

SENIOR EXECUTIVE FORUM REPORT



The Finance Executive Development Program (FEDP) Cohort 2 is co-designed and co-delivered by HETI and academics from the University of Technology Sydney Futures Academy and Business School.

LAUNCH OF THE FINANCE EXECUTIVE DEVELOPMENT PROGRAM, COHORT 2

The second cohort of the NSW Health Finance Executive Development Program (FEDP) was launched on 14 July 2021 in a virtual session. FEDP participants are aspiring Directors of Finance. The program's purpose is to build future finance capability and ensure there is a healthy talent pipeline across NSW Health. In such a complex and disruptive environment as health, it is essential to develop executives who are strategic influencers, business partners and leaders capable of navigating the future of finance.

The inaugural FEDP cohort graduated in 2019. Cohort Two includes 24 finance leaders, current and emerging, from 12 local health districts, six state-wide organisations and pillars, Sydney Children's Hospitals Network, and the Ministry of Health. The current Program is co-designed and co-delivered by HETI and academics from the University of Technology Sydney Futures Academy and Business School.

Program participants were welcomed by HETI Chief Executive Adjunct Professor Annette Solman, and Acting Chief Financial Officer and Deputy Secretary, Financial Services and Asset Management Division, Ministry of Health, Adjunct Professor Alfa D'Amato. The cohort was introduced to the UTS academic leads, Distinguished Professor Bob Wood and Professor Prabhu Sivabalan. Professor Sivabalan urged the group to be bold and challenge themselves. Participants heard from Cohort One graduates Tony Gilbertson, Acting Executive Director, System Financial Performance and Deputy Chief Financial Officer, Ministry of Health, and Jacqueline Ferguson, Director of Finance for Northern Sydney Local Health District.

The eight-month program consists of five learning modules, an online Strategic Thinking and Planning module, psychometric assessment (including 360° feedback), developmental coaching, strategic challenge group projects, Chief Executive mentoring, and a work placement. The cohort will next experience two short virtual engagement sessions and then commence Module 1 in September.

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JUMBUNNA SESSION: SUPPORTING ABORIGINAL PARENTS AND FAMILIES WHO USE SUBSTANCES AND ALCOHOL



The fourth Jumbunna webcast for 2020/2021, 'Supporting Aboriginal parents and families who use substances and alcohol' was delivered on 14 July 2021. The event generated considerable interest with 402 registrations, with 224 of those attending live. The Jumbunna webcast was presented by leading Aboriginal drug and alcohol experts using a supportive, strength-based approach to assessment, management, early intervention and care. The webcast utilised a case study to demonstrate methods of substance use medical management, safety and cultural considerations, child protection indications, family considerations, community support services available, identification of protective factors and improved outcomes for parents and families.

Specific topics covered in the webcast included substance use such as methadone, heroin, amphetamines, cannabis, tobacco and alcohol during pregnancy and breastfeeding. The content also included fetal alcohol spectrum disorder, child safety, domestic violence and social emotional wellbeing implications. The presentation was based on empowering and supporting Aboriginal parents and families by improving access to treatment options, linking into support services and working together using a collaborative team-based approach.

The webcast also provided demonstration of the 'Your Room' NSW Health website. This website provides health information on drug and alcohol use with a specific page designed for Aboriginal people. During the webcast a live presentation on the site was shared demonstrating the usability, available resources and information Aboriginal parents and families may find useful to learn more about the risks of harm associated with drug

and alcohol use. Available at: <https://yourroom.health.nsw.gov.au/Aboriginal-info/Pages/Aboriginal-info.aspx>.

The webcast also highlighted the social media page 'Stay Safe, Stay Strong - It's Worth It' Facebook page designed to raise awareness for Aboriginal women and their partners and families. The page provides culturally safe support and information to members on the risks of drug and alcohol consumption during pregnancy and breastfeeding.

The webcast speakers included:

- **Dr Professor Kate Conigrave:** Addiction and Public Health physician at Royal Prince Alfred Hospital (RPA) and Redfern Aboriginal Medical Service. Kate is the joint director of the Centre for Research Excellence and Indigenous Health and Alcohol.
- **Marilyn Richardson:** Proud Kamilaroi woman with over 40 years' experience in working in community in Redfern and Inner Sydney. Marilyn currently works in the MERIT program at RPA and Canterbury hospitals.
- **Peter Rogers:** Program Manager, Prevention and Harm Minimisation, Centre for Alcohol and Other Drugs, NSW Ministry of Health.

