A message from the Chair

A warm winter welcome to all Riverina ICTN Network members! As you can see, the newsletter has a revised look and feel. We are constantly revising the layout to encompass your many suggestions and cater to your requests. Please continue to forward any feedback regarding newsletter content or suggested articles to Kylie Dennis.

Overview of Local Projects

I am pleased to advise that the local projects are nearly complete and we are working towards providing access to the final reports to all network members in the next edition of the newsletter. This edition has a brief overview of the projects.

Advisory Committee Update

Unfortunately the Riverina ICTN Advisory Committee was unable to meet this month. The Committee is scheduled to meet again on 12 July in Wagga Wagga. If you would like a topic raised, please forward your suggestions via email to Melanie Mann.

Workshops and Forums

A number of workshops and forums continue to occur throughout the Riverina. Recently, the Network Co-ordinator and Project Officer attended the SpICE showcase presented by CSU, Thurstoona Campus. Further details are presented later in the newsletter.

Until next month, stay warm and enjoy the news!
Susan Weisser,
Chair Riverina ICTN
Meet the Riverina ICTN Advisory Committee Members

Private Healthcare Representative

Narelle McDevitt  
Education/ Human Resources Manager  
Calvary Health Care Riverina (CHCR)

Narelle McDevitt has been in this role for the past 6 years. In this role Narelle has been involved in the recruitment and retention of the health workforce, along with the coordination and management of the learning and development processes at Calvary. Narelle is also manages the HR processes across the hospital.

As well as the above, Narelle is directly involved in the coordination and management of student placements at the hospital, hence values her position on the Riverina ICTN.

Prior to this role, Narelle was the Nursing Unit Manager of the Critical Care Unit at CHCR. Narelle Trained in Wagga Wagga and then spent many years working in Intensive care at Royal North Shore, Alice Springs and St Vincents hospital in Sydney before returning to Wagga Wagga in 2000.

Narelle has three children, Grace, Hugh and Simon.

Local Projects Wrap Up

CSU – Untapped Capacity for Clinical Placements

The project identified untapped and unused capacity within Riverina ICTN across the broad range of health services and much goodwill of interviewees towards being part of clinical placement solutions.

Identifying this additional capacity is only part of the solution; expanded capacity is available only if the systems are right. The clinical placement system is highly variable and complex, the challenges are significant and the current constraints and issues strongly influence the ability to expand clinical placements. Systems, resources and quality must be adequate before expanding clinical placements to meet increasing demand.

Consideration and implementation of a range of the opportunities for action recommended in this final report will enhance enablers and minimise threats, increasing clinical placement capacity in the Riverina ICTN, and contributing to a sustainable rural health workforce for the future.

The project sought to achieve a deep understanding of the issues through interviews with a broad range of key stakeholders, locality-based case studies, survey methods and the literature. The approach created rich, contextual and locally relevant information and allowed the identification of limits, enablers, threats and exemplars specific to this rural setting. Finally, the project describes opportunities for action for the Riverina ICTN to consider.

Note: Extracted from the final report currently awaiting endorsement.

Tony Kolbe, CSU Project Lead, handing over the final report to Melanie Mann, Riverina ICTN Network Co-ordinator
**Supervising Students - here, now!:** is a paper and online resource aimed to develop Student Orientation tools and resources for the planning and managing of student placements, ensuring their smooth integration into the workplace. The project lead reported monthly to the Advisory Committee. This project experienced some delays in the HETI approval process however successfully applied for an extension from HETI to enable them to deliver on their project objectives. It is about to be tested by network stakeholders. This is on track to be delivered at the end of this month.

**Clinical Supervision Workshops**

The RICTN tested a model of interprofessional foundation supervision training project managed to attract state-wide funds for five workshops across the region. 112 participants came from nursing, allied health and medicine disciplines. Workshops were conducted in Griffith; Wagga Wagga, Albury (Thurgoona); Young and Jerilderie throughout May.

The aim for the workshops was to enhance clinical support and supervision skills, competencies, attitudes and behaviours including:

- How to establish a good supervisory relationships
- Teaching in a clinical environment, organise learning activities and facilitate learning as well as practical strategies to support a range of students
- Assessing students and providing feedback

Positive feedback was received from many participants and a certificate of attendance was distributed which may used for CPD purposes.

**Get Ready! Program Update**

The program is moving along nicely with the recruitment of Annie Cross RN to co-facilitate the course at CSU Nursing laboratories. The 4 day course on June 24-27 will provide 12 fully funded placed to nominated students. The representation will be 3 allied health and 9 nursing. The course scholarship will cover all costs except travel. The students will be provided with accommodation from the 23rd to the 27th in the CSU Wagga student accommodation facility. All meals are being catered for and course materiel’s supplied.

