



# NSW Interdisciplinary Clinical Training Networks

## Strategic Plan 2013 - 2016



This project was possible due to funding made available by Health Workforce Australia.

# Strategic Plan

## NSW Interdisciplinary Clinical Training Networks

### 2013 to 2016

#### Preamble

Since the middle of 2012, stakeholders across the health care system and the University and VET sectors have worked diligently to establish the ICTNs. ICTNs made enormous achievements within this first year of operation. All ICTNs have successfully set up and expanded their membership and networks, and conducted a range of innovative projects to improve the quality and quantity of placement capacity across NSW. This strategic plan builds on the experience gained in this busy startup phase.

In addition, high level consultations with the Chairs and Deputy Chairs of ICTNs, representatives of the Health and Education Training Institute and the Ministry of Health were conducted. The results of the Statewide Disciplines Forum, held earlier this year, also informed the development of the strategic plan. Finally, a draft plan was circulated broadly, written submissions were received and considered to produce the plan in its final form.

This State level plan has also been drafted to align with the national policy and planning parameters for clinical placements set by Health Workforce Australia. HWA is the primary funding body for ICTNs in NSW for the local implementation of the national Simulated Learning Environments initiatives and the national Clinical Supervision Support Program.

Within the lifespan of this strategic plan, there will be a lot of changes in the broader health, and education policy and funding arenas that will have significant impacts on clinical placement capacity and quality. For example, work is underway in the Independent Health Pricing Authority to develop activity based funding for teaching and research in the hospital sector. This could make a major difference to what we are doing and how we do it. This strategy, then, is being developed in a particularly fluid environment and we will need to constantly monitor and review the plan in that context.

This strategy will be supported by detailed annual implementation plans at the State and ICTN levels and we will use our annual reflection points to revise the strategy as the environment demands and reset our implementation plans as necessary.

I understand that network building is a monumental undertaking and I would like to personally commend the ICTNs for their efforts to date. We must maintain our shared determination to ensure that clinical placement planning, resource allocation and, ultimately, the quality of the student experience continues to be improved.

Each of us - whether in health or in education - needs to feel a joint ownership of and responsibility for building quality clinical training system in NSW.



Heather Gray  
Chief Executive, Health Education and Training Institute  
Chair, NSW Clinical Training Advisory Group

# NSW Interdisciplinary Clinical Training Networks

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NSW Interdisciplinary Clinical Training Networks provide a forum for strategic planning and dialogue between education providers and health service providers to build capacity and foster excellence in clinical placements for health professionals in NSW.

## Mission

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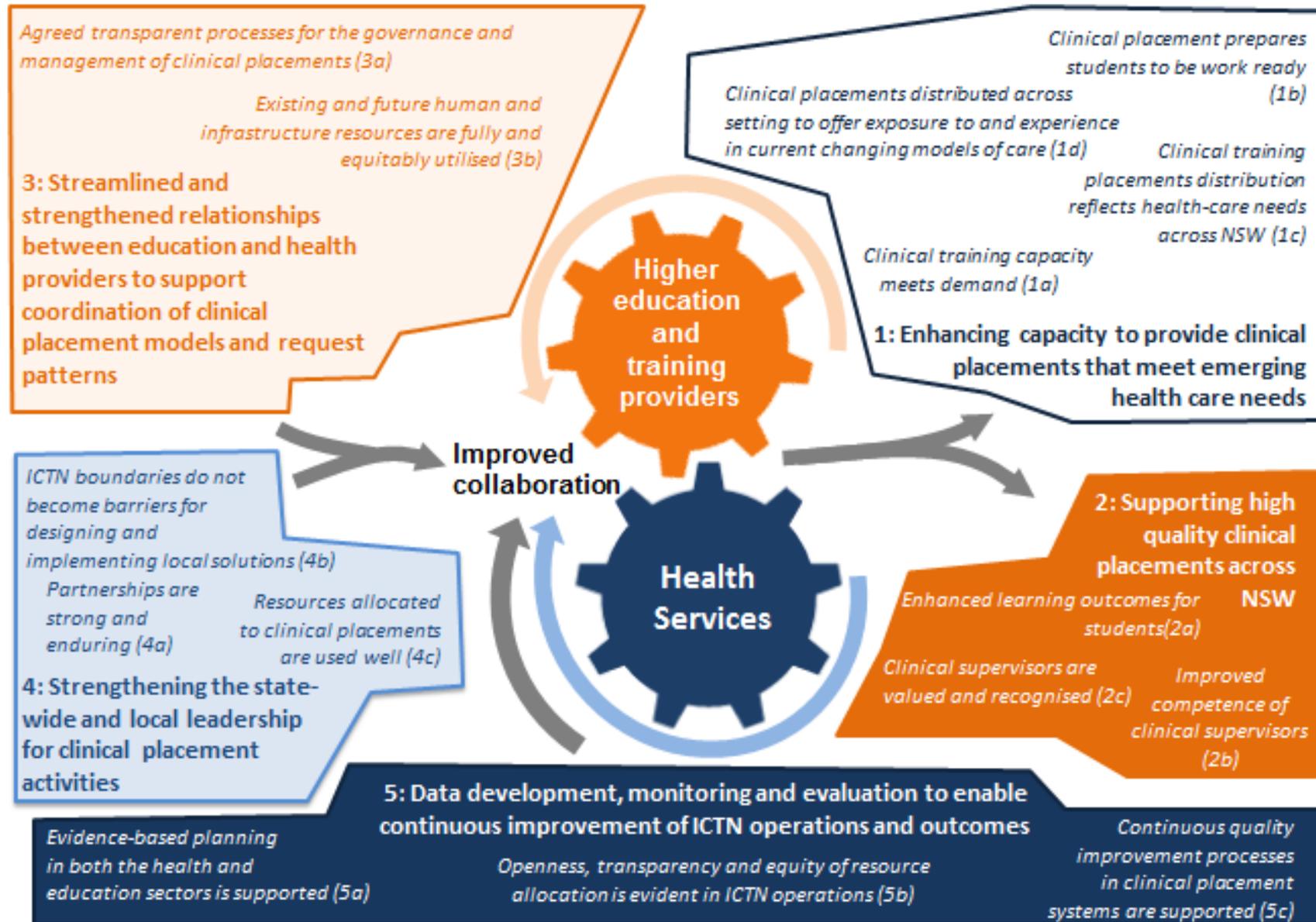
Working together to build quality clinical training

