



HETI SENIOR EXECUTIVE FORUM REPORT SEPTEMBER 2023



LEADING THE STANDARDISATION OF NSW HEALTH EMERGENCY NURSING EDUCATION

Emergency Nurses are at the frontline of patient care, providing assessment and treatment to patients with a wide range of diverse and complex presentations in fast-paced and unpredictable environments. Emergency nurses use highly developed theoretical knowledge and clinical skills in applying critical thinking and clinical judgement to provide comprehensive and safe care.

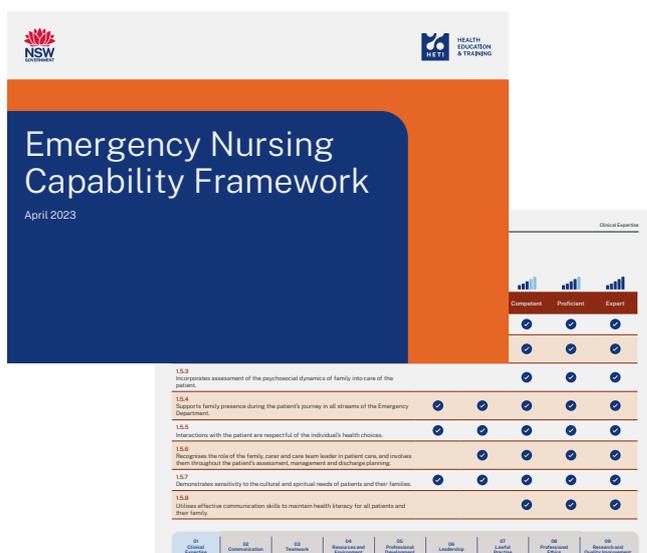
The Health Education and Training Institute (HETI) has partnered with the Agency for Clinical Innovation (ACI), Local Health Districts (LHD) and Specialty Health Networks (SHN) to reform and standardise the provision and quality of emergency nursing education and training across NSW Health.

The project has taken an inclusive approach acknowledging the expertise and existing education programs in the system. Through group consensus methods HETI has led the development of a nursing capability framework, a standardised education pathway, a nursing capability framework, and education and training resources for NSW Health.

THE NSW HEALTH EMERGENCY NURSING CAPABILITY FRAMEWORK (THE FRAMEWORK)

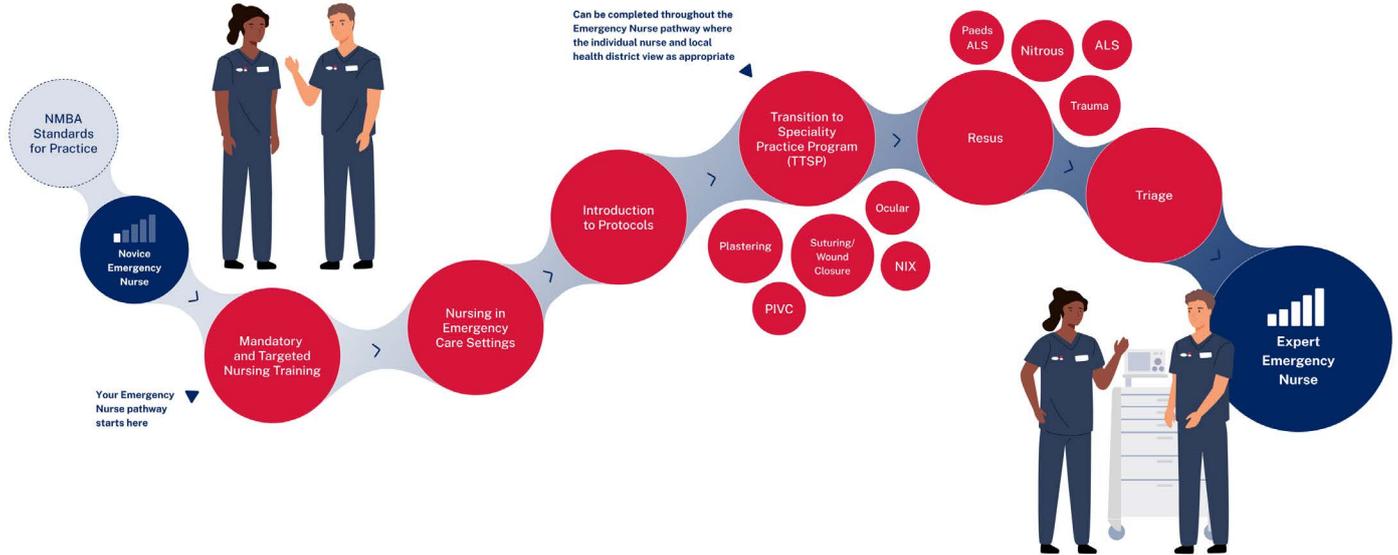
The Framework has been developed to support the professional development of nurses in the specialty field of emergency healthcare.

