

# 2022 ALLIED HEALTH WORKPLACE LEARNING (WPL) PROGRAM

## TERMS AND CONDITIONS

## PURPOSE

The HETI Allied Health Workplace Learning (WPL) Program aims to provide financial support to groups of Allied Health Professionals (AHPs) and/or Allied Health Assistants (AHAs) seeking to further develop their knowledge and skills through workplace learning opportunities. Aboriginal Health Workers and Practitioners working in an allied health support role will also be included for the purposes of this grant.

Workplace learning (WPL) is critical in building a capable health workforce through the development of work-specific knowledge and skills. WPL can be formal or informal learning opportunities, activities or events and occur within teams/groups of AHPs and AHAs in the workplace.

## GRANT STREAMS

The WPL Program has two streams:

- The *Workplace Learning Professional Development Stream* supports workplace-based learning within Local Health Districts (LHD) and Speciality Health Networks (SHN)
- The *Cross Boundary Grant Stream* supports professional development for groups of allied health from more than one health district or network

## WORKPLACE LEARNING PROFESSIONAL DEVELOPMENT (WPLPD) STREAM

The WPLPD stream has a focus on professional development activities that:

- Are workplace and team based within one LHD or SHN
- Focus on improvement or a change to workplace or clinical practice
- Are linked to local unmet training needs of teams and workplaces
- Demonstrate value for money (e.g., benefitting as many AHPs as possible)
- Are a priority learning need for the LHD or SHN

## CROSS BOUNDARY (CB) GRANT STREAM

The CB stream has a focus on cross boundary professional development that:

- Addresses common learning needs across the state
- Facilitates increased communication and collaboration across NSW
- Enables a state-wide change in practice

- Facilitates consistent learning across many AHPs within a professional group
- May address specialist or complex learning needs that are only dealt with by a small number of clinicians across the state

## COVID SAFE TRAINING OPTION

Face-to-face training will only be funded if there is an alternative Covid safe option available and described in the application form. All applications in 2022 must include a virtual or Covid safe delivery option.

## ONLINE LEARNING

There are a growing number of online learning options available. The intent of the WPL program is for group learning in the workplace rather than individual training. Virtual classrooms or workshops can be included. Individual registrations for online learning are not eligible within this grant program.

## TRAINING CONSIDERATIONS

Funding for subscriptions for educational teaching software may be considered if applicants are able to identify a local training need and are able to demonstrate how the subscription facilitates workplace learning and benefits the team. There should be a group interactive (face-to-face or virtual) component to the training plan. Applications should also address the sustainability of the learning after grant funding runs out.

Funding will not be considered for journal subscriptions.

Funding for the purchase of educational tools, products or equipment may be considered in consultation with the Allied Health team at HETI.

Training requests that include delivery by a current NSW Health employee, (where state-wide training is not part of their role or award) will be assessed on a case-by-case basis. It is not the intention of the program for NSW Health departments or individuals to be paid to deliver training to other NSW Health departments or colleagues. In this instance, please contact the Allied Health team at HETI to discuss requirements of registered ABN, approved secondary employment and potential conflict of interest that may exist where the presenter is already an employee of NSW Health.

**Please contact the Allied Health team at HETI to discuss any of these training considerations prior to submission.**

## ALLIED HEALTH WORKPLACE LEARNING PROFESSIONAL DEVELOPMENT PROGRAM

### TIMELINE – 2022

EVENT	DATE
Workplace Learning Program applications open for both professional development and cross boundary streams	Friday 15 July 2022
Grant funding applications close for both streams	Thursday 4 August 2022
Eligible applications emailed to each Allied Health Director for local prioritisation.	Friday 19 August 2022
Allied Health Director submission form due to HETI by	Friday 23 September 2022
Cross Boundary submissions reviewed and assessed by HETI Review Committee	September 2022
Notification of submission outcomes for both streams	By Monday 10 October 2022
Intra-health invoice raised by Director of Allied Health or delegate before	Monday 1 November 2022

## ONLINE APPLICATION PROCESS

In 2022 the applications for both programs will be through MyHETIconnect. If you do not already have an account/profile you will be prompted to create one. Once created this profile can be used for any HETI scholarships and grants that are available both this year and in future years.

