

# SENIOR EXECUTIVE FORUM REPORT



*Dr Helena Qian, Junior Medical Officer  
(JMO) from Westmead Hospital, WSLHD*

## WELCOME TO THE CHAIR OF THE NSW JMO FORUM

HETI welcomes Dr Helena Qian, Junior Medical Officer (JMO) from Westmead Hospital, WSLHD, as the newly appointed Chair of the NSW JMO Forum for 2022. The Forum brings together JMO representatives from across the 15 prevocational training networks and rural hospitals. It provides an opportunity for JMO representatives to network and share innovations and concerns in relation to education and training, supervision, and JMO welfare. As the Forum Chair, Dr Qian will be a member of the NSW Prevocational Training Council and will represent NSW in the Australasian Junior Medical Officers' Committee (AJMOC).

### The Forum will meet on the following dates for 2022

- Friday 18 March
- Friday 20 March
- Friday 2 September
- Friday 18 November

## NSW HEALTH RTO - A HIGH PERFORMING PROVIDER

The NSW Health Registered Training Organisation (RTO) has been classified by the NSW Department of Education as a High Performing Provider (HPP) for delivering Smart and Skilled funded programs and was recently successful in gaining an enhanced funding contract for the next three years.

Being a HPP enables the RTO to access:

- A multi-year contract (3 years) rather than the current annual renewal process
- Increased baseline funding
- New programs and initiatives

Currently, NSW Health RTO has 542 student enrolments in Smart and Skilled funded programs.

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## HETI SUPPORTING THE COVID-19 RESPONSE

DURING OCTOBER

20  
HETI STAFF



Supporting the MoH and LHDs COVID-19 response teams.

## RAPID ANTIGEN SELF TESTING MODULE

Healthcare workers may be required to perform a rapid antigen self-test at home to screen for COVID-19. Regular screening helps prevent transmission of COVID-19 through identification of cases of COVID-19 infection in people without symptoms.

A new short 10-minute online learning module provides essential training on how to correctly perform a rapid antigen self-test at home, and submit the rapid antigen test results via the NSW Health StaffTrakr app. This app is a new resource developed by eHealth



Search for **Course Code: 394572079** in My Health Learning.

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## FINANCE EXECUTIVE DEVELOPMENT PROGRAM MEETS FOR SECOND MODULE



Screenshot from Module 1 which represents the communication skills sessions participants have been enjoying.

The NSW Health Finance Executive Development Program (FEDP) met for its second of six modules on 19-20 October. The aim of the program is to develop finance executives who are strategic influencers, business partners and leaders capable of navigating the disrupted future of finance. Twenty-two finance leaders from 18 health organisations across NSW Health are participating.

Module Two took place virtually and was delivered in partnership with the University of Technology Sydney. The module's theme was 'Self in the system.' Topic areas included leadership shadow (a leader's impact in what they say, do, measure and prioritise), the impact of personal values on decision making, and bias and diversity of thinking. Professor Bob Wood and Kate Alexander, Lead UTS coach, led these sessions which included group discussion on a COVID ventilator case study. The group is also experiencing a series of communication skills sessions led by UTS communications specialist Monique Dykstra; the focus in this session was awareness of physical presence.

Guest speaker Deputy Secretary Susan Pearce spoke about her career and leadership and the need to be flexible in adapting to the challenges of the health environment, including the current pandemic. Participants found her authenticity and integrity as a leader inspiring.

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## QUICK BITES – MICRO LEARNING FOR MANAGERS – A RAPID RESPONSE TO GROWING PEOPLE MANAGEMENT SKILLS IN NEWLY FORMED TEAMS

**LEAD BY BEING OPEN AND INCLUSIVE IN A RAPIDLY CHANGING ENVIRONMENT**

**“ASK QUESTIONS FIRST AND LEAD SECOND”.**

Amidst uncertainty, leaders should ask powerful and inspiring questions. Asking the right questions can put you and your team on the path to solving intractable problems, while strengthening connection and building trust.

**TIPS:**

- Ask open questions before acting – What do we think is happening? How else could we approach this? What might some risks be if we do that? Is there anything else we could do here?
- Focus on what's right, not who's right.

