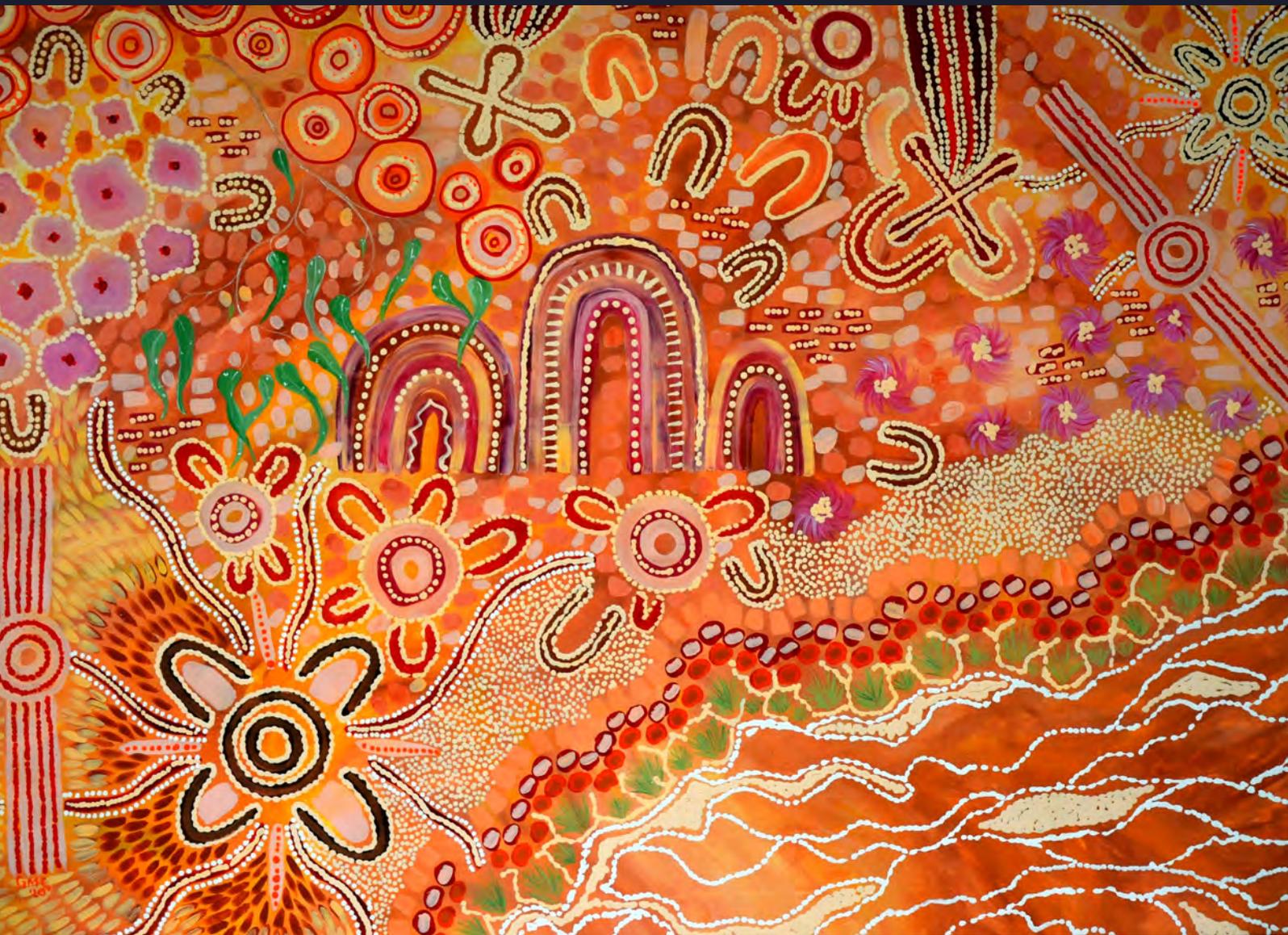


JAMES COOK UNIVERSITY MURTUPUNI CENTRE FOR RURAL AND REMOTE HEALTH

2020 ANNUAL REPORT



PREPARED FOR THE JAMES COOK
UNIVERSITY MURTUPUNI CENTRE
FOR RURAL AND REMOTE HEALTH
ADVISORY BOARD

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Department of Health Rural Health
Multidisciplinary Training Program



JAMES COOK
UNIVERSITY
AUSTRALIA

Celebrating
50
YEARS
1970 - 2020



CENTRE FOR RURAL
& REMOTE HEALTH



G.M.C.
'20'

**WE ACKNOWLEDGE AND PAY
OUR RESPECT TO AUSTRALIAN
ABORIGINAL PEOPLE AND TORRES
STRAIT ISLANDER PEOPLE AS THE
FIRST INHABITANTS OF THE NATION
AND ACKNOWLEDGE TRADITIONAL
OWNERS OF THE LANDS WHERE
OUR STAFF AND STUDENTS LIVE,
LEARN AND WORK.**

Members of Aboriginal and Torres Strait Islander communities are respectfully advised a number of people mentioned in writing and depicted in images in the following pages have passed on. All such mentions in this publication are with permission.

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DIRECTOR'S REPORT

As we approach the end of an extraordinary year, I am very pleased to present our twenty-third annual summary of our achievements as part of the Australian Government's Rural Health Multidisciplinary Training Program (RHMT) and James Cook University's Department of Rural Health.

We are delighted that, in our twenty-fifth year, we have had a Kalkadoon name bestowed upon the centre to recognise the people whose land our campus stands upon. This follows an established tradition of Kalkadoon Elders selecting names for our buildings as they have been constructed. We are honoured and privileged to have been granted the name Murtupuni, (meaning "come together, or gather together"), and to have had a unique artwork created by local artist, Glenda McCulloch, to tell the story of our centre. You can read more about the Murtupuni story further on in this report.

We are delighted that, in our twenty-fifth year, we have had a Kalkadoon name bestowed upon the centre to recognise the people whose land our campus stands upon.

Image: Kalkadoon Country



CORE REQUIREMENTS

Despite the rupture associated with the COVID-19 pandemic the JCU Murtupuni Centre for Rural and Remote Health (MCRRH) has met the core requirements of the RHMT program.

In achieving these requirements, the centre has:

- Maintained our training network headquartered in Mount Isa, with facilities in Cloncurry, Longreach and Weipa, and RHMT activity generated from, in and for North West Queensland, Central West Queensland, the Lower Gulf, Western Cape, and Emerald in Central Queensland
- Maintained levels of rural multidisciplinary enrolment and clinical placement, sustaining the length of placements as a minimum, with a view to influencing extension across several discipline programs.
- Developed the Aboriginal and Torres Strait Islander Health Workforce
- Provided mentoring, support, and cultural training for all students before and during placement
- Provided mentoring and support for Indigenous health professionals
- Contributed to the growing evidence base through rural health and workforce research, capacity building and knowledge translation

The RHMT evaluation and subsequent report have provided opportunities for reflection, refinement and consideration of a reset with some new approaches and adaptation, as well as reaffirmation of the work we do and with whom we do it. None of our work can be achieved without effective partnerships with communities and their representatives — local government, land councils and community organisations; plus health services and clinicians engaged in the work of health improvement, health care and health workforce optimisation — the best people with the right skills in the right places providing the best care.

NURSING PROGRAM

The modest JCU Mount Isa nursing program has graduated 79 nurses locally since 2004. We took the opportunity to explore where these nursing graduates go and better understand what influences their decisions to choose nursing as a career and study location. What came across clearly and consistently is that *place and access matter*. In answering the question “does the investment in rurally located nursing degrees translate to rural nursing workforce?” the answer is resounding: yes, it does. This is a pleasing affirmation and demonstrated return on investment.

WHERE DO MT ISA NURSING GRADUATES GO?



All are still working as nurses with one retired in 2020.



The Murtupuni Centre for Rural & Remote Health was unveiled by JCU Chancellor Bill Tweddell and Vice Chancellor Sandra Harding on 9 December 2020, at a special ceremony held at the Mount Isa campus. Members of the Sam family were present to honour Uncle Clive Sam who originally proposed the name. (Left to right) Chancellor Bill Tweddell, Aunty Barbara Sam, Shaun Solomon, Professor Sabina Knight, Professor Martin Nakata, Kimberley Walton, Vice Chancellor Sandra Harding.

STUDENT PLACEMENTS

420 STUDENTS



2,301 CLINICAL PLACEMENT WEEKS



I am proud to report that we have sustained a modest increase in student placements achieved through expanded capacity in our service learning programs. In total, 420 students across the Allied Health, Nursing, Midwifery and Medicine disciplines completed 2,301 clinical placement weeks. We innovated the placement program through virtual placements and telehealth service delivery, and played an active role in the support and upskilling of clinical staff for the COVID-19 Pandemic response.

In addition, we remain active in the GP and junior doctor training space and the graduate allied health and nursing arenas. Our allied health clinical leads, adeptly led by Ella Dunsford, have spent considerable energy in collaborating with Health Workforce Queensland in creating a place-based solution to rural allied health generalist workforce challenges, and supervision of new graduates across professions.

The APHRA accredited supervision training led by Dr Sharon Varela continues to evolve with an expanding facilitator base and partnerships with Education WA and Southern Queensland Rural Health.

COVID-19 IMPACT

Activities in biosecurity zones were drastically curtailed, with staff refocusing on providing education and support for communities, health service and clinical roles, and redeployment of infrastructure to manage the COVID-19 response right across our footprint.

Each member of the MCRRH team across all sites played a pivotal role in supporting communities, services, and clinicians' responses to COVID and associated challenges. Clinical leads and academics have gone to extraordinary lengths to ensure final year students completed placement requirements in order to graduate at the end of 2020 and be available as part of the surge or relieving workforce. The resilience of our team, students and colleagues is to be applauded.

As a University Department of Rural Health (UDRH), MCRRH has also participated in several COVID-19 related projects with our colleagues in the Australian Rural Health Education Network (ARHEN).

ACHIEVEMENTS

Several of our team have been appropriately recognised with awards, nominations and or becoming finalists in the IAHA Awards, SARRAH Awards, CRANaplus Aurora Award, RACGP as well as NAIDOC nominations.

Our research team and cross disciplinary and cross institution collaborations have been successful with several important grants and publications. We have also been unsuccessful in some grants but the process of collaborative development on priority areas consolidates the relationships and contributes to a rethink of what might be alternatively possible.

Our collaborations across the health service, community and local government sectors stand JCU MCRRH in good stead. Congratulations to CWHHS on the opening of Blackall Hospital and to Sandy Gillies on her appointment as CEO of Western Queensland PHN. Sandy replaces Stuart Gordon who over the past 5 years has established a strong organisation,

KNOWLEDGE TRANSLATION AND EVIDENCE BASE

In the knowledge translation and contribution to the evidence base areas, the 10th Biennial Are You Remotely Interested? Conference proceeded virtually this year and was well received.

The Centre is also leading a project focussed on determining and describing what constitutes a quality student placement.

FOND FAREWELL

Finally, 2020 marks the end of an era with the retirement of Professor Wronski AO – the inaugural and continuing chair of MCRRH advisory board and Deputy Vice Chancellor of Division of Tropical Health and Medicine. His leadership and impact are internationally recognised while he has remained ceaselessly committed to local health issues. I thank him for his guidance and support and collectively we honour his contribution to rural, remote, Indigenous, and tropical health and look forward to the next chapter.

MEMBER ORGANISATIONS



Australian Government
Department of Health



Health Workforce Queensland

Torres and Cape
Hospital and Health Service

phn
WESTERN QUEENSLAND
An Australian Government Initiative



Gidgee Healing



CARPENTARIA SHIRE
Outback by the Sea®



Friendly Heart of the Great North West



Central West Hospital and Health Service



THE MURTUPUNI STORY

The Murtupuni story began with a desire to recognise the Kalkadoon people whose land our Centre stands upon. We already had an established tradition of Kalkadoon Elders bestowing names on our individual buildings as they were constructed: Tarabadda (Leichardt River) House, Yakka (Black Cockatoo) Library, and Tjirtamai ('to care for') Hall. However, a name for the entire campus had not been provided until "Murtupuni" (pronounced: mer/da/pun/e) was suggested to our Director, Professor Sabina Knight, by Kalkadoon elder Clive Sam in 2015 who has since passed.



Kalkadoon Elder Uncle Clive Sam. The use of this image is approved by the Sam Family.

More recently, James Cook University's Professor Martin Nakata, Pro Vice-Chancellor (Indigenous Education and Strategy) embarked on a mission to recognise all the Traditional Owners of the lands upon which James Cook University's campuses stand, and sought our assistance in securing a name for MCRRH. Mr Sam's suggestion of "murtupuni" was discussed as a possibility, but as he had passed, we needed to follow community protocols and undertake further consultation with Kalkadoon Elders about adopting his proposal". Shaun Solomon, Head of Indigenous Health (MCRRH), led this engagement in partnership with Mrs Patricia Richards from the Department of Aboriginal and Torres Strait Islander Partnerships. They coordinated a series of meetings with members of the late Mr Sam's family, Kalkadoon Elders, and representatives of the Kalkadoon PBC to reach final endorsement.



Local Kalkadoon artist, Glenda McCulloch, was commissioned to paint the story of “Murtupuni” and provided the following narrative for this painting which now hangs in the foyer of the Centre for Rural & Remote Health in Mount Isa:

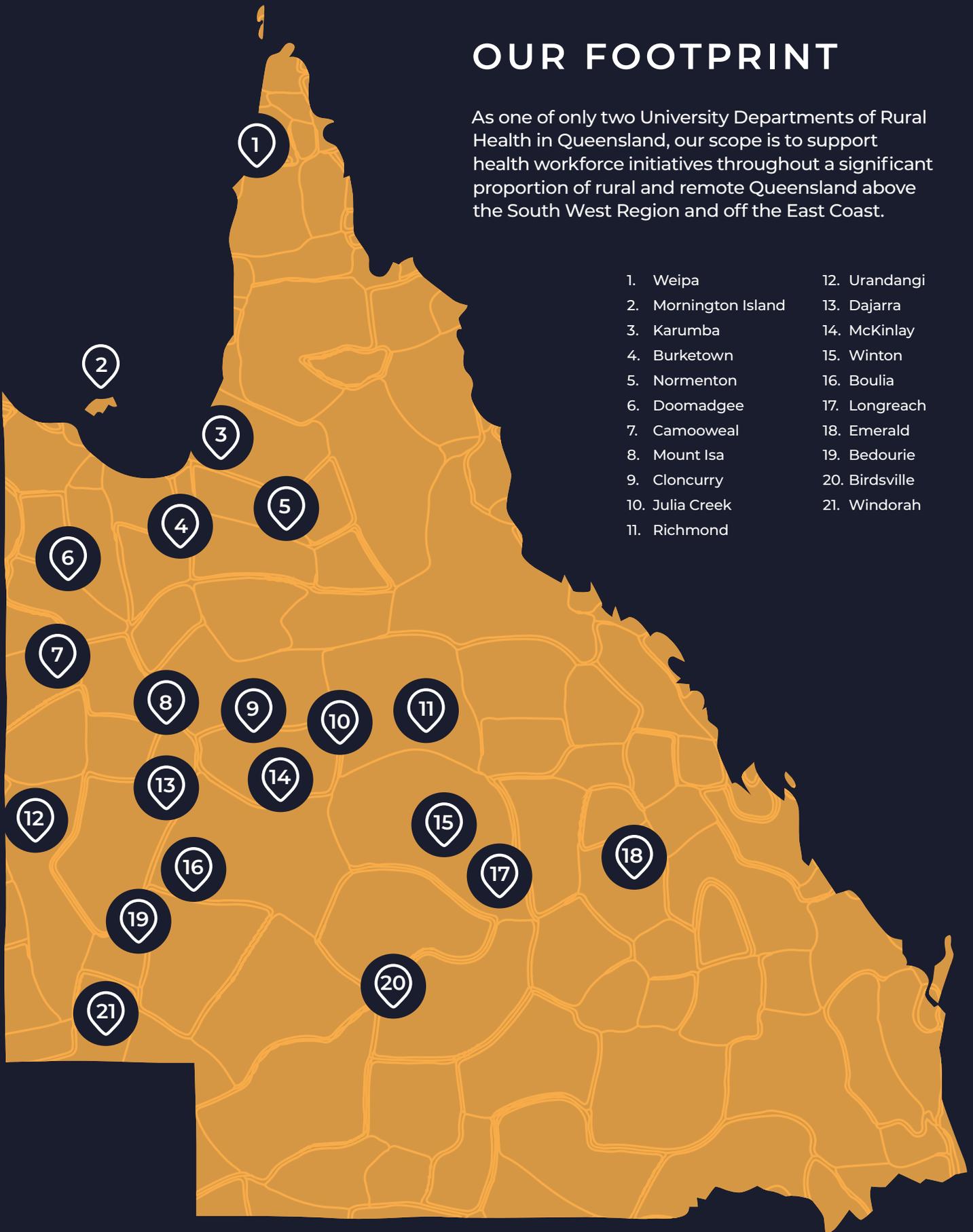
This piece titled Murtupuni is inspired by my traditional homelands Kalkadoon country, the land where new journeys begin or are continued. A place where we come together to learn and share stories; this place is welcoming and warm. The rocky ridges are depicted here and the spinifex that grows wild on the hills. I have depicted here the red dust, the red and orange rock faces. This place is rough and rugged but also soft and pretty - this Kalkadoon land. The hibiscuses growing wild in the gulf country, the Cape York lilies, the Channel country rivers and Central West plains are depicted here to represent the places and people that come from or travel to these communities to learn and share knowledge.