Developed with expert emergency nurse representatives across NSW Health LHDs/SHNs, the Framework enables the development of an emergency nursing education pathway, guiding nurses as they develop from novice to expert. The Framework can be used to standardise education and training, enable nurses to work to their full scope of practice and facilitate transferability of specialist skills across NSW Health.



The NSW Health Emergency Nursing Capability Framework





The Emergency Nursing Education Pathway

THE EMERGENCY NURSING EDUCATION PATHWAY

The Pathway is underpinned by the Nursing and Midwifery Board of Australia (NMBA) Standards for Practice. The pathway begins after a nurse has completed their Bachelor of Nursing (or equivalent) degree, and mandatory and targeted nursing training.

The steps in the pathway that follow can be navigated in a flexible fashion to suit an individual nurse’s needs and circumstances. Nurses can progress through the pathway at their own pace.

NSW HEALTH EMERGENCY NURSING EDUCATION RESOURCES

Emergency Care Assessment and Treatment (ECAT) Protocols have been developed by ACI to support nurses to initiate emergency care according to their relevant scope of practice and following the completion of prerequisite education and training. These Protocols represent best practice clinical guidance, based on evidence from existing local guidelines and expert consensus.

HETI has developed education to support the implementation of the Protocols and provide the system with confidence in nurse initiated emergency care.

Nursing in Emergency Care Settings (My Health Learning (MHL) Course Code 493013476) highlights the nuances of caring for undifferentiated patients, and the importance of recognising red flags and human factor influences on clinical practice in the emergency care setting.

The module **Introduction to Emergency Care Assessment and Treatment Protocols** (My Health Learning (MHL) Course Code 493029240) provides an overview of the nurse-initiated care policy and protocols, enabling nurses to safely initiate timely care using the ECAT Protocols.

In the coming 2023/24 period HETI will continue to deliver state-wide educational resources to support emergency nursing with a focus on the rural workforce, including an Emergency Nursing Transition to Speciality Practice program, a Triage training program, Resus package, Suturing and Plastering, and Nurse Initiated X-Ray programs.

Learn more about HETI’s Emergency Nursing Education on the [HETI website](#).

→ Contact: Gail.Forrest@health.nsw.gov.au

QUESTIONING INDIVIDUAL LEADERSHIP – MOVING TO COLLECTIVE LEADERSHIP

How can collective leadership influence NSW Health? How do we invite different perspectives into the decision making and still move through the tension that this may bring? Is there anything that senior leaders can do to enact collective leadership?

These were some of the questions that 220 senior NSW Health staff considered during HETI's recent Leadership Quarter event on 'Questioning Individual Leadership – Moving to Collective Leadership'. Leadership Quarter events seek to connect senior clinical and non-clinical leaders across the state with each other and relevant leadership ideas. This event focused on Collective Leadership, including the idea that 'Everyone takes responsibility for the success of the organisation as a whole and this requires high levels of dialogue, debate and discussion to achieve shared understanding about quality problems and solutions.' (M West et al, The Kings Fund 2014).

Leaders listened to international speaker Ms Myrna Lewis who shared her story, spanning three decades, of supporting large groups to incorporate all the views. Her processes were formed from working alongside complex organisations in South Africa, emerging from the apartheid.

NSW Health Leaders explored the 'why' behind including different perspectives so that minority voices can be heard by the majority and move off 'The Resistance Line' – a place that could covertly or overtly disrupt the direction of the organisation. Myrna then introduced a process called 'The Debate', a means by which participants could hear all the views from both sides of a particular issue. The session ended with leaders sharing how they could enact collective leadership in their contexts. Feedback was positive: *"An effective blend of narrative, theory and then reflective discussion. I enjoyed the debate as a method to explore the topic during discussion. Very engaging speakers. Overall the facilitation, time management/ pace and organisation of the event was excellent. Thank you!"*

View a [recording of the event](#).

Register for upcoming [Leadership Quarter events](#).

→ Contact: HETI-Leadership@health.nsw.gov.au

LIMITED NUMBER OF 100% FUNDED SCHOLARSHIPS FOR A FULL DEGREE APPLIED MENTAL HEALTH COURSE

Scholarship opportunities are available for those with an interest in Adult or Older Persons Mental Health to study Applied Mental Health Studies (AMHS) in the Adult or Older Persons specialisation at HETI Higher Education.

