

HETI SENIOR EXECUTIVE FORUM REPORT

JULY 2026



Relevant and impactful, the Centre for Rural Simulation's Emergency Masterclass (EMC) has become a trusted program for rural and remote clinicians for over 10 years.

EMERGENCY MASTERCLASS CELEBRATES 10 YEARS IN COOMA

In April 2026, the Centre for Rural Simulation celebrated 10 years of the Emergency Masterclass (EMC) by returning to Cooma, where the program first began in April 2016.

What started as a single course in Cooma has grown into a well-established program delivered throughout rural and remote NSW. Over the past decade, the EMC has supported clinicians to manage critically ill and injured patients, with a strong focus on learning as a team.

Returning to Cooma was a meaningful way to mark the milestone. The anniversary course brought together experienced faculty and a new group of clinicians, highlighting both the history of the program and its ongoing role in supporting the rural workforce.

The two-day program reflected the core elements that have shaped the EMC over time. Participants worked through realistic simulation scenarios and skill stations, followed by structured debriefing. Doctors, nurses and paramedics trained together, building confidence in communication, teamwork and decision-making in time-critical situations.

Over 10 years, the EMC has become a trusted program for rural and remote clinicians. Continued demand for the program speaks to its relevance and impact, particularly in supporting teams to care for critically ill and injured patients.

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NSW RURAL ALLIED CLINICAL PLACEMENT GRANTS

OPEN 6 JULY 2026 - CLOSE 30 SEPTEMBER 2026

The NSW Rural Allied Clinical Placement Grants have been established to assist NSW University students. There are 23 Allied Health professions that are supported in the program. NSW Rural Allied Health Grants provide financial assistance to:

- Both rural and metro allied health students for travel and accommodation costs associated with rural clinical placements; and
- Allied health students from a rural or remote background studying at rural universities for travel and accommodation costs associated with metropolitan clinical placements.

Grants are limited to one applicant per calendar year, for placements between 1 October 2025 – 31 December 2026.

<https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants/nsw-rural-allied-health-clinical-placement-grants>

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NSW RURAL ALLIED CLINICAL PLACEMENT GRANTS

OPEN 20 JULY 2026 - CLOSE 4 SEPTEMBER 2026

Grants of up to \$1000 for clinical placements in a NSW public health facility are available to NSW students studying a Bachelor of Nursing or Bachelor of Midwifery degree.

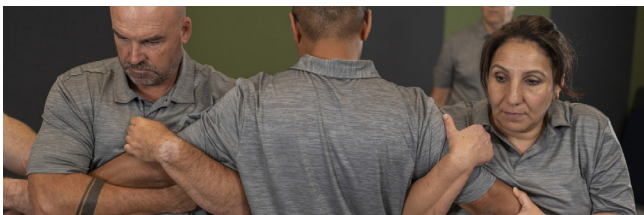
These grants assist with the accommodation and travel expenses associated with your placement.

Grants are limited to one per applicant per calendar year.

https://www.health.nsw.gov.au/nursing/scholarship/Pages/undergrad_clinical.aspx

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BUILDING LOCAL VPM TRAINER CAPABILITY: OUTCOMES FROM THE JUNE 2026 VPM TRAIN-THE-TRAINER PILOT



In June 2026, HETI supported a pilot of the redesigned Violence Prevention and Management (VPM) Train-the-Trainer workshop. These workshops aimed to support the implementation of the new **VPM Trainer engagement and learning development process** and align with the broader redevelopment of the NSW Health VPM Education and Training Program.

VPM education and training is mandatory and targeted according to workplace risk and role requirements. The program supports workers to apply prevention strategies, undertake risk assessments, manage risks and maintain safe and respectful interactions in line with NSW Health values.

The pilot included two opportunities to participate in a face-to-face Train-the-Trainer workshop, delivered in Sydney and facilitated by three experienced senior VPM trainers from different NSW health agencies. Participants were prioritised from health agencies that had identified limited or no local VPM trainer capacity. Seven health agencies were represented across the two workshops, with 56 nominations received for 32 total available places.

Evaluation results demonstrated strong outcomes. All participants agreed or strongly agreed that the workshops prepared them to co-facilitate VPM training, with most selecting strongly agree. Participants also reported increased confidence in their ability to support local delivery of the program.

