



Australian Government
Department of Health,
Disability and Ageing



HeaDSUPP
SCENARIO
PLANNER

HeaDS UPP – Health Workforce Planning Tool

What is HeaDS UPP?

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

It helps governments and approved organisations understand:

- how communities access and use health services
- where the health workforce is located
- current and future workforce needs
- workforce gaps and service pressures.

How HeaDS UPP works

HeaDS UPP combines multiple datasets and maps them using custom geographic catchments to show:

- where people live
- where they access health services
- where health practitioners and services are located.

Users can explore information at a local level by zooming into geographic areas and viewing workforce and health service utilisation patterns.

Data sources and geographic mapping

HeaDS UPP integrates data from a range of sources, including:

- Medicare Benefits Schedule (MBS)
- National Health Workforce Dataset
- National Health Service Directory
- Australian General Practitioner Training
- Royal Flying Doctor Service Program
- Rental Housing
- Other health workforce and service datasets.

MBS data is updated quarterly to provide timely insights into service utilisation. Other datasets and HeaDS UPP functionality are updated twice each year as part of the tool's scheduled release cycle.

General Practitioner (GP) Catchments

HeaDS UPP uses 826 custom GP Catchments, developed using MBS data and the Australian Statistical Geographical Standard (ASGS).

These catchments represent where patients access GP services rather than administrative boundaries and were designed using information on:

- patient service utilisation
- workforce distribution
- population demographics
- rurality
- topography.

This provides a more accurate understanding of local health workforce needs.

Health workforce distribution

HeaDS UPP was initially designed to support GP workforce planning and has expanded to include:

- nurses
- midwives
- allied health professionals, and
- other medical practitioners.

More detailed information, additional datasets and new functionality continue to be added as the tool evolves, strengthening HeaDS UPP as a whole-of-health workforce planning tool.

Scenario Planner

What is Scenario Planner?

The Scenario Planner module is an additional feature within HeaDS UPP that was developed to house supply and demand models for Australia's health workforce. It enables approved users to test the impact of different scenarios on workforce supply variations and inform planning decisions.

It supports evidence-based planning by allowing users to compare alternative scenarios against baseline workforce projections over a 10 to 25-year period.

Users can adjust key model inputs to create "*what if*" scenarios and compare their results against the baseline at more granular level than what is publicly available.

Health workforce models

Scenario Planner provides access to Australia's health workforce supply and demand models including GP, nursing and psychiatry. Additional workforce models such as Psychology, Midwifery and Obstetrics & Gynaecology, will be added as they are developed.

For a full list of models available in Scenario Planner see the [Health Workforce Data](#) website.

Information on the Supply and Demand models including methodology papers can also be found on the [Health Workforce Data](#) website.

Who can access HeaDS UPP?

HeaDS UPP is currently available to a variety of government and non-government organisations involved in health workforce and service planning. Please contact the [HeaDS UPP team](#) for any queries relating to eligibility or access.

Data privacy

Data privacy is a core principle in the design and management of HeaDS UPP. The tool operates under strict access controls and protocols that align with relevant privacy legislation. Access is granted only to authorised users within approved organisations.

Supporting collaboration

The HeaDS UPP Tool provides a consistent evidence base to inform and support workforce planning, policy and program development, monitoring and evaluation activities, across governments and health sector stakeholders.

How to request a demonstration and/or access

Approved organisations can request a demonstration and/or onboarding for new or existing users anytime by emailing headsupp@health.gov.au.

Onboarding process

Users complete:

1. registration forms
2. Data Portal setup
3. eLearning modules
4. a 90-minute online training session (held fortnightly).

Access can be granted in as little as **two weeks**, depending on how quickly onboarding requirements are completed.