

# SENIOR EXECUTIVE FORUM REPORT



*Allied Health Education and Training Governance Guidelines provides greater interactivity and accessibility to presenting education and training governance information.*

## THE ALLIED HEALTH EDUCATION AND TRAINING GOVERNANCE GUIDELINES

HETI is pleased to announce the launch of the Allied Health Education and Training Governance Guidelines - now an interactive web-based resource!

This e-approach provides greater interactivity and accessibility to presenting education and training governance information. The new guidelines are the result of an evaluation of the previously published HETI Governance Guide and involved ongoing collaboration and partnership with the NSW Health Allied Health Directors and the Allied Health Professional Educator Network.

The Allied Health Education and Training Governance Guidelines consist of five key elements that outline the processes and structures that embed needs-based allied health education and training to ensure this can and does happen in an accessible manner. These guidelines include an online self-assessment tool that generates an action plan. These can be completed by individuals, managers or executive.

These guidelines are available on the HETI website <https://www.heti.nsw.gov.au/allied-health-education-and-training-guidelines>

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## MY PROFESSIONAL DEVELOPMENT - A COMPASS FOR ALLIED HEALTH

*My Professional Development - A Compass for Allied Health* is an innovative new resource for allied health professionals now available on My Health Learning (MHL). The resource is a Compass Tool, designed, built and technically structured by HETI to support evidence-based learning clusters to be assembled and accessed in My Health Learning.

There are two part to the process:

1. identification, mapping and collating appropriate clusters of modules in *My Health Learning* by groups of education experts in HETI for specific functions/learning; and
2. The Digital Solutions team in HETI designing, customising, and building a Compass Tool to connect and enable the modules to be visible as single learning clusters or multiple sets of learning clusters for access by NSW Health staff.

*My Professional Development - A Compass for Allied Health* has been developed to assist allied health professionals to link professional development options to their current and future



career and/or workforce needs by providing easy navigation and access to clusters of learning. The learning clusters are aligned with six career streams. The Compass allows allied health to select from the streams: Leadership and Management, Clinical Practice, Strategy, Research, Education and Safety and Quality. Each stream has clusters of learning comprised of MHL modules to select from, which will take clinicians directly to the course within MHL.

The Compass facilitates a coordinated approach to professional development that will grow capability, inform career development and ensure healthcare needs of the community are met. This resource is available on **My Health Learning Course Code 392571085**.

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## RURAL RESEARCH CAPACITY BUILDING PROGRAM

The Health Education and Training Institute (HETI) Rural Research Capacity Building Program (RRCBP) welcomed 16 new researchers into their first training workshop in February. The training covered research methodology and was designed to assist in the design of the researcher's own workplace-based research project.

The workshop drew on expertise of research leaders from Northern NSW, Mid North Coast, Hunter New England, Western NSW and Murrumbidgee Local Health Districts. These experts, along with HETI's own research and evaluation specialists and rurally-based health

research academics worked intensively to guide research questions and topic development.

Feedback from 2022 RRCBP workshop participants included:

*"Research speed dating - wow - loved it! I thought it was great to hear from different people and get their take on our topics."*

A program mentor commented:

*"What an incredible array of projects for this motivated group of novice researchers. I would love to hear how the candidates get on with their projects at the end of the program."*

Examples of the diverse range and scope of projects being conducted by novice rural health service-based researchers in this year's program include:

- Integrating Emotional Intelligence into De-escalation Training: Alison Taylor, Clinical Nurse Educator, Mid North Coast Local Health District
- Recognising existential distress in palliative patients, its incidence and how it affects medication prescribing: Felicity Bates, Senior Pharmacist, Mid North Coast Local Health District
- Suicide risk assessment education for mental health clinicians - the learner experience: Kylie Atkinson, Allied Health Educator, Hunter New England Mental Health Services.
- Improving multidisciplinary outreach care for rural, regional and remote trauma patients: Stacey Casley, Trauma Clinical Nurse Consultant/Nurse Practitioner, Murrumbidgee Local Health District
- Over the coming months, the RRCBP will deliver two more workshops that will focus on research ethics, data collection and data analysis.