Local Kalkadoon artist, Glenda McCulloch with her representation of the Murtupni story.

OUR FOOTPRINT

As one of only two University Departments of Rural Health in Queensland, our scope is to support health workforce initiatives throughout a significant proportion of rural and remote Queensland above the South West Region and off the East Coast.





Top: Members of the Sam family were present to honour Uncle Clive Sam who originally proposed the name. (Left to right) Aunty Barbara Sam, Shanae Sam, Tanika Sam, Lindsay Coulton, Cecelia Sam and Isaac Nemo.
 Bottom left: Keelen Mailman, Bidgara Elder opening Balckall hospital.
 Bottom right: Professor Sabina Knight and Rural Health Commissioner, Professor Ruth Stewart.



Top left: Maree Bailmain, Avon Downs Station keynote speaker, Women of the West.

Top right: Professor Sabina Knight and CWHHS Board Chair Jane Williams.

Bottom: Women of the West.

OUR FACILITIES

STUDENT ACCOMMODATION

The Centre maintains student accommodation facilities across our footprint which are a combination of our own JCU assets and leased premises. The original student accommodation in Mount Isa is currently undergoing a major upgrade. Our Barcaldine residence which was previously leased has now been purchased. We did not renew the lease on our previous accommodation in Karumba and have taken up a new lease on a similar property nearby. Our accommodation in Cloncurry, Boulia, Normanton, Longreach, Emerald, and the Burketown facility completed last year are all in good repair.



Recently purchased Barcaldine student accommodation.



Burketown student accommodation.

Burketown

The construction of our purpose built Burketown student accommodation was completed in 2019. Since then the property has been landscaped with native plants and is maintained by a local garden maintenance business.

Emerald

As we build our presence in Emerald, we have been working with Central Queensland Rural Health (CQRH) to provide accommodation for predominantly Allied Health, Nursing, Midwifery and some Medical Students for their rural placements. We were thrilled to secure a dedicated student residence in Emerald which is a fully furnished three bedroom highset house. Each bedroom has a bed and storage cupboards for clothing and is air-conditioned. There is wireless broadband, two fully screened verandas, and laundry facilities. Kali-Jean Duncombe, our part time site and student placement coordinator reports steady growth in student placements despite of the pandemic.



Emerald student accommodation.

FLEET

The vastness of our geographical footprint requires access to reliable fit-for-purpose vehicles to support our staff servicing the region. A motorhome provides accommodation for supervisors and serves as a moving billboard to advertise MCRRH throughout outback Queensland. Four wheel drive vehicles at each of our sites ensure we have the means to deliver education and research activities across our entire footprint.

Our fit-for-purpose motor home helps supervisors to support our students in remote centres.



Image: Mount Isa fleet.

Image Right: Weipa Team on the road.





Updated Yakka library facility.

TEACHING FACILITIES

Murtupuni Mount Isa Campus

Murtupuni — also the physical headquarters for MCRRH — upgraded its lecture rooms and student areas this year, with new floor coverings and furniture. The West Board Room has improved IT with the installation of a 'Zoom Room', including speakers, screens and floor coverings. The computer room has also seen an upgrade with new furniture, floor coverings, workstations and collective work area.

Tarabada House

comprises 3 technology enabled lecture rooms and a staff area which houses several of the service leaning team and Head of Indigenous Health and is the hub for Indigenous student support

Yakka Library and Yacca Tutorial Room

The library and tutorial classroom in Mount Isa have both undergone a major upgrade with new furniture, floor coverings, workstations and modernised collaborative work area. The tutorial room videoconferencing equipment has also been upgraded with new 'Zoom Room' technology, which will provide improved connectivity and quality for virtual meetings and telehealth sessions.

Tjirtamai Hall

Our activity space has been repainted and a picture rail installed to allow flexible art displays to accommodate the requirements of various activities carried out in the hall.

Cloncurry Learning Centre

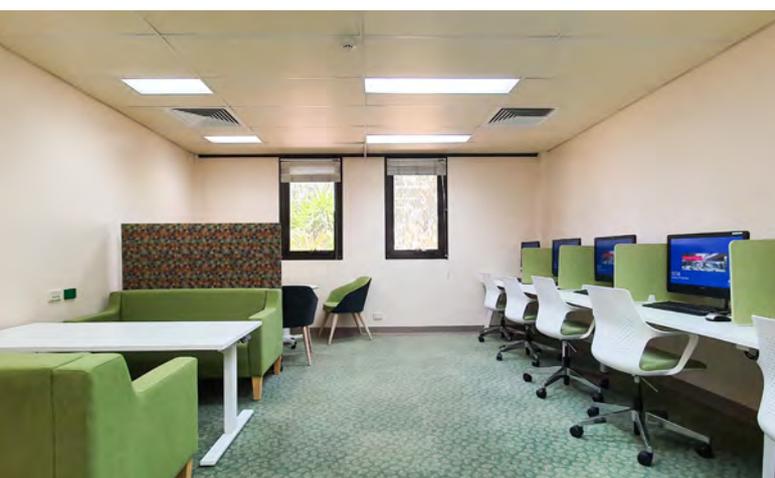
Operated in partnership with Cloncurry Shire, the Learning Centre has become an important hub for promoting careers and providing academic support. The centre is a focal point for local nursing, medical, and health science students to attend lectures and tutorials.

The Centre is staffed by an administration officer and a part time nursing academic who supports undergraduate and TAFE nursing, and medical students as well as current nursing, medicine and health workers, and post graduate students. The team also undertakes health career promotion in the schools and community.

Longreach

Our Longreach facility underwent a comprehensive IT upgrade to improve video conferencing. The lecture room and board room now have a complete 'Zoom Room' system with high quality sound and large screens, as well as new carpet throughout.

Image Below Left: Updated computer room at the Murtupuni Mount Isa campus. Image Below Right: Tarabada House.



ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH

Indigenous health is central to MCRRH and outback Queensland. We are dedicated to improving the health of First Nations Peoples by embedding Aboriginal and Torres Strait Islander Health into rural training and providing opportunities for Indigenous people to develop health careers. Aboriginal academic leadership, organisational responsiveness, community engagement and authentic teaching and learning experiences are a major focus and guided by our Indigenous staff.

Our Aboriginal and Torres Strait Islander Health team includes:

- Catrina Felton-Busch (Yankaal and Gangalida Woman): Associate Professor Remote Indigenous Health and Workforce
- Shaun Solomon (Birri and Ewamian Man): Head, Indigenous Health
- Stephanie King (Wannyi and Garawa Woman): Research Officer
- Patricia Murphy (Arrente and Kujani Woman): Medical Educator
- Kimberley Walton (Kalkadoon Woman): Administrative Assistant
- Patricia McNamara (Wakaya Woman): Communications and Marketing Officer
- Leann Shaw (Nugubu and Wik Woman): Indigenous Rehabilitation Assistant
- Malama Gray (Wagadagam Woman): Placement Officer,
- Frances Wymarra (Gudang / Yadhaykenu Woman): Indigenous Rehabilitation Assistant, Weipa
- Sandra Pilot (Erubian Woman, Torres Strait) Indigenous Rehabilitation, Weipa
- Kalina Moore-Luta (Kurtijar and Kaurareg Woman): Casual Simulation Lab Assistant

NAIDOC WEEK

NAIDOC Week is an annual event usually celebrated in July and is one of the biggest events in our calendar. From participating in the march to supporting all events held around the region, MCRRH is heavily involved and maximises the opportunities the celebrations present for community engagement and raising awareness.

This year, NAIDOC Week was held in November after the National NAIDOC Committee decided to postpone due to the impacts and uncertainty about the repercussions of the escalating COVID-19 pandemic across our communities and cities. The postponement was aimed at protecting our Elders and those in our communities with chronic health issues from the disastrous impacts of COVID-19.

The 2020 theme for NAIDOC Week — *Always Was, always will be* — recognises that First Nations people have occupied and cared for this continent for over 65,000 years. As always, the event was an opportunity for acknowledging achievements, resilience and much more. It was celebrated in Mount Isa with several community events over the week, which MCRRH students and staff supported wherever possible.

Our students and staff attended the NAIDOC Family Fun Day at the Mount Isa Recovery Centre, where we hosted a stall with activities coordinated by fourth year exercise physiology students, Eric Usher, Megan Pawley, Jessica Chalmers, and third year occupational therapy student Sahara Kay. Later in the day they were joined by our fourth year speech pathology students. The students assisted our Service Learning Staff in activities and sharing information with visitors to the centre.

We were also in attendance at the Ngawa Murta Family and Community Well Being Centre NAIDOC Luncheon in Mount Isa, where Catrina Felton Busch, (Associate Professor, Remote Indigenous Health and Workforce), yarned with Elders, leaders and families that who use the centre. Ngawa Murta Family and Community Well Being Centre is where the Gidgee Healing Family Wellbeing Team works with families and individuals to come together and feel safe.



Top left: NAIDOC COVID-19 style - An intergenerational project where our students facilitated story telling between Elders and pre-schoolers. Stories were shared over Zoom and MCRRH students assisted with the painting.

Top right: Exercise physiology students manning NAIDOC Week stall.

Bottom left: 'Name the vegetable' activity at NAIDOC Week.

Bottom centre: Catrina Felton Busch and NWICCS Manager, Danielle Jermaine.

Bottom right: Professor Sabina Knight, Christine Mylchreest (Team Leader Regional Medical Training) and Trish Macnamara (Communications & Marketing Officer) at NAIDOC Week event.

CULTURAL SAFETY

An essential element of providing high quality rural training experiences is to provide cultural training for our students. We deliver cultural safety sessions for health students on placement in the region prior to them entering services and communities.

Allied Health students in the North West Community Rehabilitation (NWCR) program participated in the 'Hey You Mob' sessions with Leanne Shaw, Indigenous Rehabilitation Assistant. Queensland Health Cultural Capability Sessions were delivered monthly by Head of Indigenous Health, Shaun Solomon. Numerous sessions were in an online format in order to comply with COVID-19 requirements.

PARTNERSHIPS

Collaboration with like-minded organisations is key to the success of MCRRH and we are pleased to be strengthening our relationships with important partners.

In 2020 we have deepened continuing partnerships by:

- Re-signing our MOU with Gidgee Healing (the Mount Isa Aboriginal Community Controlled Health Service), in support of clinical placements and research
- Continuing our collaboration with TAFE NQ, who has been working with Gidgee Healing to facilitate their health workers completing Certificates III and IV in Aboriginal and Torres Strait Islander Primary Health Practice. This will continue in 2021
- Continuing our partnership with Indigenous Allied Health Australia (IAHA), resulting in the placement of two IAHA Indigenous students throughout the COVID-19 environment during this period



Top: IAHA student Tarna Thorne playing 'noodle soccer' with local Normanton kids and her placement supervisor from Gidgee Healing.

Bottom Right: Clinical health placements at Gidgee Healing have contributed to developing the Aboriginal and Torres Strait Islander health workforce.

Bottom Left: Christine Mann (NWHHS Director of Indigenous Health), Desley Dempsey and Shanin Ghanei Khorasaniha (social work Students graduating this year), Sigrid Tagaloo from headspace Mount Isa, and Shaun Solomon (MCRRH Head of Indigenous Health).

ABORIGINAL AND TORRES STRAIT ISLANDER STUDENT SUPPORT

All of our student placements and the work of the MCRRH involves care and services for Aboriginal or Torres Strait Islander people under the academic leadership of Catrina Felton-Busch and Shaun Solomon.

Our student and Western Cape trainee coordinator, Malama Gray provided a group of students with a once in a lifetime experience in very remote travel and family on a trip to the tip of Cape York.

Head of Indigenous Health, Shaun Solomon has been pivotal in providing mentoring and support to Aboriginal and Torres Strait Islander undergraduate students in nursing, social work, medicine and those undertaking courses within the vocational education sector. Aboriginal health professionals undertaking postgraduate study are also supported.

Image: Students experience a once in a lifetime opportunity to spend time on country at the tip of Cape York.

“We took off Saturday and drove the five hours mostly on unsealed roads in a 4WD on our way to the Northern Peninsular Area (NPA) communities (Injinoo, Umagico, Bamaga, New Mapoon and Seisia). We had a halfway break at Bramwell station.

We set up waterfront camp with only swags, gazebo and eskies for 3 nights at Loyalty Beach - every afternoon sourcing firewood to cook our dinner, then breakfast.

We had to time our trip to align with the Thursday Island ferry which only travels twice a day — morning and arvo — Monday, Wednesday and Friday from Seisia on the NPA to TI.

On the Sunday we travelled to the Tip, it was low tide, so we walked ‘around to the tip’ before walking up to the sign for photos. On the way back we went to Punsand Bay for wildfire pizza and a swim in the pool. On Monday we had a day trip to Thursday Island, fully embraced an island time leisurely breakfast and the cultural centre before making our way to the JCU TI campus where we met with my cousin sister Solomina Mareko and Kate Stewart for a cultural yarn about rural health in the Torres Strait. On the trip back to Weipa on Tuesday we stopped over at Fruitbat falls.”

— Malama Gray, Student Placement Officer, Weipa



**DEVELOPING THE RURAL AND
REMOTE HEALTH WORKFORCE
– OUR STUDENTS AND TRAINEES**



COVID-19 IMPACT

The threat of COVID-19 had an immediate and far reaching impact on Indigenous communities. Facilities, staff, and other resources were largely redeployed to support health services mount a pandemic response. Longreach and Weipa MCRRH became emergency management headquarters, and student accommodation was redeployed for isolation and quarantine. Clinical training facilities continued to be used for orientation and upskilling clinical staff. Community engagement activities usually undertaken by staff and students were cancelled.

