



**Delivering a Healthy WA**

**Attachment 1**

**WA Health  
Unmet Area of Need Policy and Guidelines  
WA Health**

**Unmet Area of Need Program  
Assessment Criteria**

The Unmet Areas of Need (UAN) program was developed for locations where there are workforce shortages and demonstrated difficulties in the recruitment of an Australian trained doctor.

The *Medical Practitioners Act 2008* (WA) enables a declaration of UAN to be made, **subject to meeting all the Assessment Criteria** in this document. Approval of UAN status enables an employer to recruit and employ an overseas trained doctor for the duration of the determination. An overseas trained doctor is a medical practitioner who has obtained a primary medical qualification outside Australia.

A *District of workforce shortage* (DWS) status must be determined prior to lodging an application for UAN. The Australian Government Department of Health and Ageing's (DoHA) searchable database provides information regarding DWS status and also the boundaries of inner and outer metropolitan area. DoHA does not currently approve either DWS or Medicare provider numbers for general practice positions in inner metropolitan areas.

**WA Health UAN policy is aligned with federal policy and therefore currently UAN status will not be declared for any practice located in the inner metropolitan area for the purpose of recruiting overseas trained doctors to general practitioner positions. .**



Criteria	General Practitioners	Specialists	Hospital non-specialists
<p><b>1. Evidence of Need</b></p> <p>(Key elements to determine the need to establish an UAN position: workforce measures; socio-demographic characteristics).</p> <p><b>Please address any criteria that will support your submission.</b></p>	<ul style="list-style-type: none"> <li>• general practitioner population compared to the national average</li> <li>• general practitioner population ratio</li> <li>• details of size and type of health service/practice</li> <li>• Aboriginal population</li> <li>• percentage of young and old population</li> <li>• transport availability</li> <li>• access to other health services</li> <li>• morbidity &amp; mortality rates</li> <li>• impact on service delivery if the position is left unfilled</li> <li>• socioeconomic indicators.</li> </ul> <p>In <b>rural</b> areas, another criteria may be:</p> <ul style="list-style-type: none"> <li>• general practitioners within certain radius (by road).</li> </ul>	<ul style="list-style-type: none"> <li>• specialist: population ratio</li> <li>• shortages in specific disciplines</li> <li>• details of size and type of health service/practice</li> <li>• Aboriginal population</li> <li>• access to other specialist services</li> <li>• population and infrastructure requirements</li> <li>• patient morbidity &amp; patient utilisation levels compared to metropolitan areas</li> <li>• outreach services provided</li> <li>• transport and distance travelled to centres providing specialist services</li> <li>• impact on service delivery if position is unfilled, especially on other specialist services.</li> </ul>	<ul style="list-style-type: none"> <li>• impact on service delivery if the position is left unfilled</li> <li>• relevant activity data</li> <li>• overall staff numbers and vacancy rate</li> <li>• options for secondment from other facilities.</li> </ul>



Criteria	All Positions (General Practitioners, Specialists & Hospital Non-Specialists)		
	Small Inland Towns	Large Rural/Small Coastal Areas	Outer Metropolitan Areas
<p><b>2. Evidence of labour market testing</b><sup>1</sup></p> <p>(a) <b>Advertising</b> (Minimum advertising requirements, within the last 6 months, prior to submitting an Unmet Area of Need application)</p>	<p><b>Public Sector</b> organisations must show evidence of <b>2 weeks</b> advertising on the WA Health advertised vacancy web site: <a href="http://www.jobs.health.wa.gov.au">http://www.jobs.health.wa.gov.au</a> <a href="http://www.jobs.wa.gov.au">http://www.jobs.wa.gov.au</a></p> <p><b>Private Sector</b> organisations must show evidence of <b>2 weeks</b> advertising on an appropriate web site:</p> <ul style="list-style-type: none"> <li>• Rural Health West</li> <li>• relevant Medical College website</li> <li>• other.</li> </ul>	<p><b>Public Sector</b> organisations must show evidence of <b>2 weeks</b> advertising on the WA Health advertised vacancy web site: <a href="http://www.jobs.health.wa.gov.au">http://www.jobs.health.wa.gov.au</a> <a href="http://www.jobs.wa.gov.au">http://www.jobs.wa.gov.au</a></p> <p><b>Private Sector</b> organisations must show evidence of <b>2 weeks</b> advertising on an appropriate web site:</p> <ul style="list-style-type: none"> <li>• Rural Health West</li> <li>• relevant Medical College website</li> <li>• other.</li> </ul>	<p><b>Public Sector</b> organisations must show evidence of <b>4 weeks</b> advertising on the WA Health advertised vacancy web site: <a href="http://www.jobs.health.wa.gov.au">http://www.jobs.health.wa.gov.au</a> <a href="http://www.jobs.wa.gov.au">http://www.jobs.wa.gov.au</a></p> <p><b>Private Sector</b> organisations must show evidence of <b>4 weeks</b> advertising on an appropriate web site:</p> <ul style="list-style-type: none"> <li>• Rural Health West</li> <li>• relevant Medical College website</li> <li>• other.</li> </ul>
<p>(b) <b>Outcome of Advertising efforts</b></p>	<p>Indicate response to advertising:</p> <ul style="list-style-type: none"> <li>• total applications received</li> <li>• number of successful/unsuccessful applications</li> <li>• reasons for unsuccessful applications</li> <li>• location of applicant: state, national or international.</li> </ul>	<p>Indicate response to advertising:</p> <ul style="list-style-type: none"> <li>• total applications received</li> <li>• number of successful/unsuccessful applications</li> <li>• reasons for unsuccessful applications</li> <li>• location of applicant: state, national or international.</li> </ul>	<p>Indicate response to advertising:</p> <ul style="list-style-type: none"> <li>• total applications received</li> <li>• number of successful/unsuccessful applications</li> <li>• reasons for unsuccessful applications</li> <li>• location of applicant: state, national or international.</li> </ul>
<p><b>1 Labour Market Testing:</b> All positions must have been advertised prior to applying for UAN status to demonstrate that no Australian trained medical practitioner is interested, or able to be employed, in the advertised position.</p>			