In response to urgent requests for team lead and manager upskilling in the Public Health Response Branch for newly formed teams, HETI has designed four new products, highlighting key areas to support the growth of manager capability. With engaging imagery, and being accessible in My Health learning plus the HETI internet, these resources provide just in time information. Areas identified by the PHRB include: train the trainer skills, key actions for team performance, giving feedback and motivating staff. The outcome has been to develop micro-learning modules in PDF format that are full of relevant information, a quick read and can be applied in the day to day business of managing others.

These products can be promoted to NSW Health managers as ready reference guides and discussion points with one-up line managers and teams.

- Guide to Train the Trainer
- 8 Tips for Leading Your Team
- A Manager's Guide to Effective Feedback
- How to Engage and Motivate Staff

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## MEET DR KERRY-ANN GRANT, ACADEMIC LEAD PERINATAL AND INFANT MENTAL HEALTH HETI HIGHER EDUCATION



Kerry-Ann is the academic lead for the Perinatal and Infant Mental Health specialisation at HETI Higher Education. Her role at HETI Higher Education provides Kerry-Ann with opportunities and support to develop and promote her interests in a field that holds promise to improve the lives of infants, caregivers and their families.

Kerry-Ann came to HETI via the NSW Institute of Psychiatry some seven years ago, as a guest lecturer and writer of course material. Kerry-Ann has a long-standing interest in research and practice exploring perinatal mental health and the earliest origins of behavioural, emotional and cognitive difficulties in infants and young children. Her PhD was a multi-site, multi-disciplinary longitudinal study examining the impact of maternal stress in pregnancy on foetal and infant neurodevelopment. She was subsequently invited to complete a postdoctoral fellowship at the University of California, Irvine where she worked with a multi-disciplinary team investigating infant neurodevelopmental outcomes following prenatal exposure to betamethasone (steroids administered to help prepare premature babies for the outside world). Kerry-Ann's work has yielded numerous publications in highly ranked journals, and her work continues to be regularly cited. After an enjoyable and productive year in beautiful Southern California, Kerry-Ann returned to Sydney to continue her work, with new collaborations forged with the Western Sydney University Baby Lab and the Northern Beaches Child and Family Health Services. Leading the NSW Branch of the Australian Association for Infant Mental Health, Kerry-Ann and her team have conducted seminars on infant mental health in a number of regional areas throughout New South Wales.

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## 2021 WORKPLACE LEARNING GRANT PROGRAM

The Workplace Learning Grant Program aims to provide financial support to teams of allied health professionals and allied health assistants who are seeking to further develop their knowledge and skills through workplace learning opportunities. Aboriginal health workers and practitioners working in an allied health support role are also eligible for this grant.

In 2021, there were 102 Workplace Learning Grants awarded to teams of allied health professionals and assistants working in NSW Health. This included 25 Cross Boundary Allied Health learning opportunities. The Cross Boundary activities are undertaken by two or more districts and networks or in some cases can be statewide learning opportunities for specialty teams such as NSW Health Genetic Counsellors. The applications are themed and this year the most common themes included: trauma informed care, vicarious trauma, resilience, mental health, and dementia.

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## UPCOMING JUMBUNNA WEBINAR: 24 NOVEMBER 2021



The next Jumbunna webcast is planned for Wednesday 24 November 2021 and will focus on stillbirth prevention for Aboriginal families and communities. Presenters from the Maternity and Neonatal Patient Safety Team at the Clinical Excellence Commission (CEC) will introduce their professional role and the 'Safer Baby Bundle' e-Learning resource package (the bundle) developed by the Stillbirth Centre for Research Excellence. The webcast will focus on

the importance of the Aboriginal health worker/practitioner role in preventing stillbirth and how to incorporate Aboriginal culturally safe and responsive care into midwifery, child and family health care and beyond.