Complete a Graduate Certificate, Graduate Diploma, or Masters level study in the Applied Mental Health Studies course with up to 600 hours of study support.

AMHS units are offered completely online over a five-week teaching period. They are designed with flexibility to meet the needs of the health workforce who are combining study with other commitments. Even with a full degree level students can manage their study load through choice of teaching period and unit.

The next Teaching Period commences Nov 6 (TP6) 2023. Scholarship awards cover the successful applicant for the degree period and students can start this year or next.

View [scholarship eligibility information](#).

→ Contact: support@heti.edu.au

UPSKILLING OUR CLINICAL PSYCHOLOGISTS AND NEUROPSYCHOLOGISTS IN SUPERVISION SKILLS

The HETI Allied Health team offered NSW Health clinical psychologists and neuropsychologists an opportunity to apply for support to undertake training to become a psychology board-approved supervisor in 2023. NSW Health Psychologists are required to undertake mandatory Psychology Board of Australia approved competency-based supervisor training before applying for Board-approved supervisor status and able to supervise psychology students, interns and registrars. Full Supervisor Training is completed by participants who have not previously completed any board approved supervisor training.

The training includes three parts - online knowledge assessment, online two-day workshop involving skills training, competency-based assessment task and evaluation. Following completion of Full Supervisor Training, clinical psychologists or neuropsychologists are required to complete a Master Class within a five-year time period. HETI supported 55 applications for the Full Supervisor Training, including 14 from rural and remote areas.

There were 27 applications supported for the Master Class Training, including 4 from rural and remote areas.

→ Contact: Sue.Aldrich@health.nsw.gov.au

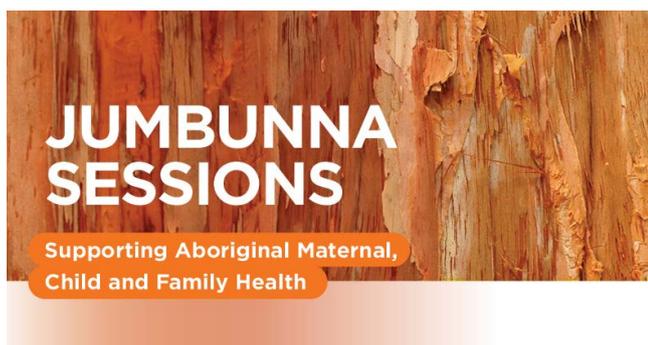
JUMBUNNA WEBINAR: TUCKER YARN UP AND GET YOUR MOB HEALTHY AND MOVING

The 'Tucker Yarn Up and Get Your Mob Healthy and Moving' Webinar was presented on 30 August 2023 and offered a comprehensive discussion on how Aboriginal health workers/practitioners, child and family health nurses, allied health and midwives can support the health and wellbeing of Aboriginal women and families during the antenatal and postnatal periods.

The session included guidance and information from an experienced Aboriginal fitness clinician and senior project officer from NSW Health's Population Health on nutrition and exercises that promote postnatal recovery. Firsthand accounts from Aboriginal mothers provided attendees with highly valued insights. The knowledge shared in the webinar will equip healthcare professionals to empower Aboriginal women and families in making informed choices regarding healthy eating habits and post-birth physical activity.

The recording of the webinar can be found on the [TSU webpage](#).

→ Contact: Therese.Mccarthy@health.nsw.gov.au



SIMULATION FUN-DA-MENTALS: AN INTRODUCTION TO SIMULATION FOR EDUCATORS

The Centre for Rural Simulation partnered with Southern NSW LHD (SNSWLHD) to deliver a series of Simulation FUN-da-mentals programs through June 2023. Simulation FUN-da-mentals is a program designed for clinical educators to learn about Simulation-Based Education (SBE) and how to incorporate simulation into their education programs. Simulation FUN-da-mentals aims to upskill participants in simulation design and development, and the delivery and debriefing of simulation activities.

The series in SNSWLHD was enthusiastically received with 86 educators from nursing and allied health attending the sessions in Moruya, Goulburn, and Bega. Simulation FUN-da-mentals has supported educators of all experience levels and specialities to develop safe and effective simulation activities to help improve patient safety. The educators greatly value the opportunity to build greater connections with their education colleagues and develop their capability as education professionals.

The Centre for Rural Simulation works in partnership with LHDs and SHNs to support simulation-based education throughout rural and remote NSW.

