

Safety & Security

For Rural & Remote Health Professionals

A guide for individuals

This document provides guidance about measures that can be taken by remote health professionals to contribute to a safe and secure working and community environment.

1. Commitment to 'Always Accompanied'

Develop a good working knowledge of workplace systems and processes to ensure you are always accompanied when attending callouts, particularly after hours.

- Contribute and adhere to workplace safety and security policies and procedures
- Know and work within Workplace Health and Safety Acts and Regulations, inclusive of meeting your duty of care to self and others
- Plan clinical care to reduce out-of-hours callouts
- Build relationships with those supporting your safety and security, including Aboriginal Health Workers and Practitioners and key community members
- Advocate for equitable on-call hours and rosters released in advance.

2. Preparation for culturally safe remote health practice

Ensure that you are professionally and culturally prepared for remote and isolated practice.

- Research remote and isolated health workforce safety and security issues to understand the contextual challenges and solutions
- Seek communication and de-escalation professional development opportunities
- Undertake clinical and practice preparation for the generalist nature of remote and isolated health practice
- Consider personal self-care requirements and preparations prior to commencing work in remote or isolated settings
- Participate in workplace/community-based orientation and cultural safety preparation prior to placement and on arrival.





3. Prioritisation of wellbeing

Develop strategies and practices to ensure that you are personally prepared for the challenges of remote and isolated health practice.

- Engage with and develop self-care practices that support your wellbeing and personal resilience
- Be proactive in accessing personal support as needed for yourself and/or others, such as the Bush Support Line or Employee Assistance Program
- Contribute to a positive workplace culture for all team members through informal and formal mentoring and support
- Develop and maintain social contacts as much as possible within and outside the community, before and during placement.

4. Management of risks and incidents

Contribute to a proactive schedule of reporting, monitoring, evaluation, and workplace audits to highlight and respond to hazards, risks, and incidents.

- Meet your work health and safety duty of care responsibilities (to self and others) including engaging in WHS processes, such as timely reporting of incidents and near misses
- Proactively engage in work health and safety quality improvement activities.



5. Building a sustainable and stable workforce

Contribute to the profession and commit to professional development activities that support a culturally safe, sustainable, remote health workforce.

- Develop a medium-term remote and isolated health career plan
- Engage in life-long learning of culturally safe practice
- Recognise and value the diversity of skills, knowledge and experience each team member brings to the health service
- Engage in work health and safety activities, including:
 - meetings
 - identifying and reporting incidents and risks
 - reviewing significant events and near misses
 - monitoring responses and outcomes
 - contributing ideas for improved systems and/or processes
- Engage in formal or informal mentoring arrangements to support new staff, and to increase your own skills and knowledge
- Connect with professional organisations such as CRANApplus to build networks and understanding with the broader workforce.



Resources

Unsure of your work health and safety responsibilities?

- Include work health and safety in your professional development plans
- Complete the CRANApplus Safety and Security eLearning module.

Are you seeking resources around work health and safety in remote and isolated areas? Are you unsure of the work health and safety laws applicable to your state or territory?

- Safe Work Australia provides links to all work health and safety laws for all jurisdictions. [Read more here.](#)

Would you like to know more about self-care strategies and supports? CRANApplus has a range of helpful resources. These include:

- The [Bush Support Line](#) (1800 805 391), a free 24/7 telephone support line for the current and emerging remote health workforce and their families
- [Mindful Monday](#), a weekly email newsletter written by Bush Support Line psychologists
- Our [guides](#), including 'Looking after yourself as a rural and remote health worker'

Visit crana.org.au/safety-security for more information.