Modified Service Delivery

Any regular activities that continued were modified in accordance with COVID-19 requirements. These included:

- Mount Isa Community Rehabilitation Service provided telehealth rehab to clients, or if necessary, provided one-on-one sessions for clients in their homes. Those whose needs clinically indicated urgent rehab intervention were scheduled for one-on-one sessions in Rehab Hall
- Students were upskilled in delivering telehealth services and were provided with support
- Final year allied health students and IAHA students were accepted for placements into this service, ensuring they would complete their requirements for graduation or progression
- The Mount Isa and Weipa campus developed and facilitated virtual placements for university students coming from outside the region whose placements were cancelled – e.g. dietetics
- APHRA approved psychology supervisor master classes were transitioned entirely to synchronous online sessions
- Social Distancing requirements meant that we had to restrict numbers in all our classrooms and skills labs. This meant repeating sessions multiple times to work through class groups

From 17 March 2020, activities at the Weipa Rehabilitation Service were paused and staff were engaged in supporting their clients, families and other vulnerable people within Weipa and Napranum with targeted COVID-19 education. This included:

- Hygiene and social distancing practices
- Supporting self-isolation for the most vulnerable clients (medication, meals)
- Supporting clients to negotiate upcoming medical appointments in Cairns
- Discussing challenges of supporting culturally responsive practices for palliative care and dying with infection control procedures and limits on number of people who can gather. For those interested, advance care planning was initiated so people could think about what other choices they would like if traditional practices couldn't be supported.

Student Placements

Western Cape student placements were cancelled from 30 March 2020 until 30 June 2020, resulting in the Occupational Therapist and Rehabilitation Assistant providing all rehabilitation services. Our COVID-19 response has highlighted how integrated the community rehabilitation service has become in usual practice for the Torres and Cape Hospital and Health Service (TCHHS) and how it has been a strong link between TCHHS and community organisations, particularly in Napranum. The Rehabilitation Clinician and the Community Rehabilitation Assistant have provided considerable support to Aged and Disability services in Napranum and Mapoon. They have facilitated COVID-19 training, developed and disseminated clear information about the impacts of COVID-19 on their service, and advocated at the health service level for community aged and disability services to be included in discussions about risk mitigation for the community.

Community events are our biggest opportunities for engagement, including career promotion and health awareness. The peak time for these events is March to September when agricultural shows, races, rodeos, cultural events and sporting carnivals occur. This period coincided with the peak of COVID-19, with all events being cancelled, significantly impacting on our opportunities for community engagement.

Across our entire footprint, we assured school leavers that places will be available and their final year results will be considered in light of the disruption. Isolated children who usually attend boarding schools were stranded in their very remote isolated home area for most of the school year. Even School of The Air Mini Schools have been curtailed. We were delighted to interact with the students on their Mount Isa event in early December.

National, State and Regional Leadership

The Centre's senior staff participate in a range of related boards and advisory committees. This provided opportunities for cross-organisational information sharing, leadership and scaling up the pandemic response in a coordinated and consistent manner.

Our staff sit at Board and advisory level across the following organisations:

- Shaun Solomon – Chair of Gidgee Healing
- Leann Shaw – Director of Gidgee Healing
- Catrina Felton Busch NWHHS Board Director
- Sharon Varela – Australian Rural Health Education Network and North West Queensland: Mental Health Network
- Sabina Knight – WQPHN Board Director
- Sabina Knight – JCU Senior Leadership Group
- Sabina Knight – Queensland Government Reform Planning Group
- Sue Morey and Sabina Knight – Headspace Advisory Board

The North and Central West region – home of our main educational campuses — has been economically depressed, and this has been seriously exacerbated by COVID-19. Having been hit hard by drought, followed by catastrophic floods in 2019, and bushfires in the Central West, the COVID-19 related shutdown has aggravated already dire circumstances, further impacting small business, tourism, and most recently mining which has merged operations, reducing workforce.

We worked hard to keep the Mount Isa campus and services operational, while ensuring staff, students, and the community were safe. Our adaptation of activities in Mount Isa was comprehensive and responsive to the changing COVID-19 situation, while making every effort to 'stay open for business' to support our students and the community.

Key elements of our local operational response to the situation are outlined below.

- All facilities, including student accommodation were equipped with additional cleaning provisions as recommended by the JCU Health and Safety Committee, based on national guidelines. This was challenging as rural towns found it difficult to secure supplies of the recommended products
- Student accommodation COVID-19 cleaning plans and procedures were implemented. Accommodation arrangements were redistributed to reduce numbers
- Cleaning of the accommodation (by a professional cleaner) was upgraded to twice a week. If a student was displaying flu like symptoms they were removed from the accommodation until a medical clearance was given and their room was deep cleaned
- Transitioning our Mount Isa Nursing program to the virtual classroom solution, Blackboard Collaborate
- Second year nursing students completed intensive workshops to allow them to continue with placement. This included second year external students who live in the region undertaking their clinical block in Mount Isa, rather than Townsville as would usually be required
- Third year nursing students completed all remaining curriculum online and continued with placement
- Extra placement numbers were supported by the Mount Isa Hospital to allow students to remain in the area, adhering to travel restrictions, while meeting semester one requirements.
- The Mount Isa MCRRH Nursing coordinator took on extra teaching hours to support higher student numbers locally
- JCU nursing developed and successfully implemented a specific COVID-19 policy to allow clinical workshops to continue
- All MCRRH clinical staff — nursing, medical and allied health — were on standby as surge clinicians
- Dental placements were cancelled and some medical placements were deferred until semester 2 due to the high risk factor
- Psychology placements were deferred until either later this year or next year
- Rapid adaptation to telehealth for community rehabilitation service learning
- Providing additional support and reassurance for students on placement in recognition of anxiety associated with isolation in remote communities, uncertainty of placement, and concerns about year completion or graduation
- Adjusting and rescheduling placements and identifying opportunities for additional placements be they virtual or incorporated into our service learning model
- Continuous community education and awareness via traditional and online media
- Additional mental health and wellbeing supports were put in place for the allied health staff and students to help mediate the stress of the pandemic. Psychology resources were diverted from students and the planned pop-up assessment clinic to meet this need
- Students commencing placement in Mount Isa were required to get a flu vaccination before commencing
- Student orientations and debriefs were done virtually
- keep these this is different to general leadership above NWQ Sabina Knight and Sue Morey - NWHEOC – weekly meetings & daily briefs
- Clinical staff, with the Interprofessional Learning Facilitator, led further development of appropriate place-based learning scenarios

- Vulnerable staff with pre-existing medical conditions, First Nations employees over 50, and parents of school age children quickly moved to work from home arrangements. Other staff worked between home and office settings so if the occasion arose that we needed to completely shut down we had tested the system capability to do so including sufficient laptops, internet access, appropriate chairs, zoom capability etc.
- All careers marketing and promotion was conducted online until the end of September when we could commence face-to-face activities again

The psychology pop-up assessment training clinic that was funded to occur in Mount Isa this year has been rescheduled. It has been designed to focus on developmental and cognitive assessments and target a gap for parents and children in need of assessment, enabling timely access to support. To be effective, the clinic needs students and trainers to be in the same location, which has not been possible due to travel restrictions. The plan was for the clinic to pilot this year and extend to include other allied health students. It will now launch in the first quarter of 2021.



2020 Mount Isa Nursing Program graduates.

MOUNT ISA NURSING PROGRAM

The year started well, with enrolment numbers maintained from 2019. We kicked off term one with O-week activities and an academic writing boot camp. Local nursing tutors engaged with the students early in the term, starting to build essential relationships between nurse leaders and students. Student mentors were also established at this time. It was fortunate to have had this early opportunity to establish relationships prior to COVID-19 restrictions on teaching.

When COVID-19 restrictions were put in place, Nursing Coordinator Jodi Brown carefully guided Mount Isa nursing students through the rapid transition from face-to-face lectures and tutorials to small group learning online via JCU learning platforms. She ran clinical labs with reduced class sizes in Mount Isa to ensure all students completed their requirements to progress in their program and also travelled to Townville to cover the same material with nursing students who would normally have been in Mount Isa. Jodi also joined the YWAM PNG Medical Ship trip to support and supervise nursing students on placement and contribute to health care they provided.

This year four of our students successfully completed their degree and will graduate, with an event planned in Mount Isa to mark the occasion.

Impact of Mount Isa Nursing Program on Rural Nursing Workforce

This year was the 19th anniversary of the JCU Mount Isa Nursing Program, so it was timely to reflect on the impact the program has had on our rural nursing workforce. We surveyed 74 past graduates and a sample of current students and asked them a series of questions around whether investment in rurally located nursing degrees translates to a rural nursing workforce. The responses were overwhelmingly affirmative and told us that the location of the program and local support have significant impacts and shape the future of remote and rural health practitioners.

Almost half (45%) our graduates indicated that they would not have studied nursing if it had not been locally available. This percentage is even higher in our current nursing undergraduate cohort. Notably, 79% of graduates who responded were the first in their family to go to university and half started out with only year 12 attainment. The vast majority (72%) of the group are partnered, and over 40% have carer responsibilities. Unsurprisingly, 82% self-reported they were of rural origin. The most common factors influencing their career choice were those associated with altruism: interesting and challenging work, working closely with people, ability to make a strong contribution to society, and community respect for the occupation of nursing, as well as the potential to combine work and family life. In our current undergraduates the proportion who would not study nursing if it was not locally available is higher.

The current practice location of all graduates was identified through the publicly available AHPRA register. All but one of the graduates – who retired in 2020 – were still registered. Of the 79 people surveyed, the combined total of expected remaining years of work as an RN is 443.

In terms of location, 61% are either in Mount Isa or Cloncurry, 24% are nearby in Mount Isa's referral tertiary hospitals of Townsville or Cairns and surrounding small towns. Another 5% are in other small rural QLD towns, and only 7.5% in cities.

Based on these findings, we would hypothesize that small, niche place-based programs constitute sustainable education programs and do return long term nursing workforce in remote towns with similar characteristics as Mount Isa. Health competes with mining in remote and rural locations – large salaries with little qualification are possible so other drivers do influence these decisions.

MOUNT ISA NURSING PROGRAM

TOTAL GRADUATES SINCE 2004: = 79

45% SAID THEY WOULDN'T HAVE STUDIED NURSING IF IT WASN'T A **LOCAL COURSE**

79% **FIRST IN FAMILY TO GO TO UNI**



50% HAD FINISHED **YEAR 12**

72% **ARE PARTNERED**



MORE THAN 40% **HAVE CARER RESPONSIBILITIES**

82% SELF-REPORTED THEY WERE OF **RURAL ORIGIN**



REASONS FOR CHOOSING NURSING:



- WORKING WITH PEOPLE
- INTERESTING AND CHALLENGING WORK
- CONTRIBUTING TO SOCIETY
- COMMUNITY RESPECT FOR NURSES
- BALANCING WORK AND FAMILY LIFE

NUMBER STILL PRACTISING = 78

66% PRACTICE IN **SMALL RURAL TOWNS**

TOTAL COMBINED YEARS OF NURSING WORK REMAINING: = 443

JCU GENERAL PRACTICE TRAINING

James Cook University has been running General Practice training across north and western Queensland for just over five years. It is the only Australian university contracted by the Federal Government to roll out the Australian General Practice Training (AGPT) program. This year, the University welcomed a record number of budding General Practitioners to training posts from as far away as Longreach in the Central West, and Normanton in the Gulf Region. Most of the new GP registrars attended online introductory workshops before embarking on their GP training through JCU at posts around the region. The new recruits will bring the total number of GPs training through JCU this year to more than 520.

Over the past five years the JCU GP training program has produced over 500 qualified GPs across the training region, which takes in around 90% of the state. Our doctors practice across Queensland in regional, rural and remote communities to improve health outcomes where it's needed most.

We dedicate time and resources to matching applicants to the training posts that will benefit their careers as well as the community. The training posts provide the opportunity to develop an extended scope of practice unique to rural and remote locations.

JCU has a strong record of producing a skilled workforce for northern Australia and this new cohort of GPs will add to that legacy. — Associate Professor Peta-Ann Teague, JCU Director of GP training

Whilst attending the workshops the registrars participated in simulated learning sessions and also had the chance to meet their mentors and colleagues, as well as the JCU support staff.

The ever-increasing number of placements in the North and Central West, allows us to provide registrars with unique opportunities to gain medical knowledge and experiences in a region of scenic landscapes and rich Aboriginal culture. Training posts provide opportunities across general medicine, Aboriginal and Torres Strait Islander health, anaesthetics, emergency and retrieval medicine, mental health, sexual health, minor surgery, public health, obstetrics and occupational medicine.

One of the many advantages about being based in the Centre for Rural and Remote Health in Mount Isa, is the opportunity to integrate, identify and collaborate with the medical students who are on placement in the region, allowing us to build a unique and transparent training pathway for students and registrars at all stages of their training.



Above: Dr Cameron Hoare, FRACGP with 6th year JCU Medical student Megan Bates.

ALLIED HEALTH

Despite the national trend of cancellation of many traditional allied health clinical placements due to COVID-19 restrictions, the majority of Mount Isa allied health placements were maintained. The most notable exception to this was dentistry which was significantly impacted by the cancellation of clinical placements, due to the extreme risk of transmission.

Allied Health Service Learning

PLACEMENTS = 73

AVERAGE PLACEMENT = 6.7 WEEKS

Our allied health clinical leads include the disciplines of exercise physiology, occupational therapy, pharmacy, physiotherapy, public health nutrition, speech pathology, social work, and psychology, as well as Indigenous rehabilitation assistants.

Travel restrictions resulted in a reduction of student placements in some disciplines usually sourced from Southeast Queensland and interstate universities, particularly in the areas of Exercise Physiology and Speech Pathology. MCRRH Clinical Leads partnered with University placement coordinators to prioritise and support completion of placement hours for final year allied health students.

While we were fortunate to continue with good placement numbers, activities that usually foster student engagement in local rural communities were severely curtailed. However, despite restrictions, the exposure to local services that we were able to facilitate helped broaden the students' understanding of services in the region as well as community needs, current supports, and opportunities for collaboration.

A new nutrition and dietetic graduate, from Mount Isa has been volunteering with the Service Learning Team for two days per week over three months. Her time with the team has focused on supporting students on placement and running nutrition education at the Mount Isa Recovery Service (MIRS).

The Service Learning Team also works to connect students to a range of services not only for experience but for potential graduate employment. Assistance with graduate applications and interview practice has been incorporated into our work.

ADDITIONAL PLACEMENTS

In addition to planned placements, the Service Learning Team hosted extra occupational therapy and physiotherapy students, which were a combination of clinical and project placements. The project placements piloted a long-arm model of collaborative supervision for delivering part of the project cycle and were supported by a cohort and formal activities to support students to connect with respective hosting communities.

Miriam Gerber, (Clinical Lead, Occupational Therapy), supervised two final year occupational therapy students from the University of Queensland through a ten-week remote project placement, which focused on completion of a needs analysis to support a review of the evidence base and guide intervention approaches by the NWCR team. This project resulted in recommendations supporting participants in identifying preferred environments for their rehabilitation to take place.

Lauren Jeffs, (Clinical Lead, Public Health Nutrition), supervised six final year nutrition and dietetics students on a six-week virtual project placement completing three projects. The first project was an evaluation of the Mount Isa Recovery Service nutrition program. The second project was the development of a food assistance mapping resource for the Mount Isa community. The third project was co-supervised with Weipa based occupational therapist, Danielle Rodda and dietitian, Niccola Currie. This project focused on improving the capacity of school breakfast and lunch program staff at the Napranum PCYC.

Danielle Rodda, (Clinical Lead, Occupational Therapy), supervised two final year occupational therapy students from the University of Queensland on a ten week remote project placement. The project focused on partnerships between Napranum Aged and Disability Service, the Napranum Prep class at Western Cape College, the Barra's Room (3-4 year olds) at Cape Kids' Day Care, and Residential Aged Care in Weipa. These partnerships have focused on intergeneration activity groups.