Criteria	General Practitioners	Specialists	Hospital Non-Specialists
<p><b>3. Stakeholder Involvement</b>  <b>What organisations are required to support the application?</b> Examples include the various professional colleges, Divisions of General Practice, Area Health Services.  <b>What kind of support is required?</b></p>	<p>(a) Formal discussion with the relevant stakeholders prior to submitting an UAN request re:</p> <ul style="list-style-type: none"> <li>• possible alternative strategies</li> <li>• design of position description</li> <li>• awareness of possible supervision requirements.</li> </ul> <p>Details of these discussions should be documented.</p>	<p>(a) Formal discussion with the relevant College and other relevant stakeholders prior to submitting an UAN request re:</p> <ul style="list-style-type: none"> <li>• possible alternative strategies</li> <li>• identification of trainees</li> <li>• design of position description</li> <li>• possible supervision requirements &amp; arrangements.</li> </ul> <p>Details of these discussions should be documented.</p>	<p>(a) Formal discussion with the relevant stakeholders prior to submitting an UAN request re:</p> <ul style="list-style-type: none"> <li>• possible alternative strategies</li> <li>• identification of trainees</li> <li>• design of position description</li> <li>• possible supervision requirements and arrangements.</li> </ul> <p>Details of these discussions should be documented.</p>
<p>For assistance, phone the Medical Workforce Branch on (08) 9222 2476.</p>	<p>(b) application to include two (2) letters of support from:</p> <ol style="list-style-type: none"> <li>1. <b>WA Country Health Service</b> if the application is from a rural country hospital <b>OR</b></li> <li>1. <b>Rural Health West</b> if the application is from a private general practice in a rural and remote area <b>OR</b></li> <li>1. <b>The WA General Practice Network</b> if the application is from a private general practice in an outer metropolitan area <b>AND</b></li> </ol> <p>2. an organisation with a service contract or direct employee relationship with the position e.g. Chief Executive Officer of relevant area health service.</p>	<p>(b) application to include two (2) letters of support from:</p> <ol style="list-style-type: none"> <li>1. <b>WA Country Health Service</b> if the application is from a rural country hospital <b>OR</b></li> <li>1. <b>Rural Health West</b> if the application is from a private general practice in a rural and remote area <b>OR</b></li> <li>1. <b>The WA General Practice Network</b> if the application is from a private general practice in an outer metropolitan area <b>AND</b></li> </ol> <p>2. an organisation with a service contract or direct employee relationship with the position e.g. Chief Executive Officer of relevant area health service.</p>	<p>(b) application to include two (2) letters of support from:</p> <ol style="list-style-type: none"> <li>1. <b>WA Country Health Service</b> if the application is from a rural country hospital <b>OR</b></li> <li>1. <b>Rural Health West</b> if the application is from a private general practice in a rural and remote area <b>OR</b></li> <li>1. <b>The WA General Practice Network</b> if the application is from a private general practice in an outer metropolitan area <b>AND</b></li> </ol> <p>2. an organisation with a service contract or direct employee relationship with the position e.g. Chief Executive Officer of relevant area health service.</p>

