

HEALTH EQUITY ENABLED THROUGH LEADERSHIP

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The first issue of the journal for 2023 provides original research and review works across a range of issues and topics relevant to leaders and managers in the health, aged and social care sectors. The relationship between resources, capabilities, value and their relevance to healthcare and its enablement has been demonstrated in enabling organisation and system performance and contribution. Clinical care and associated access for those living and working in rural and remote settings continues as an important factor in relation to quality and access to care in Australia. These can have different geographic impact. Any health system needs to continually consider the growth and development of the coming generation of leaders and managers and therefore critical to that responsibility our issues about leading and leadership development. Our health systems need an appropriate and proportionate balance between issues and elements of service and learning support for those providing care.

Equity, along with access, quality, processes of care and outcome elements is a fundamental approach to evaluation of fairness and the just delivery of health services. Inequities in health have been seen and observed for many years in many countries and the importance of developing leaders who can manage the environments that advance and support equity is a fundamental challenge [1].

Opportunities for leaders and managers to deal with issues of equity are varied. The capacity to identify a range of interventions targeted at areas of potential development and innovation alongside a reading of a bandwidth of resources to deal with inequities needs to be part of the development and articulation of vision. System organisation, communication, policy development and ethical leadership skills, competencies and attributes that provide solutions and enable ways of facilitating macro,

miso and micro level engagement aimed at providing equity in services and systems.

In this issue there are several contributions that identify and articulate areas of leadership opportunity as it relates to equity in our health services. These are direct and indirect opportunities and responsibilities for experienced and emerging leaders and managers in health, aged and social care.

Kosiol and colleagues examine resource-based review theory and how it may have an impact and can be used to so as to improve efficiency and effectiveness in health organisations. Authors articulate how practical application provides for understanding and subsequent actions around resources, capabilities, public value and their relevance in healthcare so as to provide competitive advantage and superior performance in organisations.

Thorn and Olley identified a series of barriers and facilitators in terms of the accessibility of medical services in rural and remote parts of Australia. Their review articulated a significant range of areas for leadership and management engagement to make changes and improvement.

Kumar S and colleagues examined areas where enhanced education programs concerning COVID-19 vaccination programs to support health professionals and demands on them regarding knowledge, attitude and practice to drive and improve vaccination rates in the community demonstrates key responsibilities in health professionals enabling equity in care delivery and health standing. El-Koofy and colleagues explored issues associated with sustaining care delivery for community members with chronic health problems during times of significant service and system disruption and how action or approaches in that area a highly valued by consumers in those situations.

Lloyd and colleagues identified learning mechanisms and modes to gain experience by early career health managers has a positive impact for employability for graduates and subsequently equity in high impact learning opportunities. Olley and Hozyuka the effectiveness of clinician training in the use of electronic health records through scenario-based learning opportunities. Centrality of workflow, clinician engagement on scenario-based training identified as important in maximising opportunity for clinicians to learn about the significant impact in our systems of digital records enhancing opportunity for quality care.

2ND INTERNATIONAL HEALTHCARE MANAGEMENT CONFERENCE 2022

Selected papers from the 2nd International Healthcare Management Conference are included in this issue.

Editorial Facilitator: *Professor Prema Basargekar
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Professor (Dr) Prema Basargekar, as the Conference Convenor, reports that the conference enabled the theme "Navigating the New Normal with focus on Healthcare Accessibility, Innovation and Sustainability" which enabled focus on challenges and opportunities in building sustainability and providing accessibility to all in the new normal environment impacted after COVID-19. Papers presented discussed and contributed on changes brought out by new technologies and innovations such as digital healthcare, use of AI and data analytics, alternative medicines, and focus on preventive medicine has brought out significant changes in consumer behaviour in terms of the adoption of technology and increased awareness, enhanced patient engagement, the rising reach of healthcare organization and emergence of new tech health start-ups.

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Editor-in-Chief

1. Corbie G, Brandert K, Noble CC, Henry E, Dave G, Berthiome R, et al. Advancing Health Equity Through Equity-Centered Leadership Development with Interprofessional Healthcare Teams. *J Gen Intern Med.* 2022;37(16):4120-9.