ALLIED HEALTH PARTNERS AND PLACES

PROGRAM HOST ORGANISATION	COMMUNITY	SERVICES PROVIDED	INDIVIDUAL OCCASIONS OF SERVICE	NO. OF GROUPS PROVIDED	NO. OF ADDITIONAL PROJECTS HOSTED	HOURS ON SITE
Burketown State School	Burketown	<ul style="list-style-type: none"> Paediatric developmental services, speech pathology Dietetics and nutrition 	6	23	-	44
Community Rehabilitation and Lifestyle Service, MCRRH	Weipa, Napranum, Mapoon	<ul style="list-style-type: none"> Community Rehab Aged Care In-reach 	345	327*	2	N/A continuous
Estelle Cardiff Kindergarten	Mount Isa	<ul style="list-style-type: none"> Paediatric developmental services, speech pathology 	16	16	-	40
Gulf Christian College	Normanton	<ul style="list-style-type: none"> Paediatric developmental services, OT, speech pathology 	187	129	2	270
Jimaylya Topsy Harry Centre	Mount Isa	<ul style="list-style-type: none"> Exercise Physiology (Chronic disease), OT 	-	-	1	2
North West Community Rehabilitation, MCRRH	Mount Isa	<ul style="list-style-type: none"> Rehabilitation (OT, Physio, speech pathology, Exercise Physiology) 	1092	144*	2	N/A continuous
The Salvation Army, Mount Isa Recovery Service	Mount Isa	<ul style="list-style-type: none"> Rehabilitation (OT, Physio, Exercise Physiology) 	-	36	2	85

*Note: For funding purposes, the MCRRH hosted Community Rehabilitation projects in Weipa and Mount Isa which report on the number of participants seen as part of a group service as opposed to the number of groups conducted. Data provided for both programs is for January–September 2020.

BURKETOWN

Half of the students who had planned to complete their public health nutrition placement in Burketown were able to do so, with the other half completing virtual placements due to COVID-19 travel restrictions. In addition to their assigned placement project, the six students in Burketown also delivered nutrition education sessions at Burketown State School. Student placements for speech pathology and occupational therapy in Burketown were cancelled for term two. It is anticipated that student placements will recommence in Burketown in second term, 2021.

COMMUNITY REHABILITATION AND LIFESTYLE SERVICE, WEIPA, NAPRANUM AND MAPOON

Group programs recommenced in Napranum in July 2020, where community rehabilitation staff supported the Aged and Disability service to adapt the environment to comply with COVID-19 regulations in relation to group social distancing recommendations.

ESTELLE CARDIFF KINDERGARTEN

Like all early childhood facilities, The Estelle Cardiff Kindergarten was closed during the height of COVID-19 biosecurity measures. As restrictions permitted, we provided paediatric developmental, delayed speech, and occupational therapy services.

GULF CHRISTIAN COLLEGE

Students on placement in Normanton during term one completed their placement amid community closures. Lockdown measures were lifted in time for term three of student placements which continued with no disruption. Occupational therapy and speech pathology student-assisted programs continued to be provided in collaboration with the Gulf Christian College's Learning Support Coordinator.

JIMAYLYA TOPSY HARRY CENTRE

We were able to partner with Jimaylya Topsy Harry Centre, albeit in a somewhat limited context, providing recovery service led through exercise physiology and dietetics.

NORTH WEST COMMUNITY REHABILITATION, MOUNT ISA

Programs were rapidly modified to ensure continuity of service, with NWCR innovatively maintaining service delivery throughout the COVID-19 pandemic. Group programs were suspended on advice from Queensland Health, with most individual services provided via telehealth. Although service delivery was maintained, when reviewing NWCR's activity since the lockdown in March 2020, there was observable inequity of access to rehabilitation for community members. This was due to some participants requiring additional community resources to facilitate access to services and home based rehabilitation — for example, technology, transport, and infrastructure. Where possible, NWCR team members tried to connect with participants over the front fences of their homes to provide input whilst maintaining social distancing, however, this was not consistently successful.

Prior to COVID-19, NWCR provided an ongoing balance and mobility program. From March, COVID-19 restrictions required the program to be put on hold, and government recommendations encouraged communities to minimise their social activities. In the following months, NWCR observed an increase in balance and mobility program participants presenting to the hospital post falls, and demonstrating decline in function and deconditioning due to lost opportunities to participate in the program and incidental activity

through their usual everyday routines. Where possible, participants were offered individual telehealth programs – often student supported – to maintain their abilities. In September 2020, limited group programs recommenced with measures in place to ensure compliance with COVID-19 measures.

THE SALVATION ARMY, MOUNT ISA RECOVERY SERVICE

Due to COVID-19 restrictions, the commencement of exercise and nutrition courses was delayed until June, when two hour sessions were run twice a week. The exercise physiology students supported handover for exercise courses to continue with the PCYC Sport and Recreational officer from November 2020.

Nutrition sessions were run for 34 weeks over three blocks. Each session had a theme based on nutrition topics that were of interest to the residents and included a cooking component. The residents provided extremely positive feedback on the program via surveys — they are very keen for it to continue.

An online project was also undertaken to evaluate the current Mount Isa Recovery Service nutrition program and develop recommendations to strengthen the program. As a result, follow-on public health nutrition and exercise physiology project is planned for January/February 2021.



Community rehab team in Weipa - Danielle Rodda and Sandra Pilot.

INNOVATIVE PROJECT PLACEMENTS

Over the year, six projects were completed by 12 final year nutrition and dietetic students in collaboration with our community and organisation partners. The six community and public health projects were:

- Developing food insecurity and food environment assessments for remote communities in North West Queensland
- Enhancing the capacity of North West Hospital and Health Service to provide healthier food and drinks
- Evaluation of a nutrition education program for people recovering from alcohol and drug addictions at a residential rehabilitation service based in Mount Isa
- Improving the capacity of the staff at PCYC to provide a healthy breakfast and lunch program for the school aged children in Napranum
- Development of a resources map for emergency food relief initiatives and community food programs in Mount Isa
- Mapping school-based food programs North West Queensland

CAPACITY BUILDING FOR FUTURE SERVICE LEARNING

We are keen to be able to demonstrate the value and return on investment in providing rural health learning placements. To this end, Lauren Jeffs (Clinical Lead, Public Health Nutrition), and Jessica Taylor, (Clinical Lead, Speech Pathology), are being led by research fellow, Alice Cairns in the development of a research proposal exploring the value of service learning placements from a community perspective.

We are dedicated to supporting our own people to advance their academic and clinical skills. Currently the team is engaged in a range of post graduate and HDR courses:

- Selina Taylor (Clinical Lead, Pharmacy) is undertaking a Doctor of Philosophy with James Cook University
- Kirsten Russell (Clinical Lead, Exercise Physiology), is enrolled in a Master of Philosophy with James Cook University
- Jessica Taylor (Clinical Lead, Speech Pathology), has just completed her Master of Public Health with James Cook University
- Lauren Jeffs (Clinical Lead, Public Health Nutrition), and Chelsey Carr (Clinical Lead, Physiotherapy), are enrolled in the Graduate Certificate of Health Professional Education with James Cook University
- Danielle Rodda (Clinical Lead, Occupational Therapy), is enrolled in Level 1 of the Allied Health Rural Generalist Program with James Cook University
- Allied Health Assistants in Weipa are undertaking a Certificate IV in Allied Health Assistance
- Allied health Clinical Lead, psychology Sharon Varela completed the Graduate Certificate of Health Professional Education and has commenced Allied Health Rural Generalist Program with James Cook University in order to support future students.

NEW WAYS OF WORKING

As we sharpen our focus on developing the remote and rural workforce, we identified that to continue growing allied health placements and workforce would require new models, including the deployment of clinical leads in extremely remote locations, and the introduction of hybrid supervision and student support models which take advantage of various new and emerging technologies.

Additional funding received from the Australian Government Rural Health Multidisciplinary Training Program (RHMT) has allowed us to employ allied health clinical leads and establish student assisted services in the very remote towns of Normanton, Burketown, Weipa, Napranum and Mount Isa over the past four years. Students supervision is provided through traditional and hybrid models.

INTER-PROFESSIONAL LEARNING EXPERIENCE

In growing the interprofessional experience, service learning placements are hosted within an inter-professional model in which pairs or trios of students of different professions undertake placement in the same practice area at the same time. Students experience both traditional same discipline supervision and interprofessional supervision – both of which may also be provided utilising remote technologies.

Modelling inter-professional practice and in addition to usual MCRRH orientation and cultural awareness training, allied health clinical leads provide a three-day orientation program via a face-to-face or virtual platform, which includes topics such as:

- Policies and procedures
- Supervision and expectations
- Person centred goal-setting
- Living and working in a rural or remote location
- Interprofessional teams and effective communication
- Telehealth and Zoom
- Self-care and supports
- Documentation processes

We have continued to develop allied health student service learning programs in Mount Isa, Lower Gulf and Weipa. The programs were run in kindergartens and schools, community-based organisations, and externally funded community rehabilitation programs. We were pleased that some programs were located outside of biosecurity zones so that we could absorb the activity normally undertaken in those areas. Innovative, collaborative interprofessional supervision models with multiple mentoring approached have been used successfully with MCRRH as inter-agency providers to support placements in Normanton, Burketown Weipa and Mount Isa.



Medical Educators: Tricia Murphy, Pablo Dight Scherl and Anna Cunningham.

The partner communities and organisations with whom we ran our allied health programs this year include:

- Burketown State School, Burketown
- Community Rehabilitation and Lifestyle Service, Weipa, Napranum and Mapoon
- Cootharinga Mount Isa
- Gulf Christian College, Normanton
- Gidgee Healing North West Queensland
- Laura Johnson Aged Care Home Mount Isa
- Mount Isa Recovery Service
- Napranum and Weipa Council
- North West Community Rehabilitation, Mount Isa
- North West Hospital and Health Service Mount Isa and Cloncurry
- North and West Remote Health Mount Isa, Cloncurry, Julia Creek, Camooweal, Dajara
- Police and Citizens Youth Club, Mount Isa, Napranum and Weipa
- Torres and Cape Hospital and Health Service Weipa

Supporting the Rural Workforce

In addition to supporting our current students, another important focus of the Allied Health Clinical Leads is supporting the current rural workforce. Over 400 hours were provided to the mentoring and supervision of AHPs across private, non-government and government organisations. This mentoring and supervision of local early career health professionals has supported transition to rural and remote practice and has been successful as a strategy to increase capacity for student placements in the region.



Some of our Weipa team members: Dr Alice Cairns, Danielle Rodda, Frances Wymarra, Malama Gray & Sally West.

WEIPA

Despite spending three months in a biosecurity zone, 2020 was a very productive year for the Weipa team, which delivers a student-assisted community rehabilitation and lifestyle service, fully funded through the Northern Queensland Primary Health Network (NQPHN). Services are delivered to Weipa, Napranum, and Mapoon communities.

The development and implementation of this service was co-designed with the communities it serves, and is focused on promoting reciprocity between students, clinicians, clients and their families, and the wider communities. Relationships are at the core of reciprocity for this service and are prioritised over other clinical or professional processes.

During the year, the team expanded from five to seven people and now consists of a part time student and trainee coordinator, three part time research staff, and three clinical staff. This continued growth was made possible by ongoing collaboration with Torres and Cape Hospital and Health Service (TCHHS), Apunipima, Napranum and Mapoon Councils and community organisations.

The brief pause in student placements due to COVID-19 restrictions, provided the opportunity for the team to focus on embedding and improving quality practices, building community relationships, staff development, and improving the cultural mentoring and pastoral care for students visiting this very remote region. In the second half of 2020, students have been able to spend time fishing, camping, and taking a weekend trip to the 'tip'.

We are delighted that the Northern Queensland Primary Health Network has increased its funding to MCRRH Weipa for 2020/21 to expand the service from three days a week to full time. This will allow us to provide a full-time Allied Health Clinical Lead for occupational therapy, and a full-time Community Rehabilitation Assistant (Indigenous).

Our students and the service has been featured in the NQPHN website: <https://www.nqphn.com.au/news/our-region-our-people-meet-emma>, and the TCHHS September Broadcast.

When Torres and Cape Hospital and Health Service (TCHHS) teams expressed an interest in becoming more involved in research activities, Dr Alice Cairns established a weekly research drop-in run to support and cultivate this enthusiasm.

The response has been tremendous and resulted in the following submissions:

- Tropical Australian Academic Health Centre (TAAHC) seed funding grant application by the Cape York Kidney Care Team (successful)
- TAAHC Clinician Researcher Fellowship Scheme application (successful)
- Queensland Health, Health Practitioner Research Scheme application by an allied health professional (outcome pending)

Also, four of our staff are currently advancing their studies:

- Frances Wymarra is studying a Cert. IV Allied Health Assistance
- Malama Gray is undertaking a Master of Social Work at JCU
- Sally West is doing a Master of Philosophy at JCU
- Danielle Rodda is studying to become a Level 1 Allied Health Rural Generalist at JCU

"Everywhere I go JCU is there working with our Elders...you are not sitting in clinic waiting for people to come, you are out there in community, the [students] are everywhere and people are really happy to see them" — Local DATSIP Officer

"The exercises and students make me happy. Strong and happy. It's good!" — Sana Sigai

"We like the students, young people, good health carers!" — Valerie Hobson



Our Weipa Community rehab team, Frances Wymarra and Danielle Rodda, with local Elders Sana Sigai and Valerie Hobson.

MENTAL HEALTH (PSYCHOLOGY, SOCIAL WORK)

The current pandemic situation has changed the usual approach to activities for psychology this year. Dr Sharon Varela (Senior Clinical Lead - Mental Health/Allied Health/Psychology) and Chris Foley (Clinical Lead - Psychology) have shifted their focus to supporting the wellbeing of the broader workforce and ensuring trainee psychologists are able to meet their supervision and training needs. Chris has successfully supervised a trainee psychologist for general registration and continues to provide mentorship and supervision throughout the region. Sharon's focus has continued to be regional and strategic across both the North West and Central West regions, and nationally.

Sharon has continued to work with the NWHHS to help build assessment skills in the areas of mental health and developmental disorders. Key psychological and developmental assessments are now available in the YACCA library in Mount Isa and training in these assessments has commenced. An education program is currently being developed to train psychologists and other allied health clinicians in the skills required for a comprehensive developmental assessment. Sharon continues to support and mentor health professionals to complete research and health degrees, including Master of Philosophy, Doctor of Philosophy, and the Advanced Master of Clinical Psychology.

Chris Foley continues to provide supervision to the trainee psychology workforce. Chris has successfully supervised a trainee psychologist to general registration during a pandemic year and continues to provide mentorship and supervision throughout the region.

Psychology placements continue to be a challenge. Our clinical leads steadfastly advocate for and facilitate psychology placements across our region, including psychologists completing the workplace training pathway. Nationally, student numbers for psychology in rural and remote regions continues to be low, with student feedback suggesting the structure of the psychology degrees (requirements to be on campus regularly) and the cost of rural and remote living (and running a second household away from home) are barriers. We are collaborating on this with SQRH and it is expected that we will both be able to provide more psychology student placements in the region from 2021.

INTERPROFESSIONAL LEARNING

Structured Interprofessional Learning (IPL) has been led by clinical academics at each major training site:

- Selina Taylor in Mount Isa who also leads the overall program,
- Sharon Varela in Longreach and
- Sally West in Weipa.

Sally West and Sharon Varela have previously completed the Interprofessional Education (IPE) from the Canadian Interprofessional Health Collaboratives Interprofessional Competency Framework along with staff from Southern Queensland Rural Health (SQRH).

All students on placement for four weeks or more are offered and encouraged to attend structured IPE sessions. Students report these as valuable experiences that increase their awareness of other disciplines' contribution to care and improves professional relationships. Southern Queensland Rural Health University Department of Rural Health repeated the training virtually so that all allied health and clinical academics could attend. Fortnightly IPE sessions focused on competencies within the interprofessional framework and scenarios have been exchanged, expanded and a community of practice established between our organisations.

During 2020, IPE sessions were delivered by clinical academics from disciplines including, nursing, physiotherapy, pharmacy, psychology, exercise physiology, occupational therapy and rehabilitation assistants.