## NSW ICTN Strategic Priorities

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|-----------------------|---|
| <b>STRATEGY ONE</b>   | Enhancing capacity to provide clinical placements to meet emerging health care needs  |
| <b>STRATEGY TWO</b>   | Supporting high quality clinical placements across NSW  |
| <b>STRATEGY THREE</b> | Streamlining and strengthening relationships between education and health providers to support coordination of clinical placement models and request patterns |
| <b>STRATEGY FOUR</b>  | Strengthening the state-wide and local leadership for clinical placement activities   |
| <b>STRATEGY FIVE</b>  | Data development, monitoring and evaluation to enable continuous improvement of ICTN operations and outcomes  |

# NSW ICTN Strategic Map<sup>1</sup>



<sup>1</sup> Developed by George Argyrous Consulting

## STRATEGY ONE

### Enhancing capacity to provide clinical placements to meet emerging health care needs

Strategic objective	Strategic initiatives
<b>1a</b> Clinical training capacity meets demand	Enable growth in clinical placements through use of untapped capacity within current and potential providers across government, non-government and private health care sectors
<b>1b</b> Clinical placement prepares students to be work ready	Identify and support inter-professional learning opportunities
	Support students to attain basic skills such as working effectively in a team, basic procedural skills and decision making skills in order to be work ready.
<b>1c</b> Clinical training placements distribution reflects healthcare needs across NSW	Encourage and support placements in rural and regional care facilities
	Strengthen and support metro/rural/remote collaboration and partnerships in placements
	Increase placement capacity in the areas of growing need.
<b>1d</b> Clinical placements distributed across settings to offer exposure to and experience in current and changing models of care.	Encourage and support placements in aged care and community care settings
	Support equitable utilisation of existing resources and infrastructure across all disciplines and settings
	Facilitate clinical placements for new and emerging parts of the health workforce (assistants) and expanded scopes of practice
	Work with education providers to ensure alignment of curriculum with evidence based practice.

## STRATEGY TWO

### Supporting high quality clinical placements across NSW

Strategic objective	Strategic initiatives
<b>2a</b> Enhanced learning outcomes for students	Support the best practice models of clinical placement and supervision
	Facilitate and support increased use of technology in clinical training and supervision
	Promote efficient use of time in clinical placements
	Improve understanding of effective models of supervision through evaluation and research
	Support efficient utilisation of Simulated Learning environments to enhance supervision (collaboration with HWA's SLE program) and learning outcomes
<b>2b</b> Clinical supervisors are valued and recognised for their contribution	Support a workplace culture that recognise clinical placement and supervision as part of health care environment
<b>2c</b> Improved competence of clinical supervisors	Promote and support the value of investment in clinical supervisors
	Engage with and support the implementation, management and evaluation of HWA's other clinical training initiatives, particularly the CSSP

## STRATEGY THREE

### Streamlined and strengthened relationships between education and health providers to support coordination of clinical placement models and request patterns

Strategic objective	Strategic initiatives
<b>3a</b> Agreed transparent processes for the governance and management of clinical placements	Provide a forum for all stakeholders to raise and resolve clinical training issues.
	Provide transparent and open processes for clinical placements, including placement requirements and administrative processes.
	Build on the partnerships between education providers and health facilities to ensure students are supported and curriculum requirements are met
<b>3b</b> Existing and future human and infrastructure resources are fully and equitably utilised	Support equitable access and maximum utilisation of infrastructure such as accommodation

## STRATEGY FOUR

### Strengthening the state-wide and local leadership for clinical placement activities

Strategic objective	Strategic initiatives
<b>4a</b> Partnerships are strong and enduring	Facilitate establishment of governance structures with clear roles and responsibilities
	Share understanding of clinical placements, barriers and opportunities, develop common goals
	Establish ICTNs as an open and neutral forum for developing and coordinating local solutions to improve quality and number of clinical placements
<b>4b</b> ICTN boundaries do not become barriers for designing and implementing local solutions	Facilitate flow of information between ICTNs and inter-ICTN partnerships in projects when appropriate
<b>4c</b> Resources allocated to clinical placements are used effectively.	Monitor the resource allocation and utilisation across ICTNs and ensure transparency

## STRATEGY FIVE

### Data development, monitoring and evaluation to enable continuous improvement of ICTN operations and outcomes

Strategic objective	Strategic initiatives
<b>5a</b> Evidence based planning in both the health and education sectors is supported	Facilitate flow of information between health and education providers and between state, ICTNs and HWA
<b>5b</b> Openness, transparency and equity of resource allocation is evident in ICTN operations	Promote efficient use of existing data management sources/software
	Facilitate collection and sharing of clinical placement information among ICTN stakeholders
<b>5c</b> Continuous quality improvement processes in clinical placement systems are supported	Develop and implement state-wide evaluation framework that aligns with national evaluation efforts of CSSP, SLE and clinical placements strategies of HWA
	Continuously improve all placement information systems based on end user feedback
	Regularly convening state-wide review forums/panels to review progress of ICTN operations and strategies