

HETI SENIOR EXECUTIVE FORUM REPORT

FEBRUARY 2025



Supporting the development of skills and capabilities for paediatric nurses working in acute care settings across NSW Health, a new Framework has been published.

INTRODUCING THE NSW HEALTH PAEDIATRIC NURSING EDUCATION AND TRAINING FRAMEWORK

HETI has partnered with the Nursing and Midwifery Office, NSW Ministry of Health, and paediatric nursing representatives from NSW Health Local Health Districts and Specialty Health Networks to develop the [NSW Health Paediatric Nursing Education and Training Framework](#)

The need for a standardised, evidence-based approach to paediatric nursing education and training was highlighted in the Review of Health Services for Children, Young People and Families within the NSW Health System (Henry, 2020). The Framework addresses this need by supporting the development of skills and capabilities for paediatric nurses working in acute care settings across NSW Health. It also aligns with key priorities of the NSW Health Future Health Strategic Framework, and the NSW Health Workforce Plan, strengthening workforce capability across all levels of paediatric acute hospital services.

The Framework provides a structured approach to developing new and aligning existing evidence-based education and training. It aims to enhance clinical judgement and decision-making skills among paediatric nurses while reinforcing child and family-centred care.

→ **Contact:** Amanda.Hooton@health.nsw.gov.au

THE HETI MENTAL HEALTH PROJECTS TEAM LAUNCHES THE ZSIC EDUCATORS NETWORK

To support the state-wide implementation of Zero Suicides in Care (ZSiC) workshops, the HETI Mental Health Projects team has recently launched the ZSiC Educators Network; a teams/sharepoint site to connect educators across the state with expert content advice, resources and implementation support as well as stakeholder connections.

As part of this, HETI's Mental Health Projects team will be launching monthly Facilitator Support Sessions from March 2025. These sessions will be a chance for facilitators and educators to access HETI's Mental Health Educators to problem-solve, collaborate and develop localised learning solutions. All educators or stakeholders interested in joining the network are invited to do so here: [Microsoft Forms](#)

→ **Contact:** HETI-mentalhealth@health.nsw.gov.au

DIPLOMA OF NURSING RURAL TRAVEL SUPPORT INCENTIVE

OPENS 3 FEBRUARY 2025 - CLOSES 4 APRIL 2025

The Travel Support Incentive aims to increase opportunities for individuals to undertake a Diploma in Nursing by supporting the cost of travel to a recognised Registered Training Organisation (RTO) that is 100km or greater from their residential address.

The applicant can apply for a travel incentive of \$5,000 and use the funds for associated travel and accommodation costs related to their Diploma of Nursing studies.

<https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants/diploma-of-nursing-rural-travel-scholarship-incentive>

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

NEW GRADUATE NURSING AND MIDWIFERY RURAL SUPPORT INCENTIVE

OPENS 3 FEBRUARY 2025 - CLOSES 4 APRIL 2025

The New Graduate Nursing and Midwifery Rural Support Incentive is available to new graduate nurses and midwives relocating to take up employment in identified rural or remote Local Health District (LHD) locations. Applicants can apply for a support incentive of \$1,000 and use the funds to support their relocation.

<https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants/new-graduate-nursing-and-midwifery-rural-support-incentive>

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

GETTING STARTED IN MEDICINE SCHOLARSHIP FOR FIRST YEAR STUDENTS

OPENS 10 FEBRUARY 2025 - CLOSES 4 APRIL 2025

The Getting Started in Medicine Scholarship Program is open to medical students undertaking their first year of medicine at a NSW university medical school. Eligible applicants are encouraged to apply for a \$1500 scholarship to assist with relocation and support study commencement costs.

<https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants/getting-started-in-medicine-scholarship-for-first-year-students>

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

2025 RURAL ALLIED HEALTH ASSISTANT SCHOLARSHIP

OPENS 17 FEBRUARY 2025 - CLOSES 11 APRIL 2025

The Rural Allied Health Assistant Scholarship can assist NSW Health employees working in rural settings to upskill or retrain and/or new entrant individuals interested in gaining employment with NSW Health. The applicant can apply for a \$3,000 scholarship to complete the Allied Health Assistant or Pharmacy Assistant qualification, which can be used for associated training fees, technology, travel, accommodation, or childcare expenses.

<https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants/rural-allied-health-assistant-scholarship>

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

SUPPORTING ENTRY INTO UNIVERSITY MEDICINE OR DENTISTRY PROGRAM SCHOLARSHIP (UCAT)

OPENS 18 FEBRUARY 2025 - CLOSES 18 APRIL 2025

The Supporting Entry into University Medicine or Dentistry Program Scholarship aims to support entry-level students that intend to work in rural communities in the future. The Scholarship provides financial support (\$1200) to cover registration for a 2025 UCAT exam and assist with associated expenses such as travel to the exam and preparation for the exam (e.g., purchasing preparation materials).

