



Partnering for Sustainable Health and Aged Care Solutions in Regional Australia



### THE PROGRAM

STATIM's Mentor Accelerated Program (MAP) is a targeted workforce development initiative created to address the chronic shortage of Registered Nurses (RNs) in rural and regional health and aged care services. The program pairs early-career clinicians with experienced mentors in a structured 12-week placement, designed to fast-track capability, increase workforce stability, and facilitate sustainable, long-term employment outcomes.

MAP is built on a practical understanding of rural workforce dynamics. Rather than a generalised upskilling effort, it strategically focuses on:

- Converting short-term contracts into permanent placements through site-tailored support.
- Enhancing clinical confidence and integration via intensive mentorship and weekly review cycles.
- Reducing onboarding costs and workforce churn by investing early in practitioners likely to succeed in a given site's culture and operating environment.

Each MAP cohort is selected based on clinical promise, adaptability, and alignment with the site's long-term workforce goals. Participants are supported through:

- A dedicated Clinical Mentor, either appointed by STATIM or selected from the host site.
- Structured supervision, live feedback, and workplace integration strategies.
- Site-specific training modules aligned with facility internal compliance tools.

The program has already achieved notable success. At Karingal in Dalby and Kaloma in Goondiwindi, five RNs (4.2 FTE) were successfully onboarded as confident, independent staff members following their MAP rotations.

MAP does more than bridge workforce gaps. It nurtures emerging professionals into committed team members who contribute meaningfully to care quality, safety culture, and community engagement. By embedding lessons from each site and continuously refining the delivery model, STATIM ensures that MAP evolves in lockstep with the complex needs of rural health and aged care services.

### **NEXT STEPS**

#### **Concept Socialisation with Executive team of sites**

To initiate the replication of STATIM's MAP at additional facilities, the concept will be presented to and endorsed by the Executive teams of prospective sites. This endorsement underscores the program's potential to address RN workforce deficits effectively in conjunction with site workforce planning.

### **Operational Planning with Facility**

This step involves detailed operational planning with each facility. This includes:

Identifying facility-specific needs and tailoring the MAP to address these requirements.



- Establishing clear goals and success metrics early in the planning phase to guide the program's implementation and evaluation.
- Ensuring community embedment if running program in more rural areas by involving local stakeholders and integrating the staff member as heavily as possible into community-lead events.

### **Recruitment of Beginning Practitioners**

The recruitment process will focus on selecting beginning practitioners who demonstrate strong potential for conversion and long-term employability within the facility. Key considerations during recruitment include:

- Clinical skillsets and mentality for success optimisation.
- Vetting candidates for their likelihood of successful integration and longevity at the site
- Alignment to STATIM CM or if preferred facility-appointed Clinical Facilitator/Mentor.

### **Program Execution**

The execution phase of the MAP consists of several critical steps:

### 1) Weekly Review and Learnings

- Regular weekly reviews will be conducted to monitor progress, gather qualitative feedback, and assess hands-on clinical experience.
- Surveys and feedback mechanisms will be used to capture insights from participants and mentors, ensuring continuous improvement.

### 2) Program Amendment if Applicable

- Based on the weekly reviews and feedback, the program will be amended as necessary to address any emerging issues or enhance the training experience.
- STATIM will remain engaged and approachable throughout the program delivery, fostering an environment of open communication and support.

### **Onboarding Registered Nurses**

- Upon completion of the program, successful candidates will be onboarded as permanent staff members at the designated facility.
- The onboarding process will be streamlined by reviewing and collating all necessary documentation from the commencement of the program, ensuring a smooth transition for new RNs.

#### **Expected Outcomes**

The MAP has seen success at Karingal (RACF, Dalby) and Kaloma (RACF, Goondiwindi), by onboarding all participants as competent and confident clinicians. The program's effectiveness will be measured by:

- Administrative and Orientation competency obtainment
- Clinical Skillset competency obtainment including, but not limited to, medication safety, clinical documentation, communication, patient/resident assessment, falls prevention, pressure injuries, wound care, PEG management, IDC, ECG, BGL management; all are measured and assessed against the standardised Queensland Health CSATs or site-preferred mandatory training templates/modules
- Solicited feedback from beginning practitioners, clinical mentor and the facility senior leadership team
- Permanent onboarding with the facility as a permanent staff member







By embedding learnings from previous implementations and continuously refining the approach, STATIM is confident in contributing to the RN workforce pipeline at future host sites, ultimately enhancing the quality of care provided.