"Thoroughly working through the steps to cultural safety, [and] using relevant examples to explain concepts [was extremely helpful]." — Fourth Year Nutrition and Dietetics Student

"Reflecting on different scenarios and how they impact upon different communication styles was very helpful." — Third Year Occupational Therapy Student

"Discipline-specific questions relating to medications [were really helpful]. [The lecturers] encouraged active participation from all involved, [and it] felt like a safe space to share answers even if they weren't correct." — Fourth Year Nutrition and Dietetics Student

STUDENT PLACEMENTS – SOME FEEDBACK

Feedback from our newest site - Emerald has been very positive.

“Having both nursing and medical students on placement in a town like Emerald is a fantastic opportunity to not only expose them to rural practice but it has also provided our nurses and doctors an opportunity to demonstrate their professionalism and develop their supervision skills”
 Dr Ewen McPhee, Emerald.



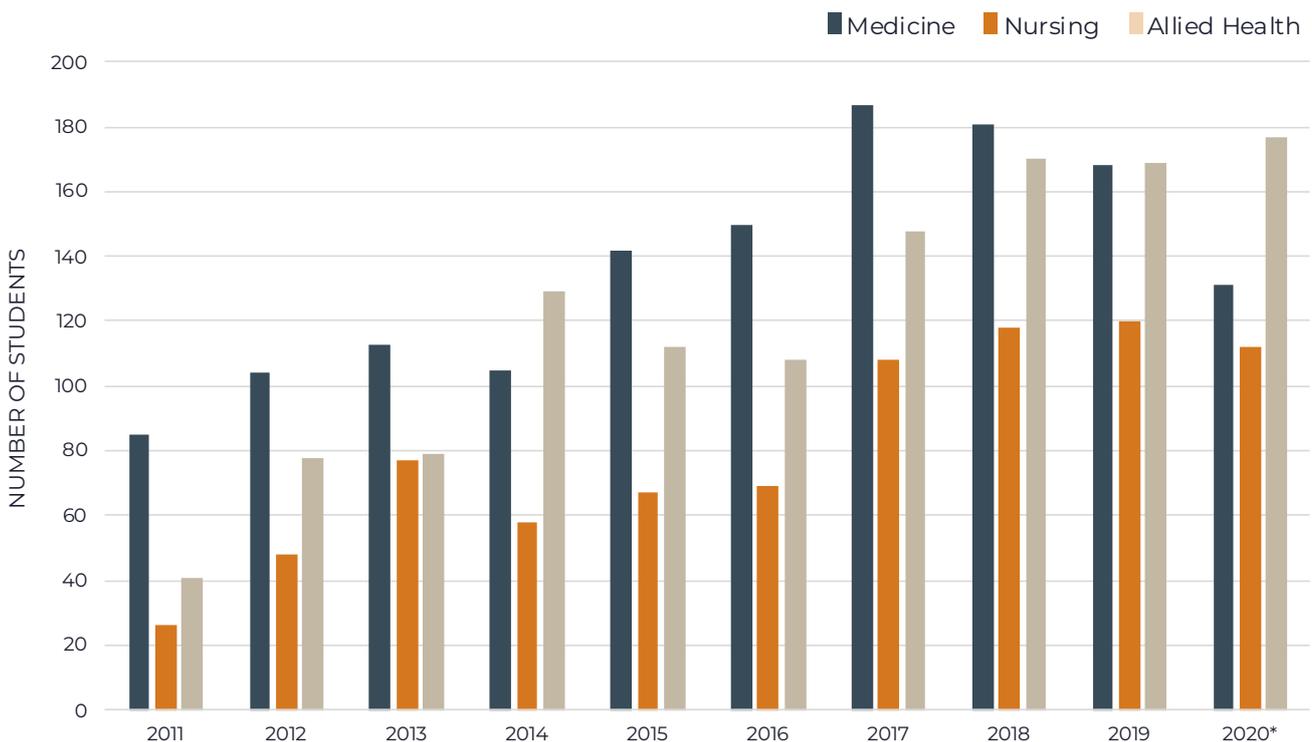
Above: Margo Purcell, Joshua Williams (James Cook University Medical Student) and Kali-Jean Duncombe (Emerald Site Co-Ordinator for MCRRH James Cook University).

MCRRH STUDENT PLACEMENTS

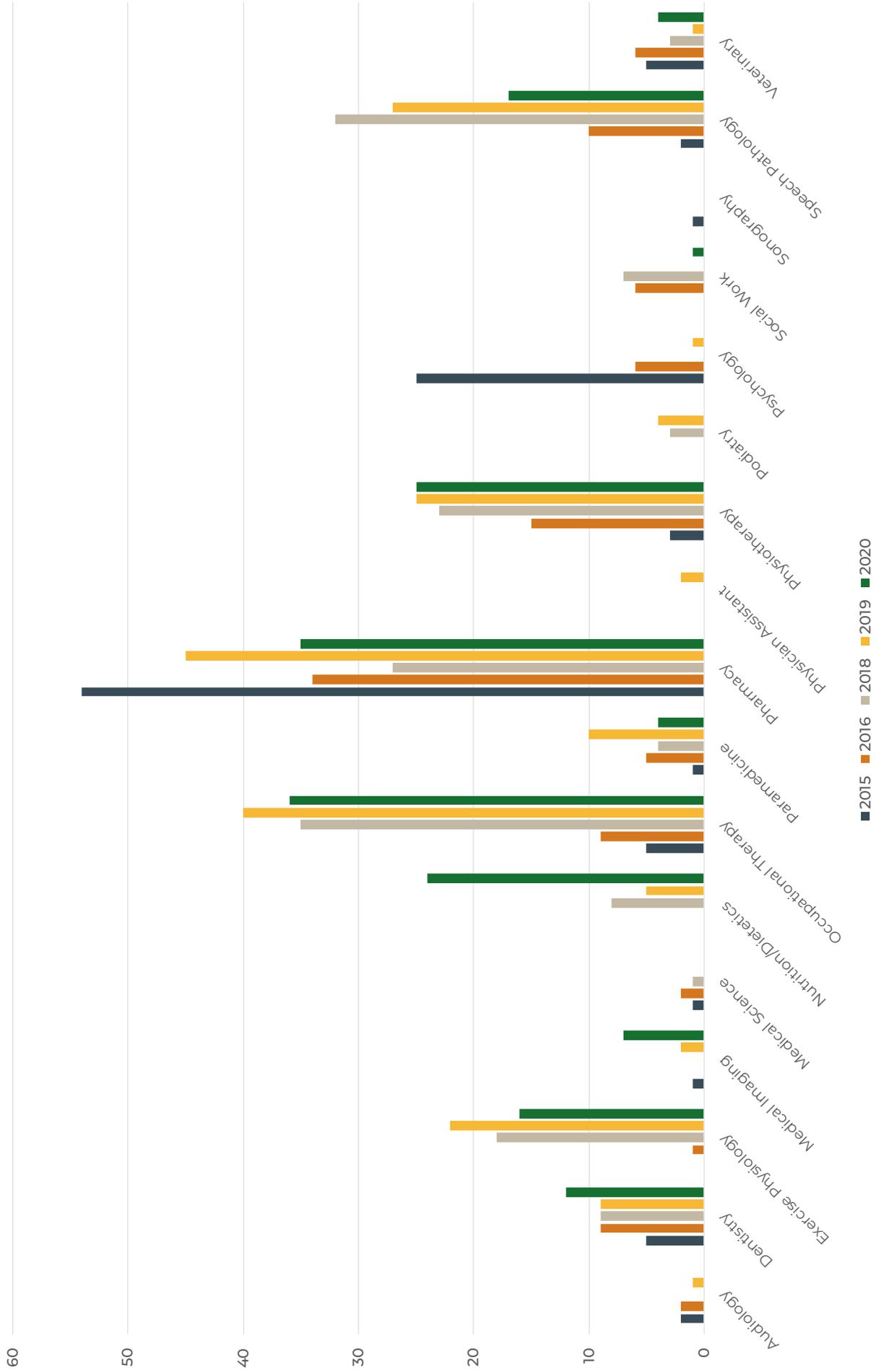
420 STUDENTS 

2,301 CLINICAL PLACEMENT WEEKS 

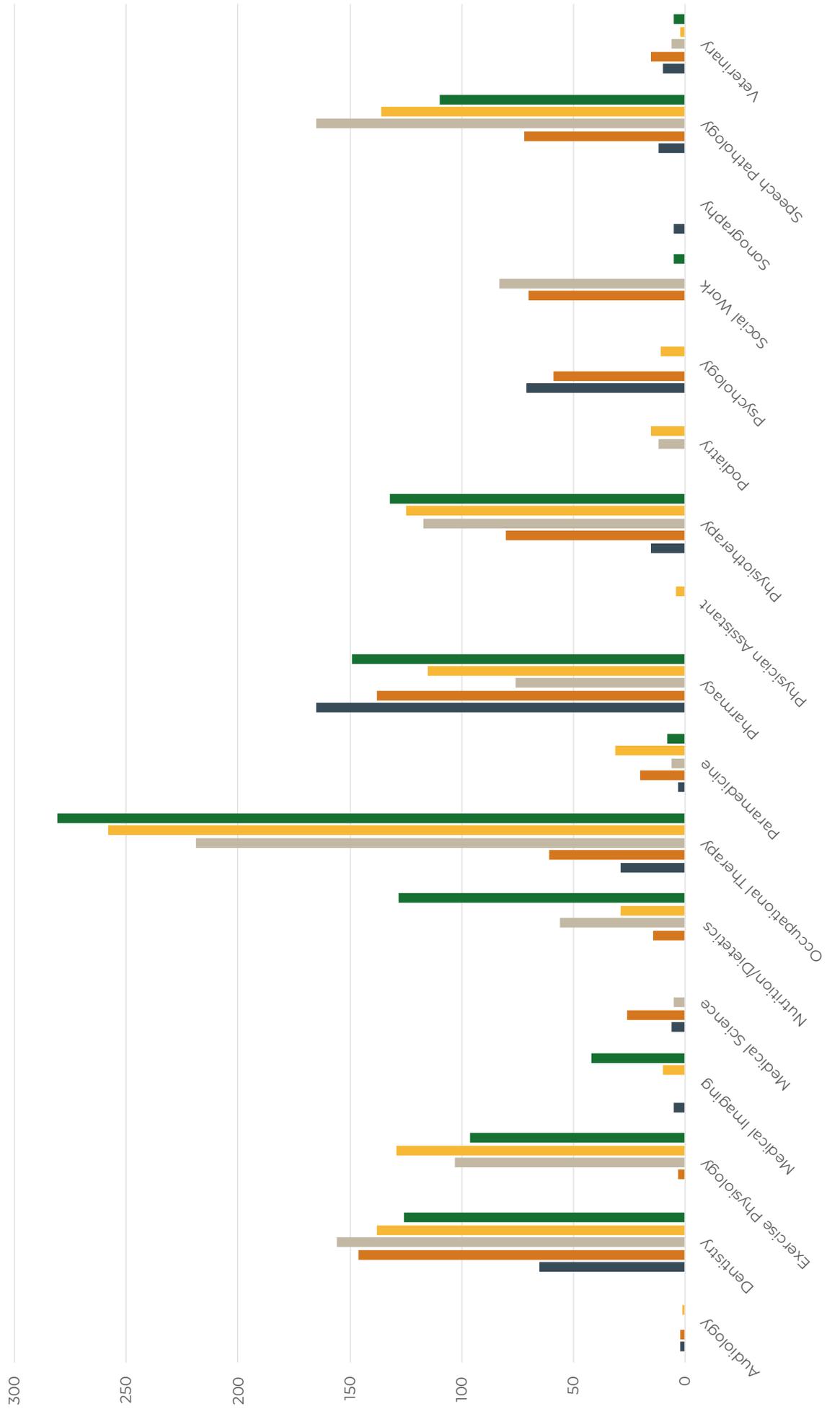
STUDENT NUMBERS



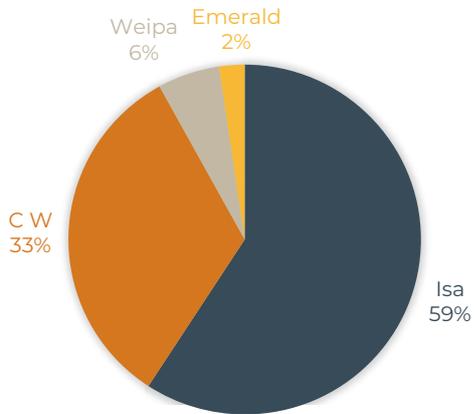
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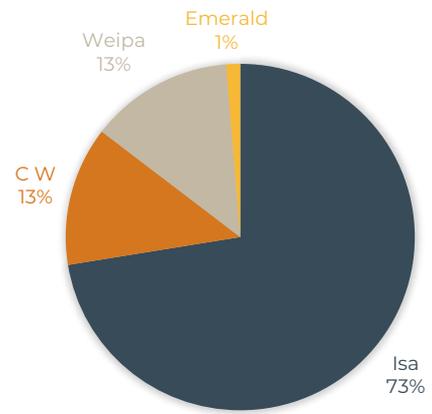
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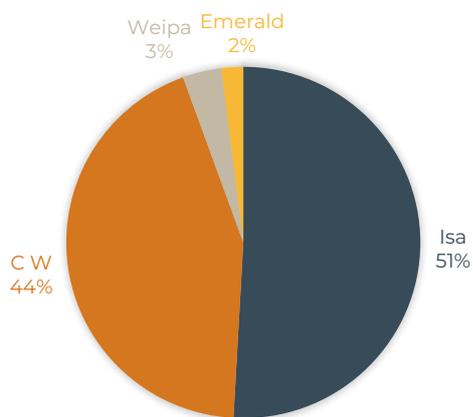
MEDICINE STUDENT WEEKS PER REGION 2020



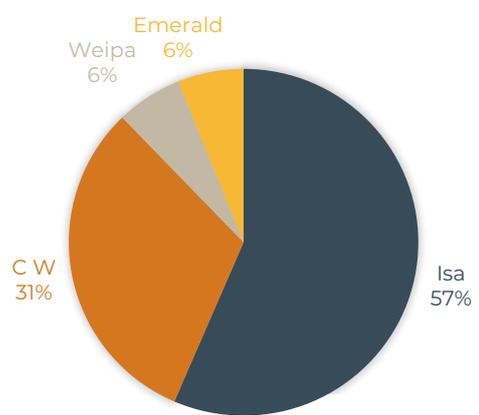
ALLIED HEALTH STUDENT WEEKS PER REGION 2020



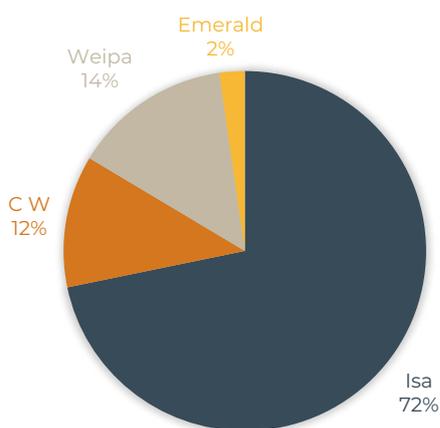
NURSING STUDENT WEEKS PER REGION 2020



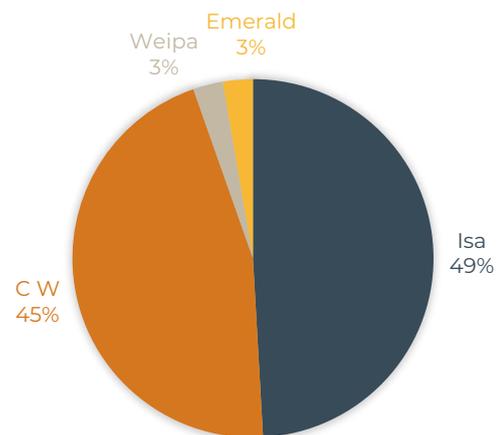
MEDICINE STUDENT NUMBERS PER REGION 2020



