

# SENIOR EXECUTIVE FORUM REPORT



*Dr Tom Morrison from Royal Prince Alfred Hospital accepts the 2019 JMO of the Year Award.*

## EXCELLENCE IN JMO EDUCATION, TRAINING AND SUPPORT

A Medical Education Team Leader who set up psychological debriefing initiatives for Junior Medical Officers; a Director of Prevocational Education and Training known for outstanding mentoring; and a Junior Medical Officer leading his peers state-wide have been announced as recipients of the 2019 NSW Prevocational Training Awards organised by the Health Education and Training Institute (HETI).

“Providing our Junior Medical Officers with the right training, education and support is essential to their integration into the workforce, their success in their first years, and their ability to provide the best possible patient care,” said Dr Claire Blizard, Medical Director at HETI.

“Across NSW Health’s medical community there are many individuals delivering exceptional care, thinking innovatively and providing inspirational leadership in the area of JMO education and wellbeing. Our Awards honour and recognise a number of these impressive individuals making outstanding contributions,” added Dr Blizard.

There are three Awards: the **Geoff Marel Award** recognising the work of a Supervisor or Director of Prevocational Education and Training; the **JMO Manager of the Year Award** for managers or administrators; and the **JMO of the Year Award**.

### **JMO of the Year**

***Dr Thomas Morrison, Junior Medical Officer, Royal Prince Alfred Hospital***

Dr Morrison has been recognised for his commitment and contribution to education that underpins clinical excellence and patient safety.

His leadership is well known at RPA where he has delivered numerous peer-to-peer teaching initiatives for both medical students and interns including: overseeing a bedside tutorial program involving more than 50 of his peers; facilitating intern crash courses; and tutoring surgical skills for medical interns and students. He is also an active member of the RPA Handover Committee, RPA Chief Executive/DIT Steering Committee and the RPA Resident Medical Officer’s Association.

Earlier this year Dr Morrison took up the role of Chair of the JMO Forum of NSW managed by HETI, and has begun working with the NSW Ministry of Health Intern Work Readiness Advisory Committee.

### **The Geoff Marel Award**

***Dr Eddy Fischer, Renal Specialist and Director of Prevocational Education & Training (DPET), Nepean Hospital.***

Enthusiastically nominated by Junior Medical Officers, Resident Medical Officers and specialty Registrars, Dr Fischer was acknowledged for his orientation and mentorship of junior doctors and



*Elizabeth Koff, Secretary, NSW Health, with Dr Andrew Ling, Co-DPET at Nepean Hospital, accepted the Geoff Marel Award on behalf of Dr Eddy Fischer who was unable to attend.*

instilling a culture of approachability and learning between junior and senior staff.

He was also recognised for his open door culture; for being an unwavering advocate for junior doctors' education, wellbeing and training opportunities; and for ensuring appropriate supervision and rostering for those under his care.

This Award honours the work of the late Associate Professor Geoff Marel, a long-time contributor to and pioneer in prevocational training, and advocate for trainee welfare.

**JMO Manager of the Year**  
**Ms Stacey Turnbull, Central Coast Medical Education Team Leader, Gosford Hospital.**

Ms Turnbull was awarded JMO Manager of the Year in recognition of her endless commitment to creating education and training opportunities that support the career aspirations of JMOs. Examples include hospital tours for new interns; orientation and buddy programs for International Medical Graduates; gaining sponsorship to enable after hours Surgical Skills nights; career expos for medical students and junior doctors featuring wellbeing workshops, career specialties, mentor training, and mock interview panels.



Ms Turnbull's contribution to researching and setting up a debriefing and psychological assistance program for JMOs working in medical oncology was also highlighted through the Award nomination process as yet another example of Ms Turnbull's outstanding support for our junior medical workforce.

*Dr Julian Willcocks, DPET at Gosford Hospital accepts the JMO Manager of the Year Award on behalf of Stacey Turnbull who joined the Awards via FaceTime from a train in Spain.*

**Dr Morrison and Dr Fischer will represent NSW in the Confederation of Postgraduate Medical Education Councils Australia & New Zealand Awards to be announced later this year.**

**HETI HIGHER EDUCATION POSTGRADUATE COURSES**

Semester 2 enrolments are being accepted for Applied Mental Health Studies and Psychiatric Medicine postgraduate courses in mental health at graduate certificate, diploma and masters levels. FEE-Help is available to eligible students.