The webcast will incorporate Aboriginal holistic views of wellbeing that identifies the strengths, positive influences and practices of Aboriginal women, families and communities to prevent stillbirth. Additionally, the webcast will address strategies on how to provide support and resources to families who do experience this terrible tragedy. Topics covered in this webcast will include smoking cessation, monitoring of fetal growth, awareness of fetal movements, maternal safe sleeping positions and timing of birth for women with risk factors for stillbirth.

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## UPCOMING CONNECTIONS WORKSHOP: 8 DECEMBER 2021

The Training Support Unit (TSU) is pleased to present the next Connections Workshop planned for 8 December 2021. The Connections Workshop is designed to encourage the Aboriginal Maternal and Infant Health Service (AMIHS) and Building Strong Foundations Program (BSF) workforce to come together for professional development and support which includes opportunities for yarning, networking and connections in a virtual environment. The workshop program will be facilitated by Vanessa Edwige, a proud Ngarabal woman and a registered psychologist.

Vanessa is Director of the Board of the Australian Indigenous Psychologists Association and has worked in Redfern, NSW for the last 22 years, predominantly with Aboriginal children, young people, families and community providing culturally responsive psychological support for adverse childhood experiences, intergenerational trauma and supporting cultural resilience. Vanessa brings a wealth of Aboriginal cultural knowledge, professional experience and community understanding to explore how the COVID-19 pandemic has impacted workplaces, community, families and self in support of the AMIHS and BSF workforce.

**The Workshop program will focus on:**

- Impact of the COVID-19 pandemic on the workforce
- What has changed and/or remained the same
- Responding to families during the COVID-19 pandemic
- Aboriginal culturally responsive self-care practices

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## **STRENGTHENING FOUNDATIONS ORIENTATION WORKSHOP**

The Training Support Unit (TSU) will facilitate a Strengthening Foundations – Orientation Workshop on Wednesday 8 November, 2021 for new staff working in Aboriginal Maternal and Infant Health Service (AMIHS) and Building Strong Foundations Program (BSF). The Strengthening Foundations Workshop introduces new AMIHS and BSF staff to the ‘Professional Development Program’ coordinated by the TSU and targets Aboriginal health workers/practitioners, midwives, child family health nurses and allied health staff such as social workers or speech pathologists.

The workshop is underpinned by Aboriginal cultural knowledge and understanding of Aboriginal women’s business and family inclusive values, which reinforces the importance of the role AMIHS and BSF staff have in supporting Aboriginal families and communities within NSW. The one-day workshop was held virtually and focussed on the principles of: primary health care, strength-based practice, the AMIHS and BSF models of care, as well as professional wellbeing and teamwork. It offered a broad understanding of Aboriginal social and emotional health and wellbeing.

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## **SURGICAL SCIENCES INTENSIVE COURSE**

The HETI Medical Portfolio successfully conducted pilot implementation of the virtually delivered Surgical Sciences Intensive Course (SSIC) in My Health Learning from July to September 2021.

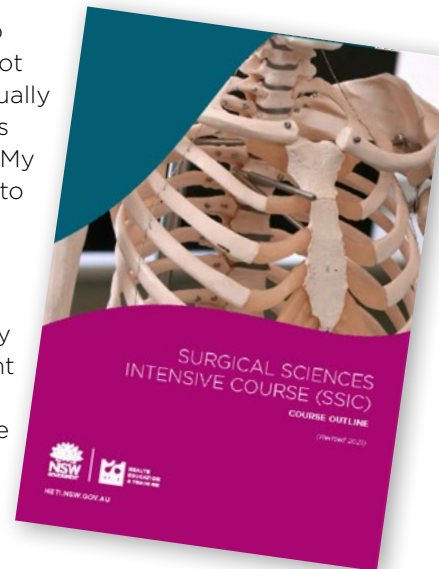
The SSIC utilises an innovative and evidence-based approach to delivery of surgical sciences content for anatomy, pathology and physiology. The course comprises 67 didactic lectures and anatomy demonstrations provided by subject matter experts in these content areas.

The course was developed to provide additional education support to surgical trainees attempting the Royal Australasian College of Surgeons General Surgical Sciences Examination, a requirement for selection into surgical training.

