



# HeaDS UPP – Health Workforce Planning Tool

The Health Demand and Supply Utilisation Patterns Planning (HeaDS UPP) Tool is a new integrated source of health workforce and services data that informs workforce planning and analysis.

The HeaDS UPP Tool provides a single source of quality data and evidence for workforce planners at the local, state and territory, and national levels to help inform decisions on where health services and workforce are needed.

It uses newly defined geographic catchments to reflect where people live and where they access health services, as well as where health practitioners and services are located. HeaDS UPP makes it easier to measure and analyse the health service needs of a community, the workforce required to meet that need, and identify the gaps in the current health workforce.

## Quality data for workforce planners

HeaDS UPP brings together important source information such as Medicare Benefits Schedule (MBS) data, Australian General Practice Training data, and Royal Flying Doctor Service data, and maps them according to geographical regions, including the newly created General Practitioner (GP) Catchment areas.

The newly created GP Catchments are a custom designed geography, constructed using MBS data and the Australian Statistical Geographical Standard to map where services are provided, and where patients access those services. The creation of each of the 829 non-overlapping catchment boundaries also considered workforce, population demographics, rurality, and topography.

By mapping this source data, HeaDS UPP allows planners to view health workforce information about particular geographic areas. Users of HeaDS UPP can visually zoom in on a geographical region to view health workforce and service usage information about that area.

HeaDS UPP will be updated every 6 to 12 months with new information and functionality.

## Health workforce distribution

The HeaDS UPP Tool will initially map the primary care workforce, with a specific focus on the GP workforce. Information on nurses and allied health in primary care settings will be included in early versions of HeaDS UPP. More detailed information will be added as it expands to become a whole of health workforce planning tool.

## TAILORED DATA METHODS

Two new methods were developed using MBS data to support HeaDS UPP's workforce planning capabilities and provide the detail required to capture the number and workload of GPs over a year:



**GP Headcount** is a workforce specific method to calculate a GP headcount (Number of GPs) working in Australia. The method uses elements from the MBS data set to more accurately count when, where and by what type of practitioner GP services are being delivered.



**GP Full Time Equivalent (GPFTE)** is a new method to count the total effort spent by GPs. The method calculates a GP's workload based on MBS services claimed, with one GPFTE representing a 40 hour week over 46 weeks of the year. For each Medicare provider, the new measure attributes an estimate of the amount of time they have spent on their claims in relation to what would be worked by a fulltime GP, including billable time, non-billable time, and non-clinical time.

Both measures are different from the existing GP Headcount and Full-time Service Equivalent (FSE) measures published on the MBS Online website.

## HeaDS UPP availability

HeaDS UPP will be available to a variety of government and non-government organisations involved in health workforce planning, including:

- Rural Workforce Agencies
- Primary Health Networks
- Local Health Districts
- Medical Colleges
- States and Territory governments.

## Data privacy

Data privacy has been a key focus in the design and management of HeaDS UPP. Strict access controls and protocols that align with privacy legislation are in place for each approved organisation.

## Collaboration

The HeaDS UPP Tool will become a single source of information for government and stakeholders that will improve consistency of the evidence base used to inform workforce planning, policy and program development, monitoring and evaluation activities.

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