Some points related to setting up your profile:

- The system will ask for your DOB, this is to allow a password reset if needed in the future.
- You can choose to enter either your home or work address
- You will be asked if you are an Australian Citizen or Permanent Resident (this is a requirement for other HETI grants, so needs to be included, even though it is not a requirement for these grants)
- You will be prompted to create a password
- You will only need to complete this registration once

Once your registration is complete, the system will connect you to a page with all currently open HETI grants and scholarships. You will find both the Cross Boundary and Workplace Learning application forms in this list once the program opens.

The online forms will both prompt you to upload a quote or supporting documentation for your budget. If a quote is not applicable you will need to upload other supporting documentation in this section e.g., email from presenter

**Please note:** Only one application per person per grant program can be submitted in this new process

**TABLE 1: DISTRICT AND NETWORK DIRECTORS OF ALLIED HEALTH**

DISTRICT OR NETWORK	AHD NAME	AHD CONTACT DETAILS
Central Coast	Jenny Martin	jenny.martin@health.nsw.gov.au
Hunter New England	Kim Nguyen	kim.nguyen@health.nsw.gov.au
Illawarra Shoalhaven	Sue Fitzpatrick	sue.fitzpatrick@health.nsw.gov.au
Justice Health, Forensic Mental Health	Julia Bowman	Julia.bowman@health.nsw.gov.au
Far West	Melissa Welsh	melissa.welsh@health.nsw.gov.au
Murrumbidgee	Tegan Reid	tegan.reid@health.nsw.gov.au
Mid North Coast	Jill Wong	MNCLHD-AHIC@health.nsw.gov.au
Nepean Blue Mountains	Karen Arblaster	karen.arblaster@health.nsw.gov.au
Northern NSW	Vicki Rose	vicki.rose@health.nsw.gov.au
Northern Sydney	Julia Capper	julia.capper@health.nsw.gov.au
Sydney	Sarah Whitney	sarah.whitney@health.nsw.gov.au
Sydney Children's Hospital Network	Kathryn Asher	Kathryn.asher@health.nsw.gov.au
South Eastern Sydney	Claire O'Connor	claire.oconnor@health.nsw.gov.au
Southern NSW	Lou Fox	lou.fox@health.nsw.gov.au
South Western Sydney	Sue Colley	sue.colley@health.nsw.gov.au
St Vincent's Health Network	Margaret Lazar	margaret.lazar@svha.org.au
Western Sydney	Jacqueline Dominish	jacqueline.dominish@health.nsw.gov.au
Western NSW	Richard Cheney	richard.cheney@health.nsw.gov.au

**DEFINITIONS**

<b>TERMS</b>	<b>DEFINITION</b>
<b>Allied Health Professional (AHP)</b>	<p>NSW Health categorises the following 23 professions as Allied Health Professionals:</p> <p>Art Therapy, Audiology, Counselling, Dietetics &amp; Nutrition, Diversional Therapy, Exercise Physiology, Genetic Counselling, Music Therapy, Nuclear Medicine Technology, Occupational Therapy, Orthoptics, Orthotics &amp; Prosthetics, Pharmacy, Physiotherapy, Play Therapy, Podiatry, Psychology, Radiation Therapy, Radiography, Sexual Assault Workers, Social Work, Speech Pathology, Welfare Officer</p> <p>Aboriginal Health Workers and Practitioners working in an allied health support role will be included for the purposes of this grant</p>
<b>Allied Health Assistants (AHA)</b>	<p>Allied Health Assistants are employed under the supervision of an Allied Health Professional who is required to assist with therapeutic and program related activities</p>
<b>Key Contact Person</b>	<p>The Key Contact Person is responsible for submitting the application on behalf of the group. Responsibilities also include notification of changes to the WPL activity, invoices and submitting an evaluation on the WPL activity</p>
<b>Allied Health Director (AHD)</b>	<p>The Allied Health Director is the Allied Health Director for the whole district or network and is a member of the Allied Health Director Advisory Network. The AHD is responsible for completing the submission form in consultation with relevant Directors of Pharmacy, Medical Radiation Sciences and Mental Health. See Table 1 for contact details</p>
<b>NSW Health Districts and Networks</b>	<p>NSW Health includes Local Health Districts, Specialty Health Networks, Schedule 3 organisations as per <a href="http://classic.austlii.edu.au/au/legis/nsw/consol_act/hsa1997161/sch3.html">http://classic.austlii.edu.au/au/legis/nsw/consol_act/hsa1997161/sch3.html</a></p>
<b>Workplace</b>	<p>'Workplace' in this program refers to a facility within NSW Health</p>

# WORKPLACE LEARNING PROFESSIONAL DEVELOPMENT (WPLPD) STREAM OPPORTUNITIES

The applications for this Program will be coordinated by the Allied Health Director (AHD) for each LHD or SHN. Each Allied Health Director will be provided with an estimated budget amount based on the FTE of allied health staff in the LHD or SHN, rurality and funding available from HETI.