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## UPCOMING CONNECTIONS FORUM: TOGETHER WE ARE STRONGER



The Connections Forum is the largest yearly event held by the Training Support Unit and is planned for **Wednesday, May 18, 2022 at 9.30am – 2.30pm**, registrations are available [here](#).

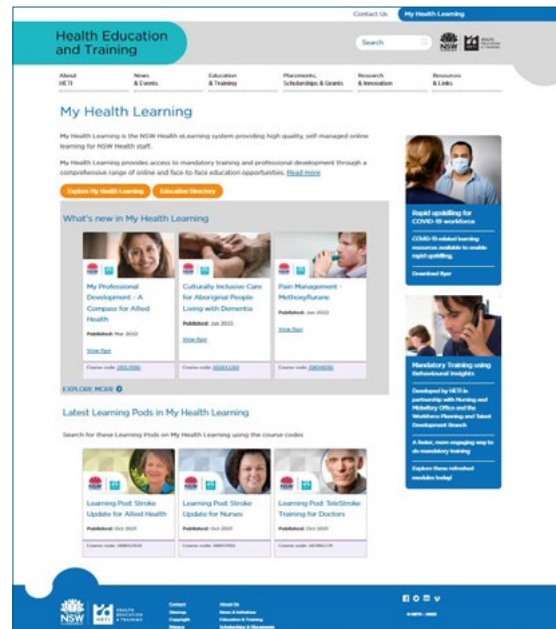
The 2022 Connections Forum, supporting the cultural determinants of health for Aboriginal parents, infants, children and families: **'Together we are Stronger'** explores how connections to culture and Country can be a strength for families and communities. By understanding and applying the cultural determinants of health, service providers can overcome barriers, improve engagement, demonstrate respect, and support both individual and community empowerment and self-determination. By supporting Aboriginal holistic health and wellbeing practices there are stronger and more positive outcomes for Aboriginal people and communities.

The event is **calling for abstracts for oral and ePoster presentations** that can contribute to the forum that demonstrate a strength-based approach in Aboriginal maternal, infant, child, family health and wellbeing.

**For information on abstract submissions** please contact Suzanne Kelpsa on 0467 965 600 or [Suzanne.Kelpsa@health.nsw.gov.au](mailto:Suzanne.Kelpsa@health.nsw.gov.au)

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## UPDATED MY HEALTH LEARNING PAGE ON HETI WEBSITE



The My Health Learning page on the HETI website has recently been updated to include an 'at-a-glance' snapshot of the latest resources available on My Health Learning. Flyers for each module can also be accessed directly from the website allowing for wider distribution.

A 'library' view with quick search functionality and deep links direct to individual modules or learning paths on My Health Learning allows for an enhanced user experience.

**<https://www.heti.nsw.gov.au/education-and-training/my-health-learning>**

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## PILOTING THE NEW FINANCIAL MANAGEMENT ESSENTIALS SERIES

Since 2013 the flagship Finance Management Essentials (FME) program has equipped over 3,000 staff with skills to manage NSW Health resources effectively.

In response to the COVID-19 transition to virtual delivery, along with ongoing requests from NSW

Health organisations for up-to-date staff training in financial literacy, a refresh of the FME was undertaken by HETI.

The redesign is evidence-based and informed by an advisory group consisting of finance representatives from multiple Local Health Districts, ensuring currency and relevance to meet growing workforce demand.

The updated Financial Management Essentials Series (FMES) improves financial resource management awareness, capability, and sustainability within NSW Health via three interactive virtual modules targeting different levels of experience. It is recommended for those staff who have not previously completed the original FME.

Modules 1 (Foundational) and 2 (Intermediate) of this interactive virtual finance program are being piloted. This initial run has been popular with almost 250 enrolments already.

Module 3 is a self-directed learning module, currently being finalised, with a launch due in August 2022. Participants identify innovations to improve service delivery and develop a comprehensive *Efficiency Improvement Plan* (EIP). Implementation of the EIP within their service is supported by the NSW Ministry of Health Project Management Office (PMO). This is a new partnership approach to support Health organisations in the growth of efficiency ideas and shared responsibility for resource management in NSW Health.