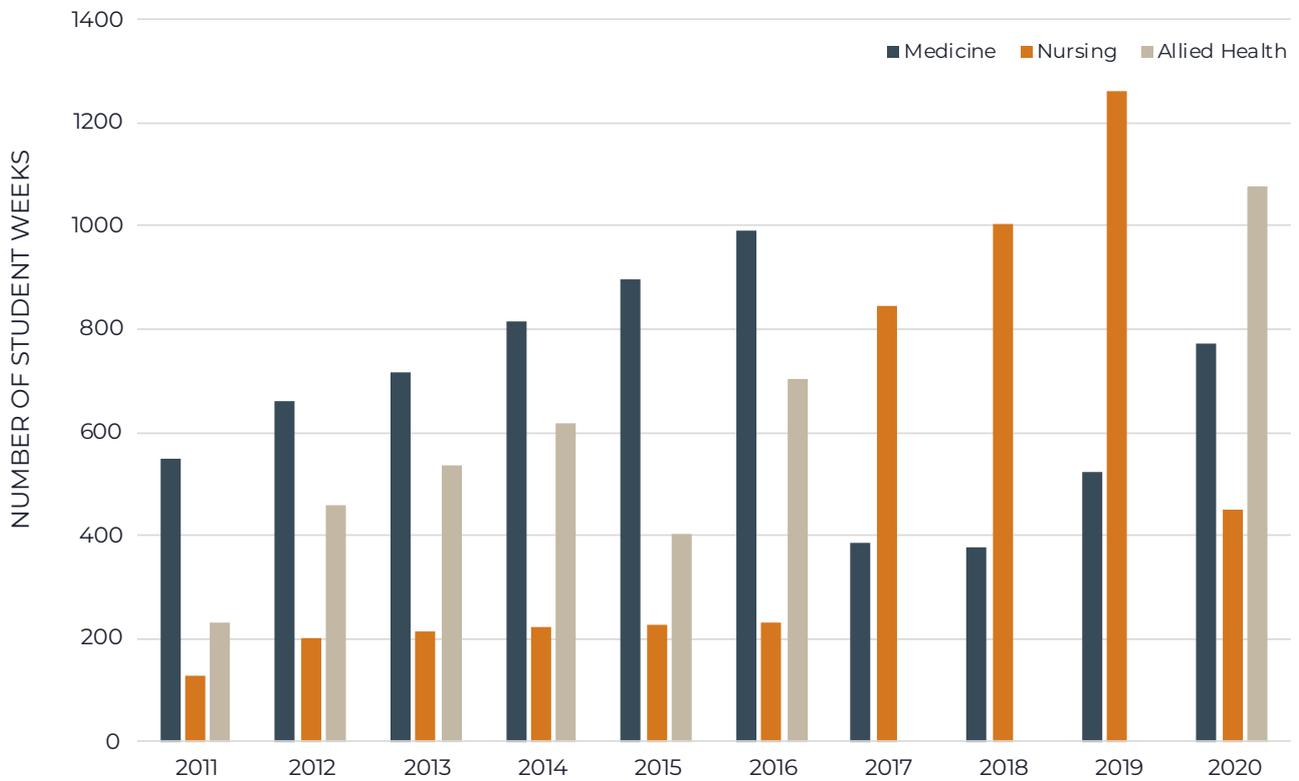
ALLIED HEALTH STUDENT NUMBERS PER REGION 2020



NURSING STUDENT NUMBERS PER REGION 2020



STUDENT WEEKS



Students celebrating the completion of their course work and preparing for final placement.

STUDENT SUPPORT

We continued our important partnership with the JCU Indigenous Education and Research Centre, working together to support Indigenous students.

Students are supported to access everything they need, including:

- Pre-placement preparation
- Orientation
- Cultural awareness
- Access to all required technology including WiFi and Eduroam in all accommodation and education areas
- Community engagement activities
- Mentoring
- Interprofessional learning
- Library resources
- Computer labs or stations

All students are provided with multidisciplinary high quality accommodation at no cost to the student. This has been a deliberate strategy to remove barriers and disincentives to undertaking remote placements.

Mount Isa based students or students studying in and from our footprint, and who are required to travel to Townsville or Cairns for residential blocks are also provided with a travel bursary. Learning Support is provided informally and formally with tutorials, mentoring, and workshops in academic skills, assignment writing and just-in-time clinical skills sessions.



“Without my mentor Shaun, I don’t think I would be standing here today” — Desley Dempsey, JCU Social Work Graduate



Top left: Fourth year med students Matthew Gaskell and Georgia Krause doing virtual CPCs with Dr Tricia Murphy, Longreach.

Top right: Sigrid Tagaloa with 2020 social work graduate Shahin Chane Khorasaniha

Centre left: Sandy Gillies (WQPHN) and Kerry Thompson (CWHHS).

Centre right: Gabe Oth (IAHA), Shaun Solomon (IAHA Leadership Award Winner) and Mitch Walley (IAHA member).

Bottom right: ANZAC Day - commemorating nurses and medics who served.

SUPPORTING HEALTH PROFESSIONALS

In addition to supporting our current students, another important focus of the Allied Health Clinical Leads is supporting the current rural workforce. Over 400 hours were provided to the mentoring and supervision of AHPs across private, non-government and government organisations. This mentoring and supervision of local early career health professionals has supported transition to rural and remote practice and has been successful as a strategy to increase capacity for student placements in the region.



ALLIED HEALTH RURAL GENERALIST PROGRAM

This collaborative project evolved in response to the well documented challenges pertaining to recruitment and retention of allied health professionals (AHPs) in rural and remote Australia. The overarching goal was to identify a collective strategy to support early career AHPs and develop a place-based model of allied health rural generalist training. Led by Health Workforce Queensland and MCRHH, the scoping study was completed by Robyn Adams (Project Officer) and Ella Dunsford, (Senior Clinical Lead, Allied Health).

A series of on-site and virtual workshops and stakeholder meetings shaped the project, culminating in a report and implementation plan. The plan builds on the strengths of rural and remote AHPs, services, and the UDRH in North West Queensland. The Allied Health Rural Generalist Program has been developed as a dual strategy for building the capacity of early career professionals to meet the needs of local communities, and to provide them with formal supports.

Stemming from this project, Kirsten Russell, (Clinical Lead, Exercise Physiology), and Ella Dunsford have been nominated as joint chairs for the newly formed Learning Facilitation Group. The group is a partnership between the Allied Health Professions' Office of Queensland, Gidgee Healing, Health Workforce Queensland, North West Hospital and Health Service, and North West Remote Health. This group will coordinate a cohort to support allied health rural generalist trainees in the region. Nine early career AHPs are currently enrolled in the program across all the services.

MENTAL HEALTH — SUPERVISOR TRAINING AND SUPPORT

Mentoring, Supervision and Skills Development

Chris Foley (Clinical Lead - Psychology) continues to provide inter-professional peer supervision to our allied health clinical leads, students, and allied health professionals across the region. The focus on peer supervision for early and mid-career allied health and mental health clinicians is imperative for supporting and retaining our rural and remote workforce.

Dr Sharon Varela was awarded a scholarship from Health Workforce Queensland to complete a Graduate Diploma in Rural Allied Health Generalist Practice through JCU which she expects to complete in 2021. This will provide invaluable insight into the program and practice of the future Allied Health Rural Generalists.

Our mental health leads have delivered workshops on a broad range of topics for the allied health student workforce, including motivational interviewing, assessment and intervention, and inter-professional education sessions.

Supervisor Training Program

The Psychology Board of Australia's annual review of our supervisor training courses was completed in March 2020, with the Board expressing satisfaction with our performance, noting our high standard of training development and delivery during 2019. The Board was pleased to see that we had high participant ratings and was satisfied with our compliance with supervisor training provider guidelines.

All supervisor training workshops are developed on an inter-professional model and are open to all health professionals. Dr Sharon Varela has led the development of the full training package for new supervisors. Chris Foley and Catherine Seaton (Library Assistant) have supported the development activities, with Catherine providing research support that included systematic reviews across all topic areas.

The training is delivered in three parts:

1. Knowledge assessment
2. Skills development
3. Competency assessment

Part 1 of the training went live in August 2020, with the initial Part 2 workshops delivered in October (in Toowoomba) and in November (online). Part 3 requires participants to submit a supervision session for grading. We are expecting to commence grading of Part 3 videos in February 2021. This brings supervisor training to the door of remote and rural psychologists who are potential supervisors.

The accredited masterclass training program was expanded to four topics this year, with another topic to be added in 2021. This year we have delivered five online and one face-to-face masterclass in Toowoomba. We have built capacity to do this by expanding the supervisor training programs panel of trainers to include Michelle Aniftos from Southern Queensland Rural Health (SQRH) and welcoming two new Western Australia Department of Education trainers through our ongoing partnership agreement. Our WA trainers deliver the masterclasses for the rural and remote psychologists who work across their region. The decision to deliver our masterclass courses online has made these partnerships invaluable and the WA connection has brought Natalie Conway to our staff. Natalie has worked with the program for three years through our partnership with the Department of Education (WA) and will take on a tutor role in the supervisor training program.

Looking ahead to 2021, we plan to assign psychology students to sport and exercise placements (rodeo) and clinical placements in the western regions through our partnership with SQRH. We have also facilitated an agreement between the Royal Flying Doctor Service (RFDS) and SQRH to place advanced psychology students with the RFDS, providing clinical and remote services. MCRRH will support this partnership through shared supervision and accommodation.

COVID-19 recovery mental health will continue to be important, with possible scoping of research and supports for the region. Sharon and Chris will continue to support the region's needs through maintaining a small private practice.

SUPPORTING COMMUNITIES

COVID 19 responses, biosecurity zones, unexpected isolation between families and of individuals as well as drought and catastrophic flood recovery have been major issues for communities across outback Queensland and the western cape. Our usual community engagement and health promotion has also been significantly impacted by the pandemic.

The major effort in supporting communities this year has been in providing extensive COVID 19 community education at each of our sites, especially in the biosecurity zone in Weipa and Napranum.

The MCRRH also facilitated the flood round tables convened by the WQPHN.

CO-DESIGNED INITIATIVES

Our partnership with WQPHN has resulted in valuable research informing development of a Western Queensland Model of Health Care Home. Co-designed with patients and clinicians, the model is leading improvement in primary care reach and responsiveness to populations across Western Queensland within their constrained resources and workforce.

The MCRRH team collaborated with NWHHS, CWHHS, SWHHS and WQPHN to develop a Medical Research Future Fund (MRFF) proposal to codesign mental health services. The proposal was scored highly but was ultimately unsuccessful but not wasted. The process has solidified commitment from the partners to seek alternative ways to undertake this priority project – yet again demonstrating process is so important.

MENTAL HEALTH

Community Engagement

As would be expected, our usual modes and means of community engagement and health promotion have been impacted by the COVID-19 pandemic.

During the reporting period Sharon stepped back from her role as the Chair of the North West Queensland Mental Health Network, passing leadership to James Cripps. The leadership change was a part of a succession plan that had been in place prior to COVID-19 and has resulted in being a positive outcome for the region as James is local to the community. Sharon continues to be involved as the co-Chair of the Network and her location in Longreach extends geographic coverage.

Key community engagement activities for Sharon and Chris were:

- Involvement in suicide prevention networks and wellbeing networks across the region
- Involvement in PHN regional consultation activities around mental health and flood recovery
- Supporting local online events provided by other service providers that have a focus on mental health and health related concerns

HEALTH SERVICE AND COMMUNITY COLLABORATIONS

Health Services, clinicians, Local Government, School and Community organisations are central to our success. This year has seen the construction and opening of Blackall Hospital a facility our students and registrars will enjoy working in. The CWHHS team are always so welcoming and supportive of training.

A highlight has been the employment of Allied health Clinical Lead Tahnee Elliot by Gulf Christain College and the subsequent continuation of our service learning program in their School. News of this program has spread and Western Cape College is set to employ a Speech Pathologist to collaborate with MCRRH on a hybrid model of service learning in their school in Weipa commencing 2021.

Burke Shire Council, school and Carpentaria Land Council continue to provide support in operationalising our facility in their town. COVID has created a pause, however as soon as restrictions lifted our team have revitalised our nascent program.

Western Queensland PHN have been instrumental in mobilising both emergency support related to the drought, catastrophic flood, and COVID19 as well as collaborators in testing models of care.



Top left: 3rd Year OT Student Lydia Sheehan with her Placement Supervisor OT Erika Finnila from NWRH.
Top right: 3rd Year Occupational Therapy Student Tiana Thorpe on placement with Gidgee Healing in Normanton.
Centre left: School of the Air Students with their JCU Backpacks.
Centre: Karen McLelan, Prof Sabina Knight, and CEO Jane Hancock at the new Blackall Hospital.
Centre right: Jaclyn Leak and Helene Macey, JCU Medical Student & Nursing student at Halifax field day.
Bottom left: Western Cape College Principal Peter Linneham, Dr Alice Cairns, Prof Sabina Knight.
Bottom right: Incoming CEO Sandy Gilles (CEO, Western Queensland PHN), Professor Sabina Knight (Director, CRRH) and Shelley Nowlan (Chief Nurse and Midwife Northwest HHS QLD).

DEVELOPING THE EVIDENCE BASE

The MCCRH research team is led by Associate Professor Santosh Jatrana and is comprised of Dr Yaqoot Fatima, Stephanie King, Dr Alice Cairns, Dr Nua Wontongkan, Laura Wright, Professor Richard Hays, and Professor Isabelle Skinner.

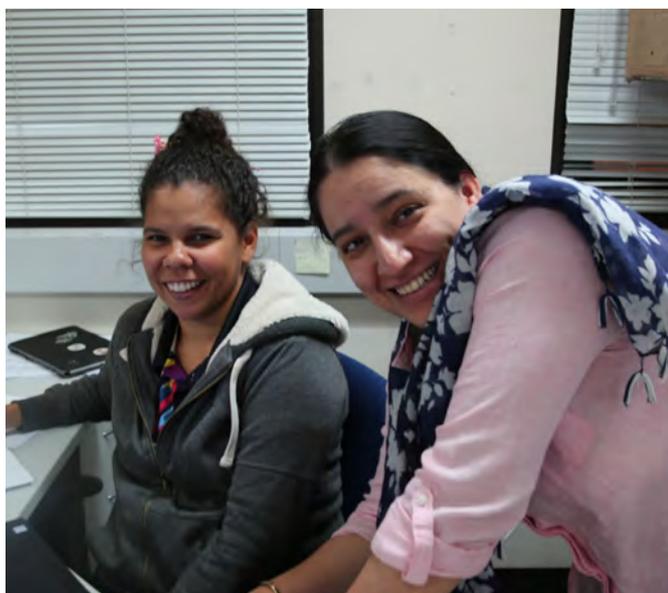
Additionally, Associate Professor Catrina Felton Busch, Shaun Solomon, and Catherine Hays are all active in the research space as well as Sally West, Dr Sharon Varela, Selina Taylor, and Kirsten Russell.

Dr Isabelle Skinner is leading support in projects with North West Hospital and Health Service nurses, several of whom have already gained state and national attention in their innovation.-

Dr Skinner is working with Queensland Health eHealth Branch and the CSIRO eHealth division on a joint funded project to develop a prototype for a wearable technology to support the early diagnosis of foot ulceration for people with diabetes. This project, as a proof of concept, uses technology co-design principles with clients and clinicians. The project is being developed and trialled with the team at the Mount Isa high risk foot clinic which is a new multidisciplinary clinic established when Professor Skinner was Nurse Unit Manager of the Community and Primary Health Care Service for the North West Hospital and Health Service. The project commenced in June 2020 with funding of \$100K to develop a working prototype. IP is jointly owned by Queensland Health, Professor Isabelle Skinner and CSIRO.

In addition, Professor Skinner is supporting the MoTher project, which aims to increase the postpartum screening for women with Gestational Diabetes Mellitus and Diabetes in Pregnancy living in rural and remote areas. The project is a partnership between CSIRO, Gidgee Healing and Queensland Health North West Hospital and Health Service.