Students may also enrol in stand-alone units and non-award units as part of their Continuing Professional Development.

→ **Contact: [heti.edu.au](http://heti.edu.au)**

**HETI AWARDS IN PSYCHIATRY AND MENTAL HEALTH**

The HETI Awards in Psychiatry and Mental Health give psychiatry registrars, nurses and other mental health practitioners the opportunity to undertake research or specialist training in an area where little or no training is available.

Special training in Aboriginal mental health and substance abuse, and an Australia-first study into twins at risk of developing Alzheimer's disease are two examples of contributions past recipients have made to the psychiatry and mental health sector.

The HETI Awards in Psychiatry and Mental Health are fully-funded for a period of up to one year, covering salary and on-costs such as superannuation, leave and allowances to the employers of Award recipients.

**The two Award categories are:**

- Psychiatry Special Training Awards
- Mental Health Research Awards

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Applications for the **2020-2021 HETI Awards in Psychiatry and Mental Health** open 18 July 2019. Visit [heti.nsw.gov.au/mhawards](http://heti.nsw.gov.au/mhawards)

## BASIC PHYSICIAN TRAINING MASTERCLASSES

HETI, in collaboration with the Concord and Liverpool Basic Physician Training Networks, has recently delivered Basic Physician Training (BPT) Masterclasses at Royal North Shore and Liverpool Hospitals.

The BPT Masterclasses featured a mix of lectures, long case presentations and discussion panels designed to assist Trainees in preparing for their Royal Australasian College of Physicians (RACP) Clinical Examination. Each Masterclass event was successful in attracting more than 120 trainees from various BPT Networks across NSW.

The Masterclasses also provided trainees with the opportunity to develop peer support networks and contacts with clinical subject matter experts from across the state.

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*Dr Sheila Sivam, Respiratory and Sleep Medicine Physician, presenting a long case on Cystic Fibrosis.*

## RURAL MATERNITY CARE COURSE

HETI's Rural Mobile Simulation Centre recently traveled to the Milton-Ulladulla Hospital to provide the Rural Maternity Care Course. Sixteen medical, nursing and paramedical clinicians developed their skills, knowledge and confidence on maternal physiology, the management of the woman in labour, neonatal resuscitation, normal and abnormal or complicated delivery, and antenatal, intrapartum and postnatal complications.

The Rural Maternity Care Course has been delivered in four other sites over the past 12 months - Bomaderry, Wagga Wagga, Coolamon and Milton - with more than 50 interprofessional participants completing the two-day program.

The Rural Maternity Care Course improves teamwork skills of rural doctors, nurses and

paramedics, and improves the outcomes for pregnant and birthing women, and their neonates. Learners participate in a variety of discussions, lectures, skill stations and simulations to consolidate their knowledge and experience.

This is an accredited continuing professional development activity with the Royal Australian College of General Practitioners, Australian College of Rural and Remote Medicine and the Australian College of Nursing.

Two further courses are planned for 2019 in Bellingen and Southern NSW LHD in June and November respectively.

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## HETI SATELLITE CLASSROOMS - OVERCOMING THE "TYRANNY OF DISTANCE"

When designing and delivering education and training programs for NSW Health, HETI aims to ensure equitable access to courses for staff throughout the state. Courses need to be economical for participants and the health service in terms of cost and workforce time commitment.

To this end, in 2018 HETI and the Western NSW Local Health District formed a collaborative partnership to pilot the delivery of management development programs simultaneously in multiple regional and rural locations.

Initially HETI's Strategic Time Management program was trialled in this format, and in 2019 the trial expanded to include the *Financial Management Essentials* (FME) program.

Western NSW LHD covers 31% of the total land area in NSW, of which a third is classified as remote; and it has a workforce of 7,000 staff who in total travel up to 13 million kilometres per year. Given these facts, access to both classroom based training and shared localities is limited.