Staff can enrol via: **Financial Management Essentials Series**

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## FEDP STRATEGIC CHALLENGE PROJECT SHOWCASE

The 22 participants of Cohort Two of the NSW Health Finance Executive Development Program, delivered by HETI, undertook five group Strategic Challenges and presented their recommendations in a virtual showcase event on 11 March.

Five groups were each presented with a high-level question about a 'wicked,' complex problem having financial implications and currently facing the health sector. Each group's initial task was to scope the problem, followed by investigating and recommending potential solutions. Two

caveats were set: there is no additional funding, so whatever is needed must be 'borrowed' or offset elsewhere; and any solutions must be scalable across the state or rural areas if relevant. Each project group has been sponsored by a senior executive for whom the wicked problem is a real-life issue.

### Strategic Challenges

**Strategic Challenge 1.** How can local health districts fund environmental sustainability to adopt approaches that improve service delivery and sustainable practices?

**Strategic Challenge 2.** How can NSW Health prepare people, process, and systems for the transition to a post-pandemic period, including leveraging the opportunities for new ways of working learnt from the pandemic and scaling them for the system?

**Strategic Challenge 3.** What finance reforms will be required to transition the surgery waitlist to a new business-as-usual post pandemic period and, in doing so, effectively manage legacy costs incurred through the pandemic response?

**Strategic Challenge 4.** How can NSW Health optimise clinical performance in the rural hospital system by implementing the most efficient yet patient-centred models of care?

**Strategic Challenge 5.** How can NSW Health leverage relationships with stakeholders both internal and external to optimise the pipeline for surgery in regional health centres that meets community expectations and is both effective and efficient?

Participants presented their findings and recommendations to program sponsors Adjunct Professors Annette Solman - HETI's Chief Executive, and Alfa D'Amato - A/Chief Financial Officer & Deputy Secretary, Finance Services & Asset Management, Nigel Lyons, A/Secretary NSW Health, project sponsors, several Chief Executives, participants' line managers and Cohort One graduates.

Cohort Two will graduate from the program in October 2022. The cohort includes 22 finance leaders, current and emerging, from 10 local health districts, 6 state-wide organisations and pillars, Sydney Children's Hospitals Network, and the Ministry of Health. Participants are currently arranging or completing their work placements in organisations across NSW Health and externally.

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## THE MEDICAL INTERN RECRUITMENT APPLICATION (MIRA)

The Medical Intern Recruitment Application (MIRA) is a new module that has been built into ROB to support the allocation of medical graduates to intern positions in Health Entities across NSW Health. This module went live on Monday 28th February. The HETI Allocations team will use MIRA to support the allocation of medical graduates for intern positions commencing for the 2023 clinical year. Medical graduates will now apply using the Medical Intern Tile in ROB. Additional communication regarding MIRA has been sent to coordinators and MIRA Network coordinators about their responsibilities in the new system.

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## MEDICAL GRADUATE RECRUITMENT FOR THE 2022 CLINICAL YEAR



HETI has managed 1658 intern applications from medical graduates for the 2022 clinical year and has now placed 1048 medical graduates who commenced their internship in NSW on 24 January 2022.

For the 2022 clinical year there has been an increase in intern positions with a total of 1074 positions now available within LHDs across the State.

As in previous years, HETI continues to offer support to Directors of Prevocational Education and assist the interns. HETI supports and hosts the Junior Medical Officer (JMO) Forum four times per year.

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## 2022 ALLIED HEALTH BOARD APPROVED PSYCHOLOGY SUPERVISOR TRAINING EOI PROGRAM IS NOW OPEN!

Applications for the 2022 Allied Health Board Approved Psychology Supervisor Training EOI Program are now open. This Program offers NSW Health Psychologists an opportunity to apply for sponsorship to complete Board-approved Psychology Supervision Training through an Expression of Interest (EOI) process.

Psychologists who supervise psychology students, interns and registrars are required to be an approved supervisor by the Psychology Board of Australia by completing mandated training.