We are especially proud of our own emerging rural clinical academics and researchers. Growing our own in rural health and rural and remote health research workforce has had the added bonus of providing for the creation of a research trainee position filled by early career remote area nurse Laura Wright. Our home grown academics and their research are outlined later in this section.



Above: Research trainee Stepanie King and Dr Yaqoot Fatima

RESEARCH IMPACT: QUADBIKE SAFETY

This year saw the introduction of legislation that will require crush protection devices and associated safety features be in place on ATVs at point of sale. This was called for in the 2012 Mount Isa Statement on Quadbike safety.

Significant impact of building an evidence base is seldom experienced with the lag that typically occurs between research, policy responses and implementation and we are delighted to see this shift resulting from our research.

PRIMARY CARE AND ALLIED HEALTH

There is a variety of work underway to develop the evidence base for primary care, allied health, and workforce.

- Dr Alice Cairns is currently undertaking an evaluation of a codesigned community rehabilitation service for a remote Aboriginal Community
- Dr Yaqoot Fatima, Dr Sharon Varela, and Prof Sabina Knight are collaborating with WQPHN on a mental health project

Our allied health clinical leads are also active in informing the evidence base.

- Lauren Jeffs (Clinical Lead, Public Health Nutrition), and Jessica Taylor (Clinical Lead, Speech Pathology), are being led by research fellow Alice Cairns in the development of a research proposal to explore the value of service learning placements from a community perspective
- Leann Shaw (Indigenous Rehabilitation Assistant) is providing cultural support to JCU PhD student, Bridee Neibling during her work to investigate self-directed upper limb rehabilitation in stroke survivors. Leann has supported Bridee in her data collection through focus groups and one on one interviews in the Mount Isa region and will continue to support her as a cultural advisor throughout her work
- Ella Dunsford (Senior Clinical Lead, Allied Health), is a member of the Transition 2 Subacute Collaborative research team, hosted by the Allied Health Professionals Office of Queensland. She is also a co-investigator for Dr Alice Cairns' project *Evaluation framework for community rehabilitation services in remote northern Australia*, funded by the Tropical Australian Academic Health Centre Research Seed Grant. Ella has been listed for two projects currently awaiting ethics approval

ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH

Associate Professor Catrina Felton-Busch continues her research focussing on improving the health of Aboriginal and Torres Strait Islander peoples. She is currently a Chief Investigator on a five year NHMRC program grant for the "Women's Action for Mums and Bubs (WOMB) program, which works with Aboriginal and Torres Strait Islander women in maternal and child health improvement. Catrina is also a Chief Investigator in an NHMRC funded Centre for Research Excellence – STRengthening systems for InDigenous health care Equity (STRIDE). CRE-STRIDE is equitable health care for Aboriginal and Torres Strait Islander communities through quality improvement (QI) and collaborative implementation research to strengthen primary health care (PHC) systems.

MENTAL HEALTH

Dr. Sharon Varela has continued in the Chair role for the ARHEN Mental Health Academics Network and has led and participated in key government submissions and consultations on rural and remote workforce issues, including changes to university fees for social work and psychology.

Key research activities include:

1. PHN funded Mental Health Collaborative project was completed and a report provided to the PHN
2. Publications (current):
 - i. Varela, S., Hanrahan, S., De Cano, P., Cook, C. & Barrett, P. (2020). Promoting positive development: coaches as trainers in sport-based resilience programs. *Journal of Rural Health, 28* (2), pp. 209-214, DOI:10.1111/ajr.12626.
 - ii. Varela, S. M., Hays, C., Knight, S., & Hays, R. (invited submission under review). Models of remote professional supervision for psychologists in rural and remote locations: A systematic review. *Journal of Rural Health*
 - iii. Constantinou, G., Varela, S., & Buckby, B. (in press). Reviewing the Experiences of Maternal Guilt – The “Motherhood Myth” Influence. *Health Care for Women International*.
3. Student supervision:
 - i. Currently a secondary supervisor for a Master of Philosophy student
 - ii. Clinical Psychology Masters project supervised to successful completion

ARE YOU REMOTELY INTERESTED?

This year was the tenth biennial ‘Are You Remotely Interested?’ conference, and the first delivered virtually. Whilst the networking and innovation associated with the conference was curtailed, the virtual format allowed more people to participate from their remote and rural locations, with 279 registrations in all.

Celebrating the International Year of the Nurse and Midwife, the conference featured nurse leaders from around the world. It was opened by WHO Chief Nurse, Elizabeth Iro from Geneva who was given an enthusiastic greeting from the International Nursing Now Campaign Director, Barbara Stillwell who reflected on her time in remote Australia – including Mount Isa – and the relevance of the international year in amplifying the nursing leadership voice, not only in times of crisis but in the organisation and provision of care across the world.

Some of the rock stars of Australian rural and remote nursing joined our Director Sabina Knight for a panel discussion of the big issues facing rural and remote nursing. Skilfully chaired by the newly appointed CATSINaM CEO Dr Roianne West, the panel leveraged the thought leadership paper by Dr Lynore Geia and associates, *A Unified Call for Action*. Panel members Dr Isabelle Skinner, Dr Jane Mills, Dr Melanie Birks, Professor Shelly Nowlan, Associate Professor Michelle Garner, Katherine Isbister and Katie Pennington all reflected on the opportunities for nursing identity to develop a stronger philosophical base to guide practice, education and advocacy.

The conference presented a wide range of papers from leaders in First Nations’ health, rural and remote health workforce, students, researchers, clinicians, services and policy.

Associate Professor Emily Flores from East Tennessee State University brought an international perspective to innovation in rural pharmacy education. Minister Coulton, Penny Shakespeare and Martin Rocks all spoke from the Commonwealth perspective as well as about the evaluation and future of the Rural Health Multidisciplinary Training Program and the overall positive outcomes.



First virtual 'Are You Remotely Interested?' Conference.

10TH BIENNIAL ARE YOU REMOTELY INTERESTED...?" CONFERENCE PROGRAM

DAY 1 WEDNESDAY, 30TH SEPTEMBER 2020		
FROM 11:30	Virtual Lobby "doors open" – coffee and social catch-up	
12:00	Welcome Country	
12:10	Elizabeth Iro, WHO Chief Nurse	
12:18	<p>International Year of the Nurse - Nursing Panel: Roianne West, facilitator Dr Lynore Geia; Associate Professor Renee Blackman; Professor Isabelle Skinner; Shelley Nowlan, QLD Chief Nurse and Midwife; Associate Professor Michele Garner, Executive DONaM NWHHS; Katie Pennington, CEO CRANA Plus Katherine Ibister; Professor Melanie Birks, Dean of Nursing and Midwifery, JCU; Prof. Jane Mills, Dean and Head of the La Trobe Rural Health School. Chat Wrangler Michelle Gunn</p>	
12:45	Dr. Barbara Stillwell – Nursing Now Campaign	
12:55	<p>Mobility Break International Keynote: Assoc. Prof Emily Flores, Bill Gatton College of Pharmacy, East Tennessee State University</p>	Chat Wrangler Selina Taylor
1:20	Official Opening - Hon Mark Coulton MP, Minister for Regional Health, Regional Communications and Local Government.	Sabina Knight
1:35	Keynote – Penny Shakespeare, Deputy Secretary of the Health Resourcing Group	Chat Wrangler Shaun Solomon
1:50	Conference participants' acknowledgement of country	
1:55	Mobility Break	

2:05	Scientific Programs - Allied health & health outcomes Chat Wrangler Liza Jane McBride	
	Feasibility and acceptability of a community rehabilitation and lifestyle service in Cape York.	Danielle Rodda, Frances Wymarra, Alice Cairns
	How does a remote allied health team implement a localized multi-disciplinary service to intra-dialysis individuals?	Victoria Williams & Kirsten Russell
	"Smart Feet" to support client centred high-risk foot management in Mount Isa	Isabelle Skinner, Jennifer Elson
	Exploring Oral Health Literacy Levels of Rural Teens in Far North Queensland	Students Geordie Meekin and John Xiong, Supervisors Dr. Felicity Croker, Dr. Karen Carlisle and Ms. Mary O'Loughlin
3:05	Session Wrap up:	Liza-Jane McBride Chief Allied Health Officer, Qld Health,
3:10	Mobility Break	
1:20	Keynote: Haylene Grogan, Chief Aboriginal and Torres Strait Islander Health Officer, Queensland.	Chat Moderator Catrina Felton Busch
3:40	Scientific Programs - Aboriginal & Torres Strait Islander Health	
	Stories of Improvement - factors impacting quality improvement within Indigenous PHC services	Kristina Vine (presenter), Michelle Redman-MacLaren, Karen Carlisle, Nalita Turner, Judy Taylor, Talah Laurie, Sarah Larkins, Veronica Matthews.
	Two way learning and listening to the stories of Aboriginal and Torres Strait Islander women: A qualitative study of facilitation skills in participatory women's groups (PWGs) in regional and rural Australia	Quitaysha Rose Thompson (Presenter), Catrina Felton-Busch, Karen Carlisle, Sarah Larkins, Judy Taylor, Veronica Matthews, Michelle Redman-MacLaren, Nalita Turner
	The voices of Health Advocates in North West Queensland	Leann Shaw , Stephanie King and Shaun Solomon
	Mind that gap: How the governance of Queensland's state-employed Aboriginal and Torres Strait Islander Health Workers is failing	Stephanie M. Topp
4:40	Summation	Catrina Felton Busch
4.50	Closing remarks Day 1	Sabina Knight

DAY 2 THURSDAY, 1ST OCTOBER 2020

FROM 8:45	Virtual Lobby "doors open" – coffee and social catch-up	
9:00	Welcome back	Sabina Knight
9.00	Keynote: Prof. Keith McNeil, Chief Clinical Information Officer for Queensland	Chat Wrangler Yaqoot Fatima
9:15	Martin Rocks - Assistant Secretary, Health Workforce Training Branch. Australian Department of Health	Chat Wrangler Santosh Jatrana
	Poll – intro to Scientific program	
9:30	Scientific Programs – Health Workforce 1	Chat Wrangler Chris Mitchell
9.35	Optimising the distribution of health professionals in rural and remote communities through outreach services	Aidan Hobbs, Cynthia Cliff, Reece Hinchcliffe, Christina Malatzky, Sheree Lloyd
	Introducing Nursing and Paramedicine Students to Rural Interprofessional Health Care	Kate Beyer, Ruth Davenport, Helen Goodwin, Jessica Jungmann, Toni Murray, Dayle Osborn, Flora Rolf

	An amazing way to lead into internship: junior doctors' perception of rural	Dr DiliP DhuPelia
10:40	Rurally distributed General Practice Training	Carole Reeve, Louise Young, Raquel Peel, Katerina Kanakis, Tarun Sen Gupta, Bunmi Malau-Aduli, Richard Hays Chris Mitchell
10:45	Session Wrap up	
	Mobility Break	
10:55	Scientific Programs – Health Workforce 2	John Smithson
	The Rural Pharmacy Practice Landscape: Challenges and Motivators	Catherine Hays, Selina Taylor, Beverley Glass
	Primary care workforce and service gaps in remote QLD: practitioner and manager perceptions	David Wellman
11:40	Scoping Project: North West Queensland inter-agency allied health workforce strategy	Robyn Adams, Ella Dunsford, Ilsa Nielsen, Sarah Venn. John Smithson
11:45	Session Wrap up.	
	Mobility Break	
11:50	Scientific Programs – Health Workforce 3	Chat Wrangler Alice Cairns
	From interpersonal to organisational trust: the lost opportunity of Aboriginal and Torres Strait Islander Health Workers brokerage role	Stephanie M. Topp**, Josslyn Tully, Veronica Graham, Rachel Cummins, Sean Taylor
	Interprofessional Practice – embedding cultural and clinical ways of working	Stothers, Kylie; Murray, Donna; Turner, Nicole.
	Expanded Practice in Rural Community Pharmacy: A Systematic Review	Selina Taylor, Dr Alice Cairns, Professor Beverley Glass
12:55	Developing sleep health program for Indigenous youth	Yaqoot Fatima, Stephanie King, Sharon Varela, Shaun Solomon Alice Cairns
	Session Wrap up	
1:00	LUNCH - Intermission	
1:40	Posters – breakout rooms	Chair Catrina Felton Busch
	Pharmacists: An Unrecognised Asset in Aged Care	Chloe Rethamel, Selina Taylor, Beverley Glass
	Pharmacists Impact on Indigenous Health Outcomes in Rural Australia	Yasmine Lindsay, Selina Taylor, Beverley Glass
1:50	Keynote 1- Assoc. Prof. Ruth Stewart, Rural Health Commissioner	Chat Wrangler Helen Craig
2:10	Keynote 2 – Prof. Richard Murray, Dean of Medicine, James Cook University	
2:25	Keynote 3 – Prof. Sabina Knight, Director, Centre for Rural & Remote Health, James Cook University	Chat Wrangler Isabelle Skinner
2:40	Keynote 4 – Kristine Battye, Director & Principal Consultant - KBC Australia	
2:55	COVID-19 Innovations SQRH & CRRH Prof Geoff Argus & Sabina Knight	
3:15	Building the evidence base – Promising practices – Lightening presentations Sally West, Kirsten Russell, Laura Wright, Sharon Varela	Sabina Knight
3:30	Professor Ian Wronski summation and remarks	
3:45	Director, CRRH - Conference closing remarks	Sabina Knight

RESEARCH PROJECTS

A number of our projects listed below have a focus on Aboriginal and Torres Strait Islander Health. These are denoted by an asterisk (*).

Current Projects

The research team continues to deliver health projects in our local community, nationally and internationally. Current projects in progress include:

1. The Evaluation of Health Care Homes Trial which included seven general practice sites in Western Queensland
2. Student-led rehabilitation and lifestyle service for people with chronic and disabling conditions in Cape York
3. Evaluation framework for community rehabilitation services in remote northern Australia
4. Stroke survivors' perspective on their recovery journey: the rural and remote northwest Queensland experience
5. Implementation of quality improvement in Indigenous primary health care: Leveraging Effective Ambulatory Practices (LEAP)
6. Implementation of nasal high flow therapy in a remote hospital*
7. Remote Area Safety Project (RASP): A mixed methods study of health workforce safety policies and implementation*
8. Students' experiences and perceptions of inter-professional learning opportunities through sharing the accommodation with students from other disciplines
9. Co-designed sleep health program to improve sleep and mental health of Indigenous adolescents*
10. Exposure to Trihalomethanes in pregnancy and birth outcomes in Queensland
11. Student destinations project to track the work location of our graduates and identifying the barriers for rural and remote practice
12. Does the Investment in Rurally Located Nursing Degrees Translate to Rural Nursing Workforce?