Districts and Networks would be encouraged to consider within their range of applications where possible:

- Workplace learning activities, inclusive of allied health in Mental Health, Community, Pharmacy and Medical Imaging where appropriate
- Implementation of current research and/or evidence-based practice

## ELIGIBILITY

To be eligible to apply for the Program, the proposed activity will:

- Seek to develop and/or support Workplace Learning (WPL) opportunities which will occur onsite in the workplace (i.e., in LHD/SHN facilities) unless there is a specific justification to be off site
- Focus on improvement or a change to workplace or clinical practice
- Link to current local unmet training needs of teams and workplaces
- Support a group of three or more people, predominantly (at least 75%) AHPs and/or AHAs.
- Demonstrate value for money (e.g., benefitting as many AHPs as possible)
- Be completed by the 30 June 2023
- Include a current up to date quote for the training activity or event in the submission, if WPLPD activity involves an external presenter/facilitator
- Include a description of how the training could occur in a virtual and/or Covid safe way if required.

HETI reserves the right to reject any application on the following grounds:

- A request is made for individual funding. This includes individual enrolment or registration for online courses or conferences
- Applicant is requesting funding for the receipt of any form of supervision, mentoring or coaching (e.g., individual or group)
- Applicant is requesting funding for:
  - products which are intended for direct patient care (e.g., patient equipment / patient treatment/ clinical equipment / clinical consumables / clinical assessments/ clinical programs)
  - Information Technology (IT) hardware and/or audio-visual equipment. Software or licences for learning management platforms e.g., Moodle
  - operational activities including:
    - strategic planning forums
    - implementation of guidelines
    - framework development
  - any staff backfill costs
  - development of education and training packages, courses, or resources

- Undeclared or unaddressed conflicts of interest

Please note, only one application per team will be accepted and applications can only be received from NSW Health employees.

## SELECTION CRITERIA

- Description of proposed WPL activity (including detailed plan and purpose of the activity. Clear information on name of education provider, audience, location, and timeframes. Include a training outline where possible)
- Description of how this activity meets your district or network priorities or local criteria provided by the Allied Health Director for your district or network
- Description of how this workplace learning activity will improve clinical/workplace practices or patient care
- Description of how this workplace learning activity will link to current unmet needs for your team and workplace
- Description of how this workplace learning activity will demonstrate value for money
- Description of what this training might mean for Aboriginal and Torres Strait Islander people
- Evaluation strategy for the proposed WPL activity (including purpose, evaluation focus questions, data sources, methods, and dissemination)
- Description of the budget including specific information on all items requested, quotations are essential

## APPLICATION PROCESS

- Key contact person prepares a workplace learning professional development application
- Key contact person submits their application using the online [MyHETIconnect](#), before Thursday 21 July 2022
- Eligible applications will be emailed to AHD by HETI on Friday 5 August 2022 for prioritising, in consultation with relevant stakeholders (e.g.: Directors of Pharmacy, Medical Imaging, Mental Health, Community Service) based on local priorities
- The AHD completes their submission form from their district or network and emails to HETI Allied Health via the Scholarships email by 20 September 2022

## FUNDING

Each WPLPD activity application will not have an individual grant limit, however the LHD/SHN will have a submission budget limit. This submission budget limit will be determined by the FTE of allied health staff and available funding. The aim of this limit is to increase the equity of access across the state. Funds can be used to pay for the WPLPD opportunity (e.g., speakers, venue) or support the opportunity (e.g. travel and accommodation). Rural LHDs or metropolitan LHDs with rural staff will have a proportionally larger submission budget limit to assist in meeting any further costs associated with location such as travel to the workplace for an educator.

Submission of request does not guarantee funding. The overall funding available for the 2022 HETI Allied Health Workplace Learning Professional Development Program is finite, and therefore allocation of funds will be determined by local priorities that meet the eligibility criteria. For any educational event requiring the external facilitation of a trainer or educator, a quote must be attached to the application form.