# **ABOUT US**

STATIM is a Queensland-based healthcare solutions provider dedicated to enhancing the liveability and wellbeing of regional and rural communities. We specialise in delivering integrated workforce, operational, and strategic support to health and aged care providers across Australia.

Our mission is to foster sustainable, community-focused healthcare by addressing systemic challenges such as workforce shortages, clinical governance complexities, and infrastructure limitations. We collaborate closely with clinicians, facilities, and government entities to codesign practical, scalable solutions that are responsive to the unique needs of regional settings.

## **OUR PILLARS OF CAPABILITY:**

- 1. Workforce
- 2. Advisory
- 3. Technology
- 4. Infrastructure

### **OUR CORE VALUES:**

- **Strong Relationships:** Building lasting partnerships with clinicians, facility partners, and communities to ensure a supportive and collaborative environment.
- **Trust:** Upholding the highest ethical standards and acting in the best interests of our partners through transparent and reliable service.
- **Authenticity**: Fostering trust and openness by addressing needs with empathy and compassion.
- **Teamwork:** Recognising the collective efforts needed to deliver exceptional healthcare solutions.
- **Integrity:** Committing to ethical practices and honesty, ensuring that business and wellbeing are in trusted hands.
- **Mentorship:** Nurturing a culture of continuous learning and growth, empowering clinicians to excel in patient care and become future leaders in healthcare.



# **OUR PEOPLE**



William Mundt DIRECTOR Regional Clinical Strategy & Leadership



**Jaden Frame** DIRECTOR Regional Health Investment & Strategy



**DIRECTOR ALLIED HEALTH** Allied health Leadership & Mentoring

**Kathryn Frame** 



Suzanne Waldron **CLINICAL OPERATIONS MANAGER** Health Finance & Admin Leadership



**CLINICAL OPERATIONS MANAGER** Rural & Aged Care Nursing Consultant

**Bek Turner** 



Elissa Turner **FINANCE** MANAGER Health Finance & Bookkeeping







STATIM offers premium and flexible healthcare workforce solutions, ensuring that facilities have access to skilled professionals when and where they are needed.

We support facilities by:

- Providing workforce solutions on an ad hoc and contracted basis
- Prioritising **quality control:** credentialing, mandatory training, and health & wellness packages exceed all our competitors
- **\$0 recruitment fees** if staff translate to permanency

### **Key Services:**

- Micro-credentialing Program: A zero-cost pipeline to develop Assistants in Nursing (AINs) ready to integrate into facilities. Over 6-8 weeks, candidates receive blended training and mentored clinical shifts within host facilities, who have first option to onboard following program (again at **NO COST**).
- Mentor Accelerated Program (MAP): A 12-week initiative that fast-tracks the development of early-career Enrolled Nurses (ENs) and Registered Nurses (RNs) through high-impact clinical mentorship and structured capability building.
- RN Upskilling Program: A focused, targeted training initiative designed to elevate the clinical, operational, and leadership capabilities of aged care nurses,



aligning with the Strengthened Aged Care Quality Standards. A blend of theory and mentorship to site processes.

 Health Emerging Leaders Program (HELP): A targeted leadership development initiative for emerging clinical and operational leaders in aged care and healthcare.





Our Advisory pillar delivers strategic consultative services to address complex health system challenges. We specialise in:

- **Clinical Gap Analysis:** Conducting site-based audits to identify areas for improvement.
- Policy and Procedure Mapping:
   Harmonising policies and procedures, including version control and documentation governance.
- Clinical Care Pathway Projects:
   Standardising care practices to improve resident outcomes in Residential Aged Care Facilities.
- **Community Engagement:** Facilitating consultations to ensure community needs are met.
- Service Model Redesign: Strategic review and reconfiguration of care delivery models to maximise clinical quality, staff capability, and financial efficiency. This includes aligning service structures with resident acuity, staffing ratios, funding models, and facility workflows to support safe, scalable, and economically sustainable operations. Our focus is on enabling teams to deliver exceptional care within available resources.
  - exceptional care within available resources without compromising governance or quality.
- **Investment Assessment:** Guiding health infrastructure development through comprehensive reviews of facility P&L statements, funding models, and operational efficiencies.



Our Tech pillar drives digital enablement and innovation. STATIM delivers three high-impact services in this area - Talius SmartCare, Predictive Analytics & Resource Optimisation, and the STATIM Score - each designed to solve critical challenges across compliance, funding, and system resilience. Together, they enable aged care and health services to plan smarter, operate more efficiently, and deliver better care.