Hands-on learning was a particularly strong theme. Participants highlighted the value of practical drills, repeated practice of techniques, team-based activities and restraint scenarios. Immediate facilitator feedback reinforced learning and built confidence. The VPM Trainer Toolkit, training resources, videos and online modules were also identified as valuable supports for future delivery.

Overall, the pilot strengthened local trainer capability and increased capacity to deliver VPM training within participating health agencies and has informed the refinement of resources that support the VPM Trainer engagement and learning development process.

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JUMBUNNA WEBINAR: PUTTING CULTURE INTO CARE: BRINGING STRATEGY, RIGHTS AND PRACTICE TOGETHER

The most recent Jumbunna webinar, **Putting culture into care: bringing strategy, rights and practice together**, was held on 10 June 2026. It brought together multidisciplinary staff from the Aboriginal Maternal Infant Health Service (AMIHS), Building Strong Foundations (BSF) and other NSW Health services. Delivered by HETI's Training Support Unit, the session supported shared learning across policy, practice and Aboriginal community advocacy to strengthen culturally safe approaches when working with Aboriginal families.

The webinar aimed to strengthen the understanding of culturally safe and trauma informed care through presentations from the NSW Ministry of Health PARVAN unit and the NSW Aboriginal Child, Family and Community Care State Secretariat (AbSec). Participants explore the Aboriginal Family Wellbeing Strategy, Know Your Rights resources and practice insights across systems, supporting reflection on how decision making, language and approaches contribute to safety, dignity and strong relationships, while building practical knowledge that can be applied across AMIHS, BSF and broader service contexts to support culturally responsive practice and align strategy with everyday care.

The Jumbunna series continues to support connection and capability across the workforce, strengthening culturally based, strengths-based care for Aboriginal children, families and communities across NSW.

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STRENGTHENING FOUNDATIONS LEARNING PATHWAY AND ABORIGINAL MATERNAL, CHILD AND FAMILY HEALTH LEARNING NAVIGATOR NOW AVAILABLE IN MY HEALTH LEARNING (MHL)

The Strengthening Foundations Learning Pathway brings together the five digital learning modules that support culturally safe, respectful care with Aboriginal families across pregnancy and early childhood. The modules may be completed together or as stand-alone learning and support collaborative practice across pregnancy, the postnatal period and early childhood. The learning pathway is intended for Aboriginal Maternal and Infant Health Service (AMIHS) and Building Strong Foundations (BSF) staff, as well as all NSW Health staff working with Aboriginal families.

HETI has also launched the Aboriginal Maternal, Child and Family Health Learning Navigator in MHL (656607612). This tool provides easy access to curated learning that supports safe, culturally responsive, and family centred care through a flexible, self directed approach. It can be used by both staff and managers to identify and plan continuing professional development (CPD) from a single, centralised platform.

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STRENGTHEN PSYCHOLOGICAL HEALTH AND SAFETY ACROSS NSW HEALTH

NEW DIGITAL LEARNING MODULE FOR SELF-PACED LEARNING

Creating and maintaining psychologically safe workplaces is a shared responsibility across NSW Health. To support this commitment, two new digital learning modules have been developed to build capability among both managers and staff in recognising, preventing and responding to psychosocial hazards at work.

The modules, **Psychological health and safety at work – for managers** and **Psychological health and safety at work – for staff**, provide practical, introductory learning that supports a proactive approach to psychological health and safety. Together, they help foster workplace cultures where people feel safe to speak up, raise concerns, contribute ideas and support one another.

The manager module focuses on the critical role leaders play in creating psychologically safe environments. It equips managers with practical strategies to encourage open communication, identify and manage psychosocial hazards, implement preventative solutions and respond appropriately to psychological incidents. The learning also supports managers in meeting NSW Health's legal responsibilities to protect staff from psychosocial risks and promote a safe workplace.

The staff module reinforces the role every employee play in contributing to a safe and supportive work environment. It provides guidance on recognising and reporting psychosocial hazards, participating in workplace solutions, supporting positive team cultures and using self-care strategies and available support services to maintain personal psychological wellbeing.

Together, these modules establish a shared foundation for understanding psychological health and safety and encourage a consistent, organisation-wide approach to preventing harm. By building awareness, strengthening capability and promoting early intervention, the modules support NSW Health's ongoing commitment to protecting the wellbeing of its workforce and fostering workplaces where everyone can thrive.