The event is still available to view at any time, registrations and details can be found using this webpage: <https://kapara.rdbk.com.au/landers/7f139b.html>

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NSW MEDICAL INTERNSHIPS FOR 2022

HETI has made more than 1150 offers to medical graduates to fill NSW intern positions for the 2022 clinical year since offers commenced on 12 July 2021.

Offers will continue for remaining vacancies from 12 August when offer period two commences nationally. After the close of offer period two, HETI will provide lists of commencing interns to Local Health Districts.

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HETI RADIOLOGY TRAINEES PROGRAM



The HETI Medical Portfolio delivered an Anatomy examination preparation course via Zoom over the weekend of 24 and 25 July for Radiology trainees. The course is designed to support trainees in their preparation to sit the Part 1 Anatomy examinations scheduled by the Royal Australian and New Zealand College of Radiologists (RANZCR), the next being in September.

The RANZCR Part 1 examinations are a major component of Radiology training which trainees must complete within two years of commencing on a training program. There are two examinations – one for Anatomy and one for Applied Imaging Technology (AIT).

The course objectives are to prepare participants with reasonable understanding of anatomy for the exam, focusing on time management, examination techniques and how to prioritise content to maximise their chances of passing the examination.

Feedback from participants indicate the course was well received and will be scheduled again in early 2022.

HETI held the AIT examination preparation course on the 14 and 15 August, to support trainees sitting the Part 1 examination in September. The course was promoted through the NSW Radiology training networks and registrations are open.

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POSTGRADUATE SCHOLARSHIPS FOR THE APPLIED MENTAL HEALTH STUDIES COURSE

OPEN 6 SEPTEMBER 2021 TO 19 NOVEMBER 2021

Scholarships of up to \$8,000 are available to

registered nurses who are working in full or part-time permanent positions in mental health services of the NSW public health system. These scholarships are funded by the Nursing and Midwifery Office (NaMO) and are provided to assist with educational expenses directly associated with postgraduate study. Scholarships are awarded through a competitive selection process and not all applicants will be awarded a scholarship. The scholarship will not cover all costs associated with a program of study.

The Postgraduate scholarships for the AMHS course will only apply to applicants who are enrolled to study the AMHS course offered by the Health Education and Training Institute (HETI).

<https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants/2019-postgraduate-scholarships-for-the-applied-mental-health-studies-course>

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PSYCHIATRY ESSAY EXAM WORKSHOP

The Psychiatry essay exam is renowned as a challenging milestone to pass for Psychiatry trainees. Low pass rates nationally and for NSW candidates have highlighted the need for and value of targeted activities to support trainees and increase their likelihood of successfully passing the essay exam.

In collaboration with the Royal Australian and New Zealand College of Psychiatrists (RANZCP), HETI provided a 4-hour workshop to support trainee awareness, understanding and preparedness for the essay exam. Facilitated by Dr Prachi Brahmbhatt, Chair of the RANZCP Branch Training Committee and a highly regarded Consultant Psychiatrist, the workshop was delivered virtually on 15th July.



The essay exam workshop focused on the two components of what is collectively known as the Psychiatry Essay Exam

- the Modified Essay Question (MEQ) Exam and Critical Essay Question (CEQ) Exam, as most candidates opt to sit both exams over the course of one day.

Demand for participation far outweighed the number of places available for priority of access to the essay exam workshop and, in line with defined priorities of the NSW Psychiatry Workforce Plan, rural and regionally-based trainees and Specialist International Medical Graduates (SIMGs) received priority access.

23 participants benefitted from the comprehensive coverage of topics and opportunities for interaction with the facilitator and other participants. Evaluation data revealed that all respondents found the essay exam workshop a worthwhile experience that they would recommend to others, with feedback including:

“The workshop was extremely useful and should be held at least once a year.”

“Prachi was so knowledgeable. It was very useful hearing advice from someone associated with the setting and marking of the exam because there is a lot of misinformation out there.”

“An excellent initiative, highly recommended. Thank you.”

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DIAGNOSTIC IMAGING MEDICAL PHYSICS TRAINING

The Diagnostic Imaging Medical Physics (DIMP) Training Program supported by HETI has entered its third year. The program has expanded in 2021 with Sydney Local Health District and Nepean Blue Mountains Local Health District entering the program with 1st year Registrars.