*Dr Nathan Beckman at HETI's Rural Maternity Care Course in Milton.*

On 1 May 2019, HETI simultaneously delivered the FME Day One workshop from Orange with a HETI facilitator, whilst the WNSWLHD'S Melanie ten Cate, Financial Analyst, connected from Burke to support and facilitate conversations with participants there. This innovative approach enabled 25 participants to undertake the program, with seven located in Bourke, saving the organisation a total of 7,000km travel.

Participants were highly engaged and the style of delivery reinforced the interactive nature of the program.

*“Participants did not feel the satellite approach impeded their learning in any way. They were extremely appreciative the course had come to them, rather than the other way around.” Melanie ten Cate, Bourke based facilitator.*

*“The presenter worked to ensure the remote site was engaged and could contribute to discussions, it was a great idea to have a second presenter at the other site to facilitate this - I would keep up this strategy.” FME participant, Orange location.*

*“Mel did a great job co-facilitating in Bourke! It's a great idea to have the satellite training and being able to involve everyone.” FME participant, Bourke location.*

Day Two of the program will be delivered in late June in the same format.

To explore how your organisation can gain from this style of delivery, please contact HETI's Management Development team.

→ **Contact: [HETI-Management@health.nsw.gov.au](mailto:HETI-Management@health.nsw.gov.au)**

Learn more about our Financial Management Essentials course. Search 'FME' at [heti.nsw.gov.au](http://heti.nsw.gov.au)

## **GUARDIANSHIP TRAINING**

Over the past 12 months, a modified version of HETI's Guardianship training workshop (first introduced in 2017) has been delivered to 99 staff from nine LHDs and SHNs, in four sites across the state.

This training, provided in person and via videoconference, covered aspects of Guardianship Applications such as why an application is required, what to consider when applying and what is needed when completing the application.

Feedback from participants following the training indicated they were motivated to implement new learnings into their day-to-day practice. A limited number of workshops will be scheduled over the next two years.

A stand-alone eLearning training module, 'Understanding Guardianship', is also available online through My Health Learning. It provides the opportunity for staff to access information specific to completing Guardianship applications.

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## DELEGATION TRAINING FOR ALLIED HEALTH PROFESSIONALS WORKSHOP

HETI has delivered three Delegation Training workshops focussing on the legislative and practical skills and knowledge required of allied health professionals to safely and efficiently delegate clinical tasks to Allied Health Assistants (AHAs).

The training covered Dietitians responsible for delegation of tasks to AHAs linked to the current roll out of My Food Choice within NSW Health. It included how to 'plan' for delegation related to the caseload and needs of the service; and 'stages' related to an individual patient and their individual needs.

Two Sydney based workshops and one rural workshop, with participation from other sites via videoconference, attracted 49 participants from 11 LHDs and SHNs between March and April 2019.

Participants gained knowledge, skills and confidence to delegate effectively to AHAs.

*“Well presented, clear and direct. Very relevant. Material [was] made relevant to all participants in workshop.”*

*“Very beneficial for Dietitians post implementation of My Food Choices.”*

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## MY HEALTH LEARNING

### New and revised resources:

Title	Course code
<a href="#">iExpenses - Approve Expense Reports</a>	249281098
<a href="#">iExpenses - Mobile Application</a>	249279941
<a href="#">iExpenses - Managing Your Expense Reports</a>	249280322
<a href="#">iExpenses - Creating an Expense Report</a>	249280756
<a href="#">iExpenses - Getting Started</a>	249280520
<a href="#">Radiology pathology CNS Tumours</a>	244522366
<a href="#">Bloodsafe Iron Deficiency Anaemia: Paediatric</a>	244404687
<a href="#">Bloodsafe Iron Deficiency Anaemia: Essentials</a>	244382642
<a href="#">Bloodsafe Iron Deficiency Anaemia: Heavy Menstrual Bleeding</a>	244401354
<a href="#">Bloodsafe Iron Deficiency Anaemia: Preoperative</a>	244405945
<a href="#">Managing Deterioration (Between the Flags) for maternity and newborns</a>	242581321

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