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NEW PSYCHOLOGICAL SAFETY MASTERCLASSES



HETI has recently delivered a new series of psychological safety masterclasses, bringing together managers and staff from across NSW Health to explore how psychological safety contributes to safe, effective and high-performing teams.

Delivered as interactive 90-minute virtual classrooms, the masterclasses provide participants with practical, evidence-based strategies to strengthen psychological

safety in their workplace. Through facilitated discussion, breakout activities, reflection and peer learning, participants explore the everyday behaviours that can influence whether people feel comfortable contributing ideas, raising concerns and learning from mistakes.

Separate streams have been offered for managers and team members. Manager sessions focus on leadership behaviours that support psychological safety while maintaining accountability and performance standards. Team member sessions explore practical ways individuals can contribute to psychologically safe environments by speaking up, supporting the contributions of others and respectfully addressing concerns when they arise.

The sessions have generated strong engagement, with over 100 participants attending each session from a range of clinical and non-clinical roles across NSW Health. Attendees particularly value the realistic scenarios, practical strategies to apply in the workplace, and opportunity to learn from peers in breakout discussions.

“Wonderful session, well-paced, great discussion and ideas shared”

“Excellent workshop allowing us to reflect on our current practice”

The psychological safety masterclasses form part of HETI’s ongoing commitment to strengthening leadership capability across NSW Health and supporting positive team cultures that enable high-quality, person-centred care. The masterclasses support the psychological safety lever in the NSW Health Culture and Staff Experience Framework.

Visit <https://www.heti.nsw.gov.au/education-and-training/our-focus-areas/leadership-and-management/leadership-and-management-masterclasses> for more information.

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UNDERSTANDING UNCONSCIOUS BIAS – HOW THE BRAIN’S SHORTCUTS SHAPE WHAT WE SEE

Every day, our brains rely on fast, automatic shortcuts that help us process information, make decisions and respond quickly. These shortcuts are useful and often necessary, but they can also quietly influence how we perceive others, make judgements and interact with colleagues, patients and communities - often without us realising.

To further support an inclusive, respectful and equitable workplace, NSW Health has launched a new digital learning module, **Understanding Unconscious Bias – how the brain’s shortcuts shape what we see**.

Designed for all staff across NSW Health, the module explores how unconscious bias develops, the impact it can have on workplace interactions and decision-making, and practical strategies for recognising and interrupting bias when it occurs. Through real-world experiences, expert insights, reflective activities and practical scenarios, learners gain a deeper understanding of how the brain’s automatic processes can shape everyday behaviours and assumptions.

The module provides opportunities for all staff to:

- understand how unconscious bias forms in the brain
- explore how mental shortcuts influence interactions, perceptions and decisions
- learn from diverse experiences and perspectives
- practise evidence-based strategies identified through Harvard research to recognise and interrupt unconscious bias.

By increasing awareness and building practical skills, the module supports staff to make more informed decisions, strengthen respectful workplace relationships and contribute to a more inclusive culture across NSW Health.

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MY HEALTH LEARNING



NEW AND REVISED RESOURCES:

TITLE	COURSE CODE
Aboriginal Maternal, Child and Family Health Learning Navigator	663042234
Clozapine-initiation, monitoring and adverse drug reactions	656400946
Consent for genomic testing (Part 2): Facilitating informed decision-making	648943817
Cyber Security in Practice - Executives	667848348
Cyber Security in Practice - Privileged Users	665338393
Eating Well for Aboriginal Health and Wellbeing	425285164
End of Life Supportive Care (Rebuild)	239708075
eviQ Education: Module 1 eQuiz: Radiation oncology foundations	661235958
eviQ Education: Module 2 eQuiz: Treatment-related side effects and their management	661250740
eviQ Education: Module 3 eQuiz: Foundational radiation oncology nursing	661253059
Genomic testing: Psychological, familial and social implications and support	648944084
Introduction to supported communication strategies	666889070
Managing the risk of alcohol withdrawal (Rebuild)	97900397
Promoting Attendance and Managing Leave (Rebuild)	86214441
Psychological health and safety at work – for managers	665338633
Recognising and Responding to Grief (Refresh)	482866690
Recognising and Responding to Vicarious Trauma (Rebuild)	97624457
Sustainability in healthcare (Refresh)	293942081
The Confused Patient: Dementia or Delirium? (Refresh)	39966589
VPM Trainer: Engagement and Learning Development Toolkit	663093392

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