A 5-day Radiation Protection in Healthcare program and workshops were held this August, with 8 participants. Seventeen experts from



nationally and internationally recognised organisations, including speakers from Australian Radiation Protection and Nuclear Safety Agency (ARPNSA) and NSW Environment Protection Authority (EPA), provided valuable teaching sessions and presentations for the Registrars. The participants learnt about radiation protection and its application to the healthcare setting.

This followed and built on the previous successful 1-day Quality Assurance workshop, with 15 participants, including registrars, radiographers and university students held in July and the 1-day Imaging Informatics workshop held at the start of August with 8 participants. The focus of these workshops was supporting participants to gain an understanding of NSW Health’s Radiology Information Systems and Picture Archiving and Communication (RIS/PAC) infrastructure and undertake practicals to configure Digital Imaging and Communications in Medicine (DICOM) servers in the Cloud.

The DIMP Journal Clubs, Tutorials and Workshops will all be held online in 2021. The workshops support education of imaging physics for Medical Physicists, Radiographers, Medical Radiation Scientists and other groups interested in the use of Physics in Medicine.

The DIMP training program supports DIMP Registrars completing their training on-time, and within budget; and is an enabler of better value healthcare. The program currently supports: three 1st year, five 2nd year and two 3rd year registrars. The structured program has resulted in 100% of Registrars completing their exams by the expected milestones in 2020-21.

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TRAUMA AND TRAUMA-INFORMED CARE SCHOLARSHIPS



The Agency for Clinical Innovation (ACI) is funding scholarships to support NSW Health Mental Health clinicians and others working with vulnerable populations to receive targeted trauma-informed care training offered by HETI. HETI is pleased to be partnering with the ACI on this important initiative.

Trauma-informed care is a re-conceptualisation of traditional approaches to health and human service delivery, where all aspects of services are organised around an acknowledgement of the prevalence of trauma throughout society, including the lives of people who access mental health services. ACI is committed to upskilling the Mental Health workforce in trauma-informed care to create improved outcomes and care for consumers within our public health networks.

HETI is offering a Trauma and Trauma-Informed Care and Practice unit (8ALF008) that enables students to explore and critique the concepts of trauma-informed care that support and facilitate optimal wellbeing of people with lived experience and those who support or work for them. More details at <https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants/trauma-scholarship>.

These scholarship applications closed on 21 August 2021.

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RECORD ENROLMENTS IN MENTAL HEALTH LEARNING

The second semester in 2021 has seen the highest number of enrolments to date for mental health studies with HETI Higher Education, with an approximate 20% increase over the previous year. The increase in number of learners may be a result of an increasing recognition of mental health as being an essential component of wellbeing as we continue to live and work through the pandemic.

HETI Higher Education offers a number of courses within the Applied Mental Health Studies Framework. In addition to the formal postgraduate Award courses (Graduate Certificate, Graduate Diploma and Masters), HETI Higher Education provides the flexibility of studying units as **Professional Development**. Successful completion of any of the units as Professional Development can count towards a degree should students decide to continue with their studies.

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GROWING PSYCHOLOGY SUPERVISION CAPABILITY THROUGH TRAINING

An Expression of Interest (EOI) to support NSW Health psychologists to undertake board-approved Psychology Supervision Training attracted strong interest in April 2021. Psychologists who supervise psychology students, interns and registrars are required to be an approved supervisor by the Psychology Board of Australia through completing mandated training.

The EOI opportunity offered sponsorship to Psychologists to become a psychology board-approved supervisor (full training) or maintain their approved supervisor status (masterclass training). There were 96 successful psychologists from across 12 LHDs/SHNs supported to access training in June, of whom 66 participated in full training with the remaining 30 enrolling in refresher masterclass training.

All EOIs from rural psychologists were supported. The virtual delivery of the training enabled psychologists from rural locations to overcome

geographical barriers and participate. Positive feedback about the initiative was received from Directors of Allied Health and participating psychologists have provided user experience feedback:

“I found the content extremely relevant, not only in supervision but also in my leadership role with Health”

“It was a really great training- comprehensive and lots of resources provided. It’s given me an excellent grounding and the confidence to start offering supervision, which was what I hoped to achieve.”

“It has increased my confidence regarding being a supervisor, but also will enhance my own supervision experience.”

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2020/2021 AHA SCHOLARSHIP PROGRAM - SUPPORTING ALLIED HEALTH ASSISTANTS

Scholarships were provided for allied health assistants in Local Health Districts/Specialty Health Networks to undertake the Certificate IV in Allied Health Assistance or the Certificate IV in Hospital/ Health Services Pharmacy Support.