Delivery of the on-line course this year enabled surgical trainees working in the complex COVID clinical environment an opportunity for trainees to self-direct through the course and will meet with SMEs every three weeks to discuss their learnings in a virtual Q & A session.

Early analysis of the evaluation responses indicates that 90% of trainees undertaking the SSIC thought the course sessions facilitated acquisition of new and useful knowledge, 89% thought the sessions were well presented, and 88% indicated the sessions met their needs.

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## YARNING ABOUT VACCINATIONS WITH MUMS AND MOB: COVID-19 MATTERS



The Yarning About Vaccinations with Mums and Mob: Covid-19 Matters Jumbunna webcast was held on 27 October 2021. Over forty Aboriginal Maternal and Infant Health Services and Building Strong Foundations staff from across ten NSW health districts and networks joined the webcast. As health professionals, yarning with Aboriginal women, families and communities about family planning, pregnancy, breastfeeding includes conversations about how the family will cope with new experiences, expectations, and changes for all members of the family. Since the COVID-19 pandemic, some pregnant women, families and

communities have felt a great sense of uncertainty about their own health and that of their unborn or new baby and other children in their family.

This webcast provided motivating conversations supported by a group of health knowledge custodians who provided up-to-date evidence on vaccinations and explored Aboriginal specific resources suitable for Aboriginal Maternal and Infant Health Service (AMIHS) staff and Building Strong Foundations program staff. Rachel Katterl from the Centre of Aboriginal Health set the scene by providing the latest data on the Aboriginal COVID-19 response and vaccine uptake. Patrick Cashman, Immunisation Coordinator, Hunter New England Health and Suzanne Kelpsa, Aboriginal Midwife and Educator from HETI provided guidance on COVID-19 vaccine safety and efficacy while respectfully exploring potential myths, worries and how to navigate misinformation. Tara Dimopoulos-Bick and Catherine Kostovski from the Agency of Clinical Innovation discussed the shared decision-making model 'Finding Your Way' that can assist health professionals and mob when discussing COVID-19 vaccination and other health and wellbeing related matters.

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## MY HEALTH LEARNING

### New and revised resources:



Title	Course code
Aboriginal Allied Health Network Kerry Arabena Presentation - First 1000 Days and Leadership Journey	393073461
Advanced Life Support Theory - Module A (Adult) (Refresh)	67644403
Advanced Life Support Theory - Module B (Adult) (Refresh)	67644650
Autonomic Dysreflexia in adults with spinal cord injuries (Refresh)	237475040
Caring for Older Persons (Refresh)	196522698
Continuity of Medication Management (Refresh)	157075702
COVID-19 Acute Care Nursing Lecture Series	391404484
COVID-19 Case Assessment System (CCAS)	391995151
Employment: People With Disability (Refresh)	214564254

🔗 Enterprise-wide Risk Management for Managers (Refresh)	40383245
🔗 High Quality Requests for Medical Imaging (Refresh)	88935858
🔗 How to use a Rhinoswab for COVID-19 sample collection	391057901
🔗 Learning Pod - Constraint Induced Movement Therapy - Overview	390917414
🔗 Manage Aggressive Behaviours (Refresh)	144148433
🔗 Managing Difficult Conversations: Part 2 De-escalation strategies & supporting through change	390333206
🔗 Pressure Injury Prevention: Risk Assessment (Refresh)	115610702
🔗 Pressure Injury Prevention: Risk Management (Refresh)	115610919
🔗 Promoting Attendance and Managing Leave (Refresh)	86214441
🔗 Respiratory support for adult patients with COVID-19	392006981
🔗 RPP: Fit Test Assessor - Assessment part B - Online quiz	369068204
🔗 RPP: Fit Test Assessor - Theory and practical training workshop	383783593
🔗 StaffLink Manager Capability Building	392852909
🔗 The Health Lead Role - COVID-19 CASE Team	393142808
🔗 Topographical Anatomy Schematics	390346124
🔗 Venue Management Team - Overview and introduction to key functions	392328920
🔗 Violence Prevention and Management for Managers (Refresh)	39990453
🔗 Welcome to the Public Health Response Branch (PHRB)	387016565

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