**Grants are awarded at the absolute discretion of HETI.  
The decision is final and there will be no appeal mechanism.**

## SUBMISSION CHANGE

If circumstances change and the training is not able to be delivered, the contact person must advise HETI. The funds allocated to this application may be reallocated if appropriate and after consultation with the HETI Allied Health team, Professional Practice and Interprofessional Collaboration Portfolio.

## EVALUATION REPORTING

There is a requirement that the key contact person for each activity completes an evaluation report for HETI upon the completion of the WPLPD activity and submits to HETI by 30 July 2023.

Evaluation reports will be used as part of the evaluation of the effectiveness of the WPLPD program itself and the effectiveness of the training conducted using the HETI funds. A summary report will be sent to the Allied Health Director from each district and network, outlining the outcomes of the funded training for their district or network.

# CROSS BOUNDARY (CB) GRANT STREAM OPPORTUNITIES

The Cross Boundary Grant Program was established in response to a need identified through the Workplace Learning Grant Program for professional development for groups of allied health from more than one district or network.

Eligible groups of allied health professionals and/or assistants can apply for one-off grants of up to \$4000 to support access to group learning opportunities which will enhance their ability to perform in their current role. Aboriginal Health Workers and Practitioners working in an allied health support role will be included for the purposes of this grant.

Additional funding is available for groups that include AHPs and AHAs from rural and remote areas. To qualify for the additional funding, there must be a minimum of 50% rural participants attending the educational event. Eligible groups may request up to \$500 extra in addition to the maximum available grant of \$4000. This aims to assist in meeting any further costs associated with location, such as travel for the presenter or the participants.

Some examples of cross boundary opportunities/activities this grant can be used for are detailed below:

- Training workshops relevant to state-wide groups, both discipline specific and multidisciplinary interest groups
- Training that could impact many departments to facilitate a state-wide change in practice
- Training workshops relevant to groups of AHP with an existing working relationship from more than one district/network that have a common training need because of this working relationship

## ELIGIBILITY

To be eligible to apply for the Program, applications must meet ALL the following criteria:

- The group requesting the funding is predominantly (at least 75%) Allied Health Professionals (AHP) and/or Allied Health Assistants (AHA) with representation from more than one district/network
- All people in the group are currently employed by NSW Health. Consideration may be given where an established working relationship between NSW Health and non-NSW Health group members exists.
- The group is comprised of three (3) or more people. Each group must have a Key Contact Person.
- The proposed CB activity for which the funding is sought will be completed by 30 June 2023.
- If the CB activity involves an external presenter/facilitator, a current up to date quote for the training activity or event must be attached in the application.
- Includes a description of how the training could occur in a Covid safe way if required.
- The application is supported by the Director of Allied Health from the contact persons district or network.

HETI reserves the right to reject any application on the following grounds:

- A request is made for individual funding. This includes individual enrolment or registration for online courses of conferences
- Any request for the hosting or funding of external courses, conferences, post-graduate/tertiary qualifications, or courses that require a formal assessment and result in a qualification or certification (e.g., ClinCAT, LSVT, Montreal MOCA).
- Applicant is requesting funding for:
  - the receipt of any form of supervision, mentoring or coaching (e.g., individual or group)
  - professional development for the primary purpose of meeting registration requirements (e.g., Psychology supervision training)
  - products which are intended for direct patient care (e.g., patient equipment /patient treatment/ clinical equipment / clinical consumables / clinical assessments/clinical programs)
  - Information Technology (IT) hardware or audio-visual equipment. Software or licences for learning management platforms e.g., Moodle
  - operational activities including:
    - strategic planning forums
    - implementation of guidelines
    - framework development
  - staff backfill for time to prepare educational materials and/or develop training programs for other staff.
  - any staff backfill costs
  - Development of education and training packages, courses, or resources
- Undeclared or unaddressed conflicts of interest

Please note, only one application or activity per group will be accepted and applications can only be received from NSW Health employees. This includes only one application per network or advisory group.