Completed Projects

The research team worked collaboratively with stakeholders, our community, and partners to complete the following projects:

1. Optimising Primary Health Care Services Access: A Study of Emergency Department presentations for non-urgent reasons
2. The transition from hospital to home: A longitudinal study of Indigenous traumatic brain injury*
3. Exploring community awareness of health promotion activities undertaken by the Mount Isa Living with Lead Alliance

4. Discharge against medical advice in a remote hospital: prevalence rate and provider perceived reasons for patients' discharge against medical advice
5. Challenges of providing healthcare services to culturally diverse patients: Perceptions of health care providers Sleep problems in adolescence and young adulthood and metabolic syndrome later in life: a longitudinal study
6. Expanded Pharmacy Practice in Rural and Remote Australia
7. Developing a Research Program plan on regulation and legislation of medicines in the context of Remote Area Nursing practice
8. Improving rural clinical placement experience to grow future rural and remote health workforce
9. Defining and describing the role of Remote Area Nurses in the Australian Context
10. Capacity building for early career researchers in the field of rural health

Research Grants

The team has been successful in attaining and attracting numerous Health Research Grants this reporting period. These include:

1. NHMRC Project Grant 1146013 Women's Action on Mums and Bubs (WOMB): A pragmatic trial of participatory women's groups to improve Indigenous maternal and child health
2. Determinants and outcomes of poor sleep in Indigenous kids and adults: opportunities for early intervention (2018-2019)
3. NHMRC partnership grant to study exposure to Trihalomethanes in pregnancy and birth outcomes in Queensland (2020-2024)
4. MRFF Indigenous health research grant to co-design sleep health program for Indigenous adolescents (2020-2023)
5. Birthing on Mornington Island: culture, identity and our aspirations for the future
6. Centre for Research Excellence in STRengthening systems for InDigenous health care Equity (STRIDE) 2020-2024
7. Tropical Australian Academic Health Centre – Research Assistance (2020)
8. Dr Yaqoot Fatima, Dr Santosh Jatrana, Stephanie King and Sue Morey — Nurse-Led and Aboriginal Health Worker Supported Model for Obstructed Sleep Apnoea Diagnosis and Management in Remote Queensland. TAAHC \$50,000
9. Dr Lynore Geia and Dr Alice Cairns: — A Community Driven Approach to Health Care Partnership with Health Care Outcomes with Indigenous Communities in North Queensland. TAAHC \$27,000
10. Dr Andrea Miller and Dr Alice Cairns Providing Kidney Care Close to Home: Evaluating a Cape York Kidney Care Model. TAAHC \$50,000

11. Laura Wright — Sally West, Sue Crocker and John Wright Remote Area Safety Project (RASP) A Mixed Methods Study of Health Workforce Safety \$3,320.00
12. Dr Santosh Jatrana — Australian Research Council DP, Humanitarian migrants' settlement in Australia: A longitudinal study \$368,000

POSTGRADUATE RESEARCH STUDENTS AND STUDIES

The research team members continue their personal journeys of skill and knowledge development in areas that they are passionate about. Staff have attended research workshops locally and nationally through a range of physical and virtual platforms.

We are proud of their ambitions and achievements towards them so far:

- Laura Wright is studying a Master of Philosophy (Health), focussing on *Staff Safety in Very Remote Primary Health Clinics*. Laura has attended a study block online and physically in Townsville as part of the DTHM Cohort Doctoral Studies Program.
- Sally West is studying a Master of Philosophy (Health). Sally has attended a study block online and physically in Townsville as part of the DTHM Cohort Doctoral Studies Program. Sally has been successful in securing two grants in support of her project.
- Sally has attended a study block online and physically in Townsville as part of JCU's Division of Tropical Health and Medicine (DTHM) Cohort Doctoral Studies Program
- Selina Taylor is a doctoral candidate, researching *Expanded Pharmacy Practice in Rural Australia*. This is a highly relevant and innovative project for the rural and remote pharmacy workforce
- Kirsten Russell is studying a Master of Philosophy, focussing on *Community engaged exercise interventions for rural mental wellbeing*. Again, a highly relevant topic for the people in our region whose resilience has been constantly tested in recent years. Kirsten attended a block in Townsville as part of the DTHM Cohort Doctoral Studies Program
- Sarah Jackson is undertaking doctoral studies, researching *Stroke survivors' perspective on their recovery journey: the rural and remote northwest Queensland experience*
- Lauren Jeffs is studying a Graduate Certificate in Health Professional Education at JCU.
- Catherine Hays is currently enrolled in a Master of Public Health at JCU
- Shaun Solomon is working towards his Bachelor of Social Work at JCU
- Stephanie King continues with her Graduate Diploma of Research Methods [Tropical Health and Medicine] at JCU. Stephanie has attended a one week study block in Townsville as part of the DTHM Cohort Doctoral Studies Program.
- Malama Gray is currently enrolled in a Master of Social Work

BUILDING RESEARCH CAPACITY

Our academics are also building research capacity through supervision of higher degree research students.

- Dr Sharon Varela has been supervising a Master of Philosophy student and a Clinical Psychology Masters project, which is now complete.
- Dr Alice Cairns is supervising two Master degree students, one PhD and an occupational therapy honours student
- Dr Nua Wontongkan is supervising a Master of Philosophy student
- Dr Fatimaa Yaqoot and Associate Professor Santosh Jatrana are both also supervising higher degree students

STUDENT PROJECT

Catherine Hays is undertaking a research project exploring the experiences of undergraduate nursing students enrolled at a remote university campus. The work is part of her Master of Public Health at JCU. The study aims to investigate education methods, academic and non-academic support and services available to students, and the unique barriers and enablers that affect those studying at a remote university campus. It is hoped that a deeper understanding of these issues may contribute to changes in course delivery, staffing, resources, extracurricular support strategies, and government initiatives designed to improve student experiences, retention and course satisfaction. This has the potential to improve the sustainability of the nursing workforce in rural and remote regions of Australia via more successful nursing student recruitment and retention strategies, resulting in better health outcomes for rural and remote populations.

PUBLICATIONS

Journal Articles

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OUR PEOPLE

OUR TEAM

SENIOR MANAGEMENT TEAM		
Professor Sabina Knight	Director, MCRRH	Mount Isa
Associate Professor Catrina Felton-Busch	Associate Professor Remote Indigenous Health and Workforce	Mount Isa
Shaun Solomon	Head of Indigenous Health	Mount Isa
Sue Morey	Manager, MCRRH Operations	Mount Isa
Associate Professor Dr Santosh Jatrana	Senior Principal Research Fellow	Mount Isa
Christine Mylchreest	Team Leader – Regional Medical Training	Mount Isa
ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH		
Associate Professor Catrina Felton-Busch	Associate Professor Remote Indigenous Health and Workforce	Mount Isa
Shaun Solomon	Head of Indigenous Health	Mount Isa
ALLIED HEALTH TEAM		
Ella Dunsford	Senior Academic Lead, Allied Health and Service Learning	Mount Isa
Dr Christine Foley	Allied Health Clinical Lead, Psychology	Mount Isa
Selina Taylor	Remote Pharmacy Academic	Mount Isa
Lauren Jeffs	Allied Health Clinical Lead	Mount Isa
Chelsey Carr	Allied Health Clinical Lead, Physiotherapist: Community Rehabilitation	Mount Isa
Miriam Gerber	NWQ Community Rehab Clinical Lead, Occupational Therapy	Mount Isa
Leann Shaw	Community Rehabilitation Assistant	Mount Isa
Anna Hudson	Casual Community Rehab Admin Officer	Mount Isa
Kirsten Russell	Allied Health Clinical Lead, Exercise Physiology	Mount Isa
Jess Taylor	Allied Health Clinical Lead, Speech Therapy	Mount Isa
Kate Richardson	Allied Health Clinical Lead Social Work	Weipa
Alice Cairns	Western Cape Site Coordinator and Lecturer, Remote Allied Health	Weipa
Danielle Rodda	Allied Health Clinical Lead, Occupational Therapy	Weipa
Frances Wymarra	Community Rehabilitation Assistant	Mount Isa
Sandra Pilot	Community Rehabilitation Assistant	Mount Isa
GENERAL PRACTICE TRAINING		
Christine Mylchreest	Team Leader – Regional Medical Training	Mount Isa
Professor Richard Hays	Professor, Remote Health and Medicine	Mount Isa
Dr Sarah Handley	Medical Educator	Longreach
Dr Bryan Connor	Medical Educator	Normanton
Dr Priscilla Aw-Yong	Medical Educator	Barcaldine
Courtenay Tohovaka	Training Officer	Mount Isa
Lyndy Skea	Training Assistant	Mount Isa

OPERATIONS AND ADMINISTRATION		
Sue Morey	Manager, MCRRH Operations	Mount Isa
Trish MacNamara	Community Engagement and Communications Officer	Mount Isa
Tullita Miller	Operations Officer	Mount Isa
Fallan Willis	Student Placement Coordinator	Mount Isa
Loc Tran	Information Technology Services and Support Officer	Mount Isa
Kimberley Walton	Administrative Assistant	Mount Isa
Peter Coombes	Central West Site Coordinator	Longreach
Kali-Jean Duncombe	Emerald Site Coordinator	Emerald
Jonna Keegan	Part Time Cleaner	Mount Isa
Malama Gray	Western Cape Student and Trainee Coordinator	Weipa
Amanda Kaminski	Operations Officer (maternity leave)	Mount Isa
Kalina Luta	Casual Simulation Lab Assistant	Mount Isa
RESEARCH		
Associate Professor Dr Santosh Jatrana	Senior Principal Research Fellow	Mount Isa
Nualnong Wongtongkam	Senior Research Fellow	Mount Isa
Dr Yaqoot Fatima	Research Fellow	Mount Isa
Laura Wright	Research Officer	Mount Isa
Stephanie King	Research Officer	Mount Isa
Professor Dr Isabelle Skinner	Professor Rural and Remote Health	Mount Isa
Jacky Oribin	Research Officer	Weipa
Dr Alice Cairns	Research Fellow	Weipa
NURSING		
Jodi Brown	Senior Lecturer, Nursing	Mount Isa
Ana Waqairawaqa	Lecturer Nursing, Cloncurry	Cloncurry
Sally West	North West Simulation Coordinator	Weipa
MEDICAL EDUCATORS		
Dr Tricia Murphy	Associate Lecturer, Medical Education	Mount Isa
Dr Anna Cunningham	Medical Educator	Mount Isa
Dr Pablo Scherl Dight	Medical Educator	Mount Isa
LIBRARY		
Julia House	Librarian	Mount Isa
Catherine Seaton	Library Assistant/Project Officer	Mount Isa
CASUAL STAFF		
Filma Caampued	Casual Cleaner	Mount Isa
Marjorie Renouf	Casual Administration Assistant	Mount Isa
Jill Fisher	Cloncurry Centre Administration Assistant	Cloncurry
Ruth Tindall	Casual Cleaner	Mount Isa

OUR ADJUNCTS

Adjunct Associate Professor Don Bowley

Adjunct Associate Professor Alan Sandford

Adjunct Associate Professor Bryan Connor

Adjunct Associate Professor Cassandra (Sandy) Gilles

Adjunct Associate Professor Chris Mitchell

Adjunct Associate Professor Christine Mann

Adjunct Associate Professor Dallas Leon

Adjunct Associate Professor Danielle Causer

Adjunct Associate Professor David Rimmer

Adjunct Associate Professor Frances Vaughan

Adjunct Associate Professor Jane Hancock

Adjunct Associate Professor John Douyere

Adjunct Associate Professor Karen West

Adjunct Associate Professor Kathryn Panaretto

Adjunct Associate Professor Lindy Swain

Adjunct Associate Professor Lisa Davies-Jones

Adjunct Associate Professor Michelle Garner

Adjunct Associate Professor Renee Blackman

Adjunct Associate Professor Sandra Campbell

Adjunct Associate Professor Ulrich Orda

Adjunct Associate Professor Umayal Lakshman

Adjunct Lecturer Victoria Williams

Adjunct Lecturer Amy O'Hara

Adjunct Lecturer Andrea Miller

Adjunct Lecturer Andrew Hayward

Adjunct Lecturer Angela Spalding

Adjunct Lecturer Ann Lord

Adjunct Lecturer Ann Thomason

Adjunct Lecturer Christopher Bertolo

Adjunct Lecturer Clair Nunn

Adjunct Lecturer David Wellman

Adjunct Lecturer Dean Workman

Adjunct Lecturer Desire Banda

Adjunct Lecturer Eileen Kuruckchi

Adjunct Lecturer Jacqueline Olley

Adjunct Lecturer Jamie Small

Adjunct Lecturer Janelle Falconer

Adjunct Lecturer Joanne Symons

Adjunct Lecturer Julia House

Adjunct Lecturer Kaye Smith

Adjunct Lecturer Kirstie Ball

Adjunct Lecturer Ludana Avery

Adjunct Lecturer Lynn McLaren

Adjunct Lecturer Lynne Henderson

Adjunct Lecturer Michelle Aniftos

Adjunct Lecturer Natalie Conway

Adjunct Lecturer Rebecca Lister

Adjunct Lecturer Research Fellow Kathryn Hawyard

Adjunct Lecturer Riley Savage

Adjunct Lecturer Sabine Orda

Adjunct Lecturer Sarah Jackson

Adjunct Lecturer Sarah Keating

Adjunct Lecturer Sarah Venn

Adjunct Lecturer Sharon Declerck

Adjunct Lecturer Sophia Rodert

Adjunct Lecturer Tahnee Elliot

Adjunct Lecturer Tracey Weatherilt

Adjunct Lecturer Zena Horton

Adjunct Professor Isabelle Skinner

Adjunct Professor Roianne West

Adjunct Professor Stephen Duckett

Adjunct Professor Timothy Skinner

Adjunct Professor Timothy West

Adjunct Research Fellow Julie Sorrell

Adjunct Senior Lecturer Christopher King

Adjunct Senior Lecturer Clare Walker

Adjunct Senior Lecturer David Walker

Adjunct Senior Lecturer Donna Murray

Adjunct Senior Lecturer Frances Harlow

Adjunct Senior Lecturer Gurudoss Shanmugasundaram

Adjunct Senior Lecturer Karen McLellan

Adjunct Senior Lecturer Kristine Battye

Adjunct Senior Lecturer Kylie Stothers

Adjunct Senior Lecturer Leeona West

Adjunct Senior Lecturer Marilyn Hatcher

Adjunct Senior Lecturer Marjad Page

Adjunct Senior Lecturer Mark Kingston

Adjunct Senior Lecturer Nadish Kariyawasam

Adjunct Senior Lecturer Nicholas Cairns

Adjunct Senior Lecturer Prema Subramaniam

Adjunct Senior Lecturer Rachael Seadon

Adjunct Senior Lecturer Rahni Cotterill

Adjunct Senior Research Fellow Julianne Parry

RECOGNITION/AWARDS

Late in 2019, (after the publication of our report), Shaun Solomon, Leann Shaw, Catrina Felton-Busch, Stephanie King, Kimberley Walton and Jodi Brown were presented with the Reconciliation Team Award by JCU Vice Chancellor Sandra Harding AO. The award was bestowed in recognition of their outstanding achievement and commitment to JCU's strategic intent and particularly their contribution to Indigenous Health and the continued support of Aboriginal and Torres Strait Islander people.

In 2020, the following staff were presented with awards in recognition of their achievements:

- **Anna Cunningham:** RACGP Community Project of the Year award
- **Adjunct Lecturer Tahnee Elliot:** 2020 National Innovative Practice Award
- **Catrina Felton-Busch:** JCU 20 Years' Service
- **JCU MCRRH:** 2020 National Indigenous Allied Health Workforce Award (IAHA)
- **Stephanie King:** Romina Fujii Torres Strait Health Development Scholarship (to be awarded)
- **Shaun Solomon:** 2020 Emerging Leader in Indigenous Allied Health Award (IAHA)
- **Sabina Knight:** Prestigious CRANA Plus Aurora Award for Outstanding Leadership in Remote Health

LEADERSHIP ROLES

Shaun Solomon – Board Chair Gidgee Healing

Catrina Felton Busch - Board Director, NWHHS

Catrina Felton-Busch – Lead for Aboriginal and Torres Strait Islander Health College of Medicine and Dentistry Indigenous Health

Leann Shaw – Board Director – Gidgee Healing

Leann Shaw – Ordinary Member -Young People Ahead Youth and Community Services (YPA)

Stephanie King - Committee Member - Mount Isa Family Support Service & Neighbourhood

Stephanie King - Community Member, Community Connect Advisory Group

Stephanie King – Director, Queensland Indigenous Family Violence Service (retired in May 2020)

Stephanie King –Member- Reconciliation Action Plan & ESafe committee, St Kieran's Catholic School

Ella Dunsford – Allied health Rural Generalist Training Mount Isa Coordinator

Sharon Varela – Chair, ARHEN Mental Health Network

Sabina Knight – Board Director, Townsville and North West Queensland Regional Development Australia

Sabina Knight - Board Director Western Queensland PHN

Sabina Knight - Health Reform Group Queensland Health

Sabina Knight - National COVID-19 Clinical Evidence Taskforce

Danielle Rodda – Ambassador, Heart Foundation

Jodie Brown – Regional Chair, North West Queensland, Australian College of Nurs