<https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants/supporting-entry-into-university-medicine-program-scholarship-ucat>

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

CONNECTIONS WORKSHOP – YAMAYAMARRA ACCIDENTAL COUNSELLOR



The Connections Workshop for Aboriginal Maternal Infant Health Service (AMIHS) and Building Strong Foundations (BSF) is a partnership between the Training Support Unit (TSU) and Lifeline Central West. Lifeline Central West is a Non-Government Organisation providing assistance through counselling, support and education throughout the Central West of NSW. The Yamayamarra Aboriginal Accidental Counsellor is an interactive session designed to upskill staff who support Aboriginal people experiencing difficult situations or a crisis by understanding more about their culture and beliefs. Participants will learn:

- How to identify someone in distress
- How to respond to First Nations peoples in crisis through using effective communication skills
- How to ask directly around suicide
- Importance of self-care

The course has been popular with AMIHS and BSF teams with an overwhelming enrolment response to register for this workshop. As a result, there are plans to run a second workshop to accommodate registrations.

→ Contact: Jaime.carpenter@health.nsw.gov.au

FINANCE, PROCUREMENT AND ASSET MANAGEMENT ACADEMY (FPAM ACADEMY) IS NOW AVAILABLE TO ALL STAFF

The [Finance, Procurement and Asset Management Academy](https://www.health.nsw.gov.au/FPAM) (FPAM Academy) is available to all staff to support professional development within these work streams. The dedicated website provides detail about the vision and operation of the Academy, including Narrative of Success detailing various stories of staff who have progressed in their chosen career(s).

The Steering Committee for the Academy will work closely with Local Health Districts to consult on their areas of need and interest for content in the Academy. It was noted that in a time of change the Academy offers a way to keep us all together. We seek your support for staff who may be interested in providing ideas and areas of interest to the Academy educators.

Please contact Peter McDermott at peter.mcdermott@health.nsw.gov.au if you have any ideas for the Academy, or interested people who want to share their experience in Finance, Procurement or Asset Management.

→ Contact: peter.mcdermott@health.nsw.gov.au

PEOPLE MANAGEMENT SKILLS PROGRAM (PMSP) - MAKING SIGNIFICANT IMPROVEMENTS TO MANAGEMENT PRACTICES OF PARTICIPANTS

The Health Education and Training Institute (HETI) has made significant strides in enhancing leadership within NSW Health through its People Management Skills Program (PMSP). This comprehensive program equips managers with essential capabilities including planning and conducting curious conversations, strengthening communication for effective collaboration, fostering resilience through a wellbeing lens, leading with empathy to build trust and enhance team culture, and developing strategies for successful change management.

Since its inception, the PMSP has seen substantial engagement from NSW Health staff responsible for people management. The program takes an integrated approach to supporting teams and effectively navigating workplace challenges. Participants have reported significant improvements in their management practices leading to more cohesive and motivated teams. Over 6,400 participants have completed the program to date, with consistently positive feedback highlighting the program's structured approach with modules including 'The Humanistic Manager', and 'Change Management'.

The benefits of the PMSP to the NSW Health system are multifaceted and far reaching. By enhancing managerial competencies the program contributes to creating psychologically safe, healthy working environments, ultimately improving staff experience and patient outcomes. Investing in professional development not only strengthens employee engagement and retention but also ensures that managers are well-prepared, supported, and capable in their roles.

HETI's People Management Skills Program remains a cornerstone in developing leadership and management capabilities across NSW Health. Aligned with the NSW Health Future Health Strategy (2022-2032), the NSW Health Staff Experience and Culture Framework (2024), and the NSW Health Leadership and Management Framework, the program continues to drive employee satisfaction, high-performing teams, and improved patient care.

→ **Contact:** HETI-Develops-Talent@health.nsw.gov.au

MY HEALTH LEARNING



NEW AND REVISED RESOURCES:

TITLE	COURSE CODE
Between the Flags - Tier 1: Introduction to Between the Flags (Rebuild)	90688727
Between the Flags - Tier 2: Recognise and Respond to Deterioration: Adult Case Study (Rebuild)	90690235
Between the Flags - Tier 2: Working Together to Recognise and Respond (Rebuild)	90689128
Between the Flags - Tier 2: Recognise and Respond to Deterioration: Paediatric Case Study (Rebuild)	99825657
Between the Flags - Tier 2: Recognise and Respond to Deterioration: Paediatric Patients (Rebuild)	99825401
Community and Inclusion (Refresh)	576522987

→ Contact: Chitti.Taluri@health.nsw.gov.au

myhealthlearning.health.nsw.gov.au

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NSW HEALTH