→ Contact: HETI-simulation@health.nsw.gov.au

RURAL INTERPROFESSIONAL EDUCATION

Upcoming Webinar event: Let's keep Yarning about Vaping and Chroming with Youths

The HETI Allied Health team are hosting a webcast on **Wednesday 18 October 2023, 1.00pm - 2.00pm (AEDT)** which aims to enhance the skills and confidence of rural healthcare providers to engage in discussions with youths involved in vaping and chroming.

The presenters, Dr Suzie Hudson Clinical Advisor and Lecturer, Alcohol & Other Drugs, and Carolyn Murray Population Health Director, Tobacco, and E-cigarettes Strategy will offer valuable insights, knowledge and tools on ways to mitigate harm and tackle regular or dependent usage among young people aged 12 to 18 years.

This webinar will offer an enriching learning experience to healthcare professionals and individuals committed to promoting better health outcomes. Registrations opening soon, contact Brenda Holt for more information.

→ Contact: Brenda.Holt@health.nsw.gov.au

UPSKILLING OUR RURAL HEALTHCARE PROVIDERS ABOUT GENETICS

The HETI Allied Health team hosted the webinar “Let’s keep Yarning about Genetics” about reproductive genetic carrier screening on 30 August. The guest speakers were Bethany Wadling Associate Aboriginal Genetic Counsellor (MHGSA) at the Royal Hospital for Women, Sydney, Dr Kath Keenan General Practitioner and Public Health Medical Officer at the (AHMRC) Aboriginal Medical Research Council, and Edwina Middleton Program Lead - Senior Genetic Counsellor at the Centre for Genetics Education.

The experts provided information and highlighted considerations for both pre and post counselling, along with ways to access appropriate support services and available resources. Notably, the Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) now advises that all couples in the process of planning, conception or those in the early stages of pregnancy should be informed about reproductive genetic carrier screening.

The webinar recording will be made available on the HETI website shortly.

→ Contact: Brenda.Holt@health.nsw.gov.au

‘SIMULATION AUSTRALASIA ACHIEVEMENT AWARD’ FOR HETI NURSE PRACTITIONER AND LEAD FOR CENTRE FOR RURAL SIMULATION EDUCATION

Ms Tod Adams, Senior Program Manager, Centre for Rural Simulation at the Health Education and Training Institute (HETI) has been awarded a Simulation Australia Achievement Award for her work both with NSW Health and HETI as well as national representation for rural education.

With a clinical background as a Nurse Practitioner and 40 years of clinical nursing experience, Tod leads programs that improve equity in access to education for health care providers in NSW, as well as building capability of NSW Health staff in the use of simulation-based education. Tod’s exceptional contributions to simulation-based health care education were recognised at the

Australasian Simulation Congress 2023, held 21-24 August in Adelaide. Tod was awarded the ‘Simulation Achievement Award’ in recognition of her dedication to high quality simulation-based education and vision to provide relevant and timely educational services to rural and remote NSW.

Tod is passionate about improving patient safety through access to quality education for all NSW Health staff. Her commitment to providing appropriate learning opportunities for rural communities sees the Sister Alison Bush AO Mobile Simulation Centre (MSC) providing world class education to health professionals across rural and remote NSW. The value of this work is immense.

Outback NSW is safer and better informed on critical health issues because of her commitment to taking simulation-based learning opportunities to the places where it is most needed. Tod’s energy, enthusiasm and passion inspire her colleagues, learners and all who know her.

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LEARNER FOCUS

ONLINE RESOURCES RELEASED AUGUST 2023



MODULE NAME	COURSE CODE	PUBLISHED DATE
Recognising Vicarious Trauma (Refresh)	97624457	1/08/2023
Establish a confident telepresence in a virtual care environment	487522974	4/08/2023
Introducing virtual care in consumer conversations	487521515	4/08/2023
Alcohol and Other Drugs - Monitoring Treatment and Transfer of Care	489277467	24/08/2023
NSW Health Paediatric Resuscitation Chart (Refresh)	288203757	25/08/2023
Introduction to Aggressive Behaviours (Refresh)	144148304	29/08/2023
Assessing Others (Refresh)	84407780	31/08/2023
ICU Transition to Specialty Practice Program Facilitator Manual (Refresh)	451930404	31/08/2023
Easy guide to writing (Refresh)	40165467	31/08/2023
Managing Death and Death Certification (Refresh)	42346789	31/08/2023
ICU Module 7 - Caring for Patients Experiencing Renal disorders	443935524	31/08/2023

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myhealthlearning.health.nsw.gov.au

TO BE THE FIRST-CHOICE PARTNER
FOR EDUCATION AND TRAINING IN
NSW HEALTH