1) Talius SmartCare Platform – Enabling Compliance and Operational Excellence







STATIM has partnered closely with the developers of the Talius SmartCare Platform to support its tailored integration into acute, aged and home care settings. Originally designed as a powerful integration layer across smart sensors and monitoring tools, STATIM has applied its capabilities to develop a compliance-first, care-optimised application for health providers.

Talius consolidates real-time data from disparate systems - nurse call, fall detection, observation equipment, RFID sensors, environmental sensors - into one centralised "facility dashboard". This allows frontline and management teams to gain instant visibility into patient and resident events, automate compliance documentation, and reduce manual oversight.

### **Benefits:**

- Automates compliance-relevant data collection and reporting.
- Improves staff response times and reduces risk exposure.
- Supports Strengthened Aged Care Quality Standards and National Safety and Quality Health Service Standards through centralised event logs.





# 2) Predictive Analytics and Resource Optimisation – Enhancing Funding and Clinical

STATIM collaborates with leading AI developers to bring predictive modelling and data science to frontline care. These tools analyse trends across documentation quality, workforce patterns, and clinical outputs to help services unlock new efficiencies, reduce compliance risk, and enhance care delivery.

### **Applications:**

- Optimisation of clinical documentation and coding for AN-ACC funding.
- Predictive staffing models to forecast and prevent resource shortfalls.
- Real-time alerts and dashboards that support care pathway adherence.
- Identification of bottlenecks, duplication, or underutilised staff capacity.

Facilities using this technology gain strategic foresight—enabling them to better manage costs while maintaining care quality and compliance.

### 3) STATIM Score – A System-Wide Sustainability Index for Regional Health

The STATIM Score is a flagship tool developed to help governments, PHNs, and aged care providers understand and improve the long-term sustainability of regional health systems. It is a multidimensional index that measures resilience and readiness across seven core domains:

- 1. **Demographic** Population trends, care complexity, and service demand.
- 2. Clinical Chronic disease burden, care accessibility, and pathway integrity.
- 3. Workforce Availability, skill mix, isolation risk, and retention outlook.
- 4. **Economic** Service viability, funding flow, and contribution to local economies.







- 5. Education Training pipelines and workforce development readiness.
- 6. **Community** Local engagement, intergenerational programs, and alignment of services with lived experience.
- 7. Social Inclusion, isolation risk, and meaningful aging measures.

The STATIM Score is delivered via an interactive dashboard, enabling users to explore system performance by region, compare sustainability levels, and drill down into high-impact data sets. It blends quantitative data with qualitative insights from community and stakeholder consultation.

### Why it matters:

- Identifies gaps and vulnerabilities in regional aged care ecosystems.
- Equips decision-makers with targeted insights for reform and funding allocation.
- Supports localised, future-focused planning backed by real-world metrics.
- Encourages collaboration between government, providers, and community stakeholders.

STATIM continues to invest in the refinement and expansion of the Score as a national infrastructure tool for regional health and aged care transformation.



Our Infrastructure pillar ensures that the built environment in rural and regional health settings is fit-for-purpose, forward-looking, and responsive to the evolving needs of healthcare delivery. We assess and plan physical infrastructure through a clinical and strategic lens - ensuring it supports modern care standards, innovative service models, and long-term sustainability.

### **Key Services:**

- Infrastructure Assessments: We conduct detailed evaluations of existing health and aged care facilities to determine their readiness to meet contemporary care standards. Our assessments consider safety, compliance, spatial efficiency, clinical functionality, and alignment with current and future service needs such as integrated care, palliative delivery, or dementia-specific environments.
- Facility Planning & Reconfiguration: We partner with providers to design or reconfigure physical spaces that enable innovative models of care, including subacute step-down units, multipurpose service hubs, and community-integrated care models. Our planning process is clinically informed, resident-focused, and operationally realistic ensuring facilities are not only modernised but primed for efficient and high-quality service delivery.
- Capital Pathway Partnerships: STATIM has established access to a select group of aligned private investors who are seeking to back high-impact healthcare infrastructure projects. For facilities seeking to expand, re-develop, or re-purpose their built environment, we can facilitate introductions and support business case development to unlock investment and long-term sustainability.



Whether it's aligning your facility with the 2025 Strengthened Aged Care Quality Standards, supporting a new model of care, or securing financial backing for growth, STATIM's infrastructure capability ensures your organisation is structurally positioned for the future of rural and regional health.

# **CONTACT US**

For more information or to discuss how STATIM can support your healthcare facility, please contact us:

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# **EXISTING PARTNERS**







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