A report on the workshop will be provided in future newsletters.

**SpICE Showcase**

Speech pathology and dentistry students from Charles Sturt University (CSU) showed the fruits of their labours across southern NSW when the first SpICE Student Showcase was held on Tuesday 11 June at CSU in Albury-Wodonga. Dr Ruth Beecham, CSU coordinator of the Specialist Integrated Community Engagement (SpICE) project, said the event celebrates some of the successes of first SpICE placements.

“SpICE aims to improve the lives of rural and regional communities and families across central and southern NSW by developing their capacity to solve problems for themselves, by using the skills and knowledge of students enrolled in CSU degrees,” Dr Beecham said.

Building on a successful development phase in 2012, SpICE now offers residential and one-day-per-week placements in Griffith, Coleambally, Parkes, Forbes, Albury, Corowa and Henty, with further placements planned in Wagga Wagga, Jindera, Lockhart and Tumut.

“Students on SpICE placements are directly accountable to the regional communities they work in. This means students work with
committed local community leaders to develop capacity in schools, pre-schools, welfare and disability services, NGOs, Aboriginal development, healing and health organisations in local government areas,” Dr Beecham said. “While the learning activities are relevant and needed by local communities, our students also learn leadership and communication skills by working in collaborative interprofessional relationships.”

Projects on show on 11 June included:

- Working with Corowa Public School, together with St. Mary’s Primary and Corowa Preschool over six days, four CSU speech pathology and two dentistry students collaborated with the Corowa community to develop promotion and prevention resources to present information to children, parents and teachers about oral health, communication and healthy eating. The CSU students developed a ‘Mouth Matters’ website that has information, links, games and activities relating to what matters in the mouth. The website includes art produced by Corowa children. The CSU students also designed a ‘Mouth Matters’ smartphone app which will be further developed later this year. Students also presented lessons to children at the Corowa schools and preschool on looking after your teeth, including healthy food and brushing.

- Working from Henty Public School, and with St. Paul’s Primary School, Henty Preschool, Henty MPS (Residential Aged Care) and Henty Library over six days, four speech pathology and two dentistry students developed health promotion and primary prevention programs around regular teeth cleaning and oral hygiene. These programs were integrated into the daily timetables of Henty MPS and the schools. The CSU students also developed an information display for the Henty Library to reinforce the oral health message. In addition, and by linking the school and pre-school children with the aged care residents, CSU students have helped produce a series of very amusing picture books illustrated by the children about teeth and oral care. Reviews of these books and their authors will be featured in a weekly series in the local newspaper.

- An initial SpICE project in Henty in October 2012 saw a group of speech pathology students launch a Book Borrowing Extravaganza in response to local community concerns about children reading. Students helped Year 5 school children from Henty Public School to read stories to preschool children. Following this activity, Henty schools regularly visited the small Henty Library, where children who borrowed a book gained a gold star for their school. This resulted in an immediate increase of borrowing, with an increase in borrowing levels in excess of 300 books per month. This increase has been maintained since October last year, and Hume Library Services have now extended this initiative to libraries in Cootamundra, Gundagai, and Culcairn.

From July 2013, CSU speech pathology and dentistry students will be joined by nursing, oral health and physiotherapy students, totalling nearly 120 placements by the end of 2013. Further placements in more rural communities are anticipated in 2014.

The project was developed in partnership with the federal Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA), NSW Department of Education and Communities (DEC) and the Murrumbidgee Local Health District (MLHD).
HWA Updates

Discussion Paper – Supervision and Orientation for IMGs

HWA has issued a discussion paper on supervision and orientation for International Medical Graduates, seeking feedback on how improvements to the present system can best support this workforce. The Workforce Planning & Development Branch is coordinating the NSW response to this discussion paper.

The discussion paper is available online and in a PDF format on the HWA Connect website at www.hwaconnect.net.au

It would be appreciated if any comments from your LHD/N could be provided to Julie Wheeler, Senior Policy Officer, Workforce Planning & Development, jwhee@doh.health.nsw.gov.au by COB 4 July 2013. Any queries can be directed to Julie.

Publish your health workforce innovation stories

Share your health workforce innovation with the world in a peer-reviewed journal. Human Resources for Health is seeking examples on new analysis, strategic intelligence and evidence that point to improvements in the retention and distribution of health workers.

Authors can write on any subject that covers retention and/or distribution of health workers, in any system or country. Pre-submission outline ideas can be emailed to Professor James Buchan james.buchan@hwa.gov.au

Submission of papers will be open until 31 August 2013 and will undergo the normal peer review process at Human Resources for Health.