### PSYCHOLOGY SUPERVISION TRAINING STREAMS

The Board Approved Psychology Supervisor Training Program has two streams:

- Online Psychology Board of Australia Approved Full-training (for prospective supervisors to attain board-approved supervisor training status):
  - Part 1 – online knowledge assessment (pre-requisite for part 2, takes 8-10 hours)
  - Part 2 – virtual skills training two-day workshop to be held:
    - Part 2 Workshop 1: Tuesday 31 May and Wednesday 1 June (9am to 4.30pm) OR
    - Part 2 Workshop 2 Thursday 23 June and Friday 24 June (9am to 4.30pm)
  - Part 3 – competency-based assessment and evaluation (up to 6 months for completion from the time that the two-day workshop was completed)
- Online Psychology Board of Australia Approved Master Class (to maintain board-approved supervisor training status for a five year period):
  - Master class 1: 6 June (9am-5pm) – Review of Supervision Basics
  - Master class 2: 30 June (9am-5pm) – Review of Supervision Basics

Limited places are available. The EOI closes: **COB Friday April 29, 2022.**

Further information on supervision frequently asked questions can be found at: <https://www.psychologyboard.gov.au/Standards-and-Guidelines/FAQ/Supervision-FAQ.aspx>

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## ABORIGINAL ALLIED HEALTH NETWORK FORUM 11 MAY 2022

The Aboriginal Allied Health Network (AAHN) Forum will be held virtually on Wednesday 11 May 2022. The AAHN is a partnership initiative with Ministry of Health, HETI and Indigenous Allied Health Australia (IAHA) to support the education, cultural and career development needs of NSW Health Aboriginal allied health professionals, assistants, technicians and cadets; mental health trainees and clinicians.

### The 2022 forums are scheduled for:

- 11 May 2022
- 19 October 2022

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## ALLIED HEALTH PROFESSIONAL EDUCATOR NETWORK (AHPEN) FORUM 1 JUNE 2022

The Allied Health Professional Educator Network will be held virtually on Wednesday 1 June 2022. The forum provides an opportunity for allied health educators to network, exchange information and participate in professional development. HETI Allied Health has partnered with our Education Strategy, Research and Evaluation team to deliver a second workshop with Dr Megan Anderson on Project Evaluation, Data Collection, Analysis and Reporting. 'Virtual' in design, the forum will connect health professional educators with knowledge, experiences and ideas that will enhance practice, regardless of geographical location.

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## MEDICAL INTERN RECRUITMENT FOR 2023 CLINICAL YEAR

Local Health Districts have requested that HETI fill 1100 medical intern positions for the 2023 clinical year. The increase of 26 positions for next year includes 11 additional positions in rural facilities.

Applicant information is now available on the HETI website – go to [www.heti.nsw.gov.au/education-and-training/courses-and-programs/medical-graduate-recruitment](http://www.heti.nsw.gov.au/education-and-training/courses-and-programs/medical-graduate-recruitment).



















Applications will open in ROB on Monday 9 May 2022 and close on Thursday 9 June 2022.

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## MY HEALTH LEARNING

New and revised resources:



Title	Course code
 Contrast Media: Administration (Refresh)	172277411
 Healthy Weight Gain in Pregnancy (Refresh)	91866447
 Perform better at interview (Refresh)	276239166
 MERIT program (Refresh)	129844048
 Health program evaluation in practice (Refresh)	257702404
 Polypharmacy in Older Inpatients (Refresh)	185346268
 Managing Grievance Early (Refresh)	169948822
 Antenatal Pertussis Vaccination Program (Refresh)	265296590
 Patient Controlled Analgesia (PCA) for Adults (Refresh)	40063903
 My Professional Development: A Compass for Allied Health	392571085
 Engaging with change (Refresh)	228434355
 Qstream Tutorials (Refresh)	218605488
 Learn about teach-back	409377612
 SWIS-H Screening Essentials (Refresh)	166805723
 Be My Brother (Refresh)	117928307
 The Interviewer (Refresh)	117938423
 Privacy Module 2 - Handling Personal Information and Personal Health Information (Refresh)	40028020
 Dysphagia: principles of care (Refresh)	244154720
 1 Reserve Road (1RR) Onboarding - Emergency Procedures	409280625
 1 Reserve Road (1RR) Onboarding - Working Together	409280695
 Building a Safe Workplace Culture (Refresh)	120032854

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