## SELECTION CRITERIA

Each eligible application will be assessed on merit, quality, and impact on clinical care by the Application Review Committee against the following selection criteria:

- Description of proposed CB activity (including detailed plan and purpose of the activity. Clear information on name of education provider, audience, location, and timeframes. Include a training outline where possible)
- Description of existing working relationship between the group members. Include frequency of working together and reason for connection.
- Justification based on evidence of why proposed cross boundary activity is important for the cross boundary group and the positive improvement to workplace/clinical practices or patient care outcomes (including; reference to EBP, literature, data and/or links to NSW Health documents). Consider how the training would change current practice
- Learning objectives of the proposed cross boundary activity. This should be specific and measurable and where appropriate linked to the evaluation (for example - “Participants will have the skills to identify, discuss and develop continence strategies for children who have developmental delays who have not achieved bowel and or urinary continence in first line treatment”)
- Description of what this training might mean for Aboriginal and Torres Strait Islander people
- Evaluation strategy for the proposed cross boundary activity (including purpose, evaluation focus questions, data sources and methods). Medium and long term evaluation plans (example evaluation survey or focus questions and/or sustainability considerations) will support strength of applications compared to immediate plans only
- Description of the budget including a statement regarding value for money, specific information on all items requested, quotations are essential

## APPLICATION PROCESS

- Key contact person prepares a cross boundary application
- Key contact person gains written endorsement via email from their local district or network Allied Health Director (AHD)
- The key contact person then submits both the application form and the AHD endorsement using the online [MyHETIconnect](#), before Thursday 21 July 2022
- The contact person will receive an email from HETI, acknowledging the submission

## FUNDING

The total amount funded, up to a maximum of \$4000 (inclusive of GST) per application, will depend on available funding. Funds can be used to pay for the CB opportunity (e.g., speakers) or support the opportunity (e.g. catering, travel and accommodation). Additional funding is available for groups that include AHPs and AHAs from rural and remote areas. To qualify for the additional funding, there must be a minimum of 50% rural participants attending the educational event who would benefit from the additional funding. Eligible groups may request up to \$500 extra in addition to the maximum available grant of \$4000. This aims to assist in meeting any further costs associated with location, such as travel for the presenter or the participants.

Submission of application does not guarantee funding. The overall funding available for the 2022 HETI Allied Health Cross Boundary Grant Program is finite, and therefore allocation of funds will be determined

on merit against the selection criteria. For any educational event requiring the external facilitation of a trainer or educator, a quote must be attached to the application form.

If grant funding does not cover the entirety of the proposed CB activity, additional funds will need to be sourced by the applicant, independent from HETI. In this event it is necessary for the applicant to indicate how the gap in funding will be addressed. If the funding gap is not addressed, the application will not be considered for funding.

Only one application per group will be accepted. This includes only one application per network or advisory group or subgroup. Additionally, groups cannot submit multiple applications for the same CB activity from sub-groups of the one team as a strategy to increase potential funding. The composition of the group must be clearly outlined in the application form. Multiple applications from the one Key Contact Person will not be accepted.

Priority may be given to groups who have not been previously received funding for a Cross Boundary grant.

**Grants are awarded at the absolute discretion of HETI.  
The decision is final and there will be no appeal mechanism.**

## DELAYS OR TERMINATION

If the activity is delayed or postponed to a date after 30th June 2022, the Key Contact Person must advise the HETI Allied Health Unit, Professional Practice and Interprofessional Collaboration Portfolio of the updated details within seven days. HETI will determine whether changes to the grant are required. If circumstances change and the activity is cancelled, the applicant must advise HETI immediately. Any funding provided must be reimbursed back to HETI if the proposed workplace learning activities will not take place.

A grant may be suspended or terminated at any time during its currency, either at the recipient's request or, if in the opinion of HETI, the recipient fails to meet the terms of the grant funding. If the grant is terminated or suspended, all grant funds must be returned to HETI within four weeks of the suspension or termination.

## EVALUATION REPORTING

Groups are required to outline an evaluation plan for the CB activity being undertaken within their application. For successful applications, there is a requirement that the Key contact person completes an evaluation report for HETI upon the completion of the CB activities and submits to HETI by 30 July 2022.

Evaluation reports may be used as part of the overall evaluation of the effectiveness of the CB Program and/or the effectiveness of the training conducted using the HETI funds.

### Who can I contact for more information?

Find more information on the HETI website <https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants>

If you have any questions, feel free to contact the HETI allied health team: Email: [HETI-Scholarships@health.nsw.gov.au](mailto:HETI-Scholarships@health.nsw.gov.au)

**Sue Steele-Smith**  
Senior Program Officer  
M: 0437 899 409

**Maria Berarducci**  
Acting Director Rural, Remote and Allied Health  
M: 0472 867 998