For more information, go to http://blogs.biomedcentral.com/bmcblog/2013/03/21/right-time-right-place/

Recent HWA Publications

- A framework for effective clinical placements in rural and remote primary care settings

Newsletters & Links

- NHET SIM – June Newsletter
- Health Workforce Insights – Issue 12
- Nursing and Midwifery Office – June 2013
- Hume Medicare Local
- Rural Student Health Clubs
- Rural Allied Health and Medical Society (RAHMS)
HETI and NSW ICTN News

CTAG June 2013 Meeting

The NSW Clinical Training Advisory Group (CTAG) was convened on 7 June 2013 with 25 attendees representing the eight ICTNs, Sydney Children’s Hospital Network, Mental Health Coordinating Council, Forensic Mental Health and Youth Health Services, Health Education and Training Institute and Health Workforce Australia.

CTAG facilitates collaborative, strategic planning of clinical training between education and clinical training providers by providing statewide oversight and guidance of the NSW ICTNs.

The Advisory Group acknowledged the significant achievements of the ICTNs and identified potential challenges that the networks will face in the future.

The outcomes of the CTAG meeting will be published in the ICTN website.

ICTN Strategic Plan and Evaluation Framework

NSW ICTN, in consultation with its stakeholders, developed a three-year Strategic Plan (for 2013 to 2016) and an evaluation framework to guide its operations. The strategic plan and the evaluation framework will be available on the ICTN website in July.

Priority eLearning modules

HETI, together with Local Health Districts and Specialty Networks (referred to as Districts), develops online learning modules in response to education and training priorities identified by the Districts. Modules are developed through extensive collaboration with key stakeholders such as the Pillars of NSW Health and the Ministry of Health.

The most recently released modules can be accessed at:

heti.nsw.gov.au/heti-online-modules/

HWA Updates

2013 National Fellowship Initiative

HWA has established the 2013 National Fellowship Initiative to recognise workforce innovation and reform as well as to recognise health sector clinical education and training.

For more information about the Fellowship and how to apply, go to:


Applications close on 31 July 2013.

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For more information, go to

blogs.biomedcentral.com/bmcblog/2013/03/21/right-time-right-place/
Looking back at the CSSP 2013 Masterclasses - Conversations that change

The Clinical Supervision and Support Program (CSSP) Masterclass Series 2013: “Conversations that Change” finished up in Sydney recently, with a workshop conducted by Dr John Launer of the London Department of Postgraduate Medical Education (the London Deanery).

The Series has been a great experience for HETI, with speakers and participants providing positive feedback on the talks and workshops that emphasised the importance of communication in supervision.

Dr Launer said, “Taking part in the two HETI Masterclasses in clinical supervision was a great pleasure as well as an honour for me. I was impressed by the wide range of different health professions who attended and how engaged they were with the topic and the frameworks offered by the speakers.”

He added, “I looked at the importance of the stories that people tell about their experiences, and explained how good supervision can help trainees and colleagues think about these stories in new and creative ways. Dr Launer hopes that people who attended the workshop will be able to practise some of the ideas presented, and improve their skills in ‘conversations that change’.”

HETI has also received encouraging feedback from participants, with one taking the time to email:

“The event was really lovely with a lovely breakfast, but most importantly the topics were fantastic and the speakers were so professional.

We received so much from the event that we feel we took away all new information and that we certainly will be able to apply these tools from now on while teaching our students. We highly recommend that, should the chance come up again, everyone should try to go along”.

HETI is grateful to Health Workforce Australia for the opportunity to provide funding for this training, and to all the attendees who found time in their busy schedules to learn how to improve their clinical supervision skills.
Simulated Learning Environment (SLE) survey and conference

Have your say on accreditation of simulation programs

Take part in a survey aimed at collecting stakeholder views on developing and implementing:

- an accreditation process for Australian simulation programs; and
- a certification process for simulation educators in the healthcare sector.

Go to surveymonkey.com/s/SurveySimulationAccreditationandCertification

The survey will close at 9am on Friday 9 July 2013.

For more information, please visit simnet.net.au/accreditation.html

2013 SimHealth Conference: "Crossing Boundaries".

The SimHealth Conference is a national forum for simulation in Australia, bringing together international and local experts in simulation education, research and development, human factors, system design and quality improvement.

The Conference will be held from 16 to 20 September 2013 at the Brisbane Convention and Exhibition Centre, Queensland.

For more information, go to simhealth.com.au

Submissions Welcome!

Let us know what is happening in your service, department, organisation or region!
Share your information with others involved in clinical placements and clinical supervision.

Email ideas to kdennis@heti.nsw.gov.au