In 2020/2021 scholarships were funded by the Ministry of Health and coordinated by HETI. The aim was to support the training of Allied Health Assistants (AHAs) and Pharmacy Assistant and Technicians (PATs) seeking to further develop their knowledge and skills. Participants were able to enrol in all or part of either the Certificate IV in Allied Health Assistance or the Certificate IV in Hospital/Health Services Pharmacy Support depending on the relevance to their current work roles.

The scholarships attracted strong interest with 146 applications received in 2020 and a total of 135 awarded. The outcomes were 44 AHAs and 25 PATs from 16 LHD/SHNs enrolled in and completing their full qualifications. A further 66 enrolled in and completed individual or groups of units or skills sets in Mental Health, Social Work or Nutrition and Dietetics.

In 2021 a further 64 applicants were awarded places with 40 AHAs and 24 PATs from 17 LHD/SHNs completing their full qualifications

All training was delivered by TAFE NSW in the online delivery mode and included connected learning opportunities.

Participants and their line managers have expressed strong appreciation for this support. Examples of feedback:

“The course was a great success and the added learning has been extremely beneficial for the department... we are now in the process of our pharmacy assistant progressing into a pharmacy technician role.”

“It is acknowledging that AHA are an important part of the AH workforce and actually increasing their skills”

“I am delighted to report that I have completed my Certificate IV in Allied Health Assistance. I am grateful for the fee assistance received from the scholarship.”

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MY HEALTH LEARNING

New and revised resources:



| Title | Course code |
|--|-------------|
| Fundamentals of Paediatric Medication Safety (Rebuild) | 39832473 |
| Anatomy Library | 371896192 |
| Bloodsafe: Prescribing Immunoglobulin | 374840289 |
| Diabetes Education for Doctors - Part I | 374522564 |
| Diabetes Education for Doctors - Part II | 374525086 |
| Diabetes Education for Nurses - Part I | 374527710 |
| Diabetes Education for Nurses - Part II | 374528956 |
| Differentiating Dementias | 372460168 |
| Introduction to HemoScreen Analyser | 364858074 |
| Qstream - Diabetes Management M1: Basics of Blood Glucose Levels and Insulin Quiz (Refresh) | 373701163 |
| Qstream - Diabetes Management M2: Preventing and Managing Hypoglycaemia Quiz (Refresh) | 373703465 |
| Qstream - Diabetes Management M3: Safely Prescribing and Administering Insulin Quiz (Refresh) | 373704669 |
| Qstream - Oxygen Therapy in Acutely Ill Adults Quiz (Refresh) | 373699871 |
| Qstream - The NSW Mental Health Act (2007) no. 8 - Module 2 Quiz (Refresh) | 373697754 |
| Qstream - The NSW Mental Health Act (2007) no. 8 - Module 1 Quiz (Refresh) | 373697214 |
| Week 0: Orientation to the SSIC | 371891459 |
| Week 1: General Pathology, Overview of Genetics, Cancer Genetics | 371907151 |
| Week 2: Common Cancers 1 & 2, Pathology of Adaptive Growth and Neoplasia | 371909455 |
| Week 3: Central Nervous System 1, 2, 3 & 4, Pain Physiology | 371912465 |
| Week 4: Chest Wall & Lungs and Cardiovascular Physiology 1, 2 & 3 | 371913301 |
| Week 5: Cardiovascular Physiology 4 & 5 and Microbiology 1, 2 & 3 | 371916114 |
| Asbestos Awareness (Refresh) | 216234449 |
| Pressure Injury Point Prevalence Survey (Refresh) | 40063970 |
| Corporate Records Management (Refresh) | 227079002 |
| Designated Officer - Organ Tissue Donation and Anatomical Examination (Refresh) | 48951452 |
| Designated Officer (Reaccreditation) Organ or Tissue Donation and Anatomical Examination (Refresh) | 171442247 |
| FME Module 2 Budgeting Decisions and Behaviour (Refresh) | 42533011 |

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| 🔗 Managing Death and Death Certification (Refresh) | 42346789 |
| 🔗 Maternal Safety Education: Maternal Emergencies 1 (Refresh) | 363247525 |
| 🔗 SHAPE End of Life Conversations (Refresh) | 88619342 |
| 🔗 Verification of Death (Refresh) | 98564783 |
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EDUCATION AND TRAINING IN NSW HEALTH