changing needs of the community.

Evaluation will take place annually during the Cloncurry Shire Council budgeting process for the duration of the 3-year *Health Vision*.

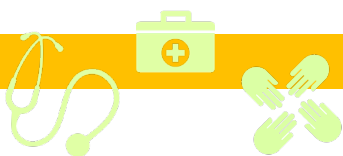
Prior to the annual evaluation process a survey appraising the Strategic Goals and Strategic Actions will be distributed to all relevant service providers, stakeholders and contracted consultants. The aim of this survey will be to focus on the impact the implementation of the *Health Vision* is having on the service providers and the community, and to keep stakeholders focused on the goals at hand. Feedback received will be reviewed in the Cloncurry Shire Council evaluation process. Questions to be included in the survey process will include:

- What programs, policies or practices have changed for your service with the implementation of the *Health Vision* Strategic Actions?
- Has your service changed due to implementation of the *Health Vision* Strategic Actions? If so how and please provide any "before" and "after" statistics?
- Do you see any necessary changes to the *Health Vision* Strategic Actions, or additional Strategic Actions required to achieve the Strategic Goals?
- Has anything in your service/operations changed dramatically to require urgent attention by Council for the better of the community health sector?

During Cloncurry Shire Councils annual evaluation process the following aspects are to be assessed for each individual *Health Vision* Strategic Goal with Strategic Actions:

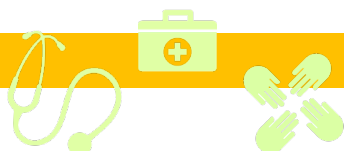
- Has the Strategic Goal been achieved? If 'Yes' what has been the result/s, if 'No' which of the Strategic Actions have been achieved and what plans/actions are underway?
- Are any changes to Strategic Actions or additional Strategic Actions required to enable achievement of this Strategic Goal?
- Have any additional Tools or Stakeholders (*Who*) been identified as necessary to achieve this Strategic Goal?

An annual *Health Vision Evaluation Summary Report* highlighting successes, restraints and any identified amendments required to the Action Plan will be collated and distributed to all relevant stakeholders. At the end of the 3-year timeframe a stakeholder consultation workshop will take place to evaluate outcomes of all Strategic Goals and Actions and to help measure the *Health Vision's* impact on the community and the service providers. This workshop will also pave the way for creating plans for continuing actions for the future.



APPENDIX ONE- 2014-2017 HEALTH VISION REPORT CARD

<div> <div>COMMUNITY HEALTH VISION 2018 REVIEW</div> <div>Cloncurry Shire Council</div> </div>			
"What we have achieved since 2014"			
FOCUS	GOAL	ACHIEVEMENTS	
Advocacy, lobbying and support	Secure broad on-going government and private sector funding to support operations into the future	<ul style="list-style-type: none"> Continued lobbying for key programs, services and infrastructure at all levels of Government 	✓
Funding, programs and services	Secure lacking on-site permanent services for both public and private sectors	<ul style="list-style-type: none"> Cloncurry Health Precinct – opened September 2014 	✓
	Resolve funding to increase community programs and assistance to cover costs associated with program training and equipment	<ul style="list-style-type: none"> Agreement in place to utilise local off-duty Police Officers for security purposes at the Cloncurry Hospital Cloncurry Night Patrol still in operation, food for needy conducted at Christmas 2016. 	✓
Infrastructure and equipment	Secure additional office space and consult rooms to fill vacancies and accommodate visiting specialists and clinics	<ul style="list-style-type: none"> Cloncurry Health Precinct – opened September 2014 (dual tenancy with MICRRH and NWRH) Community Health relocation in 2017 to Ticehurst building on McIlwraith Street 	✓
	Increase opportunities for the public to lead a healthy lifestyle	<ul style="list-style-type: none"> Construction of Eddie Lee Field at Cloncurry Recreation Grounds. Increase in organised sports. Success in funding for healthy lifestyle programs including I.AM.FIT with PCYC and 8 week challenges. 	✓
Wages, staff retention and attraction	Secure changes to award zoning to assist with recruitment and retention	<ul style="list-style-type: none"> Change to award wage zoning for Medical professional (classification change) MICRRH – delivering nursing courses with graduates from Cloncurry since 2014 	✓
	Secure more frequent and affordable air connections to major cities	<ul style="list-style-type: none"> Increase in commercial flights with Virgin (three days per week) 	✓





COMMUNITY HEALTH VISION

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*Cloncurry Shire Cloncurry
Shire Council harnesses a
vision to achieve leading
health care for Cloncurry
Shire.*

