

SENIOR EXECUTIVE FORUM REPORT



NEW: CONNECTIONS FORUM

Earlier this month HETI's Training Support Unit attracted wide interest to its first ever virtual Connections Forum. The Forum enabled those who work with Aboriginal mothers, families and communities to connect remotely via any device to share ideas, knowledge and experiences to support positive health outcomes.

During the one-day live web stream, more than 100 people from across the health sector were logged in to the live web stream at any one time and participating. They heard keynotes from Aboriginal health expert Nicole Turner, international expert in smoking cessation Renee Bittoun, and public health researcher Geraldine Vaughan.

This was a high quality forum that enabled participants to attend at no cost, without traveling and from the convenience of their own community, with flexibility to attend sessions relevant to staff learning needs and clinical work commitments.

Attendees were from diverse backgrounds and included midwives, Aboriginal health workers and practitioners, allied health professionals, paramedics, registered nurses, child and family health nurses, pediatricians, program managers and coordinators, health students and researchers.

NSW Health attendees were inclusive of Ambulance NSW, the Children's Health Care

Ebony Eulo Aboriginal Health Educator and Karen Beattie, Senior Project Officer, Rural Education Innovation and Leadership, HETI.



Therese McCarthy, midwife, Aboriginal Maternal and Infant Health Service Quirindi, participates in the virtual Forum.

Network, Population Health Units, Trecillian and Justice Health and Forensic Mental Health. External attendees included Aboriginal Medical and Health Services Universities, TAFE, National Centre for Indigenous Excellence, The House with No Steps, Barnados, Wesley Mission, The SAX Institute, Aboriginal Nurse Family Partnership Programs (NSW, QLD, NT) and Child and Adolescent Mental Health (SA).

Early feedback has indicated a high level of engagement and satisfaction with the Forum program.

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GATEKEEPER SUICIDE PREVENTION PROGRAM

In order to help NSW Health employees identify and respond effectively to people with suicidal ideation or behaviour, NSW Health has commissioned HETI to develop training using the Gatekeeper model for suicide prevention. This training is critical for all NSW Health staff – including the non-mental health workforce – and is designed to complement local suicide prevention strategies.

Training is flexible to the needs of the LHD and SHN and is delivered through My Health Learning and face-to-face training.



MY HEALTH LEARNING

The online module is accessible to all of NSW Health and provides initial foundational training in identifying, engaging and acting to improve a person's safety.

FACE TO FACE TRAINING – WORKSHOPS NOW AVAILABLE

In addition to the online learning, HETI's facilitators can conduct face-to-face training with NSW Health staff to complement the online learning. This provides staff the opportunity to work together with colleagues to learn how to best respond to someone who may be suicidal.

A number of workshops have already taken place and more opportunities are available.

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From April to June 2019, face-to-face training is available to groups of staff and to those who train others across Local Health Districts or Speciality Health Networks.

Save the date

Rural Health and Research Congress

Connecting Communities
16-18 OCTOBER 2019 • LISMORE, NSW

8TH RURAL HEALTH AND RESEARCH CONGRESS HEADS TO NORTHERN NSW - CALL FOR ABSTRACTS

HETI's 8th Rural Health and Research Congress is heading to Lismore in Northern NSW in October this year and we are calling for Abstracts to be presented at the event.

The Congress theme - Connecting Communities - will explore health and research initiatives which address the health and wellbeing of our rural people and communities. We invite health professionals, researchers and others with an interest in rural health to submit an abstract for the Congress. Abstracts must have a rural focus and will be assessed for consideration as an oral concurrent session, poster presentation, interactive workshop or guided discussion group. Abstracts must align with one of the following six Congress streams:

- Determinants of health – deeper insights
- The Rural Experience
- Productive Partnerships
- Our Rural Workforce – now and future
- Creativity – out of the box
- Futureproofing Rural Health

Research abstracts should describe how the results have translated, or could translate, into policy, practice or service delivery.

Registrations open soon.

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For more information and to submit your abstract:

<https://e-award.com.au/2019/ruralhealth/newentry/about.php>

HETI AND COUNTRY UNIVERSITIES CENTRE (CUC) INTERPROFESSIONAL SEMINARS

HETI and the Country Universities Centre (CUC) have held a second interprofessional seminar last month on the topic of substance misuse in rural communities. The seminar builds on the successful partnership between the two organisations to make education more accessible for regional and remote communities through community-based education support.

Hosted by CUC's Snowy Monaro campus in Cooma, the seminar featured guest speaker Dr Suzie Hudson – an expert in strategies for addressing substance misuse in rural communities, with a particular focus on ICE.

The interprofessional seminars bring together local health professionals and health students linking sites via video conference. They engage expert speakers in a topic area chosen by the target audience according to the priorities identified in their communities.

Country Universities Centres are located in Broken Hill, Cooma and Goulburn.

The next seminar will be announced soon.

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INCREASE IN RURAL MEDICAL TRAINEE SCHOLARSHIP APPLICATIONS

HETI has received a 40% increase in applications for the Rural Medical Trainee Scholarship – the highest volume on record – with 174 applications this year compared to 124 last year.

Applications closed on 31 March and are currently being assessed by a panel. Applicants will be notified of outcomes by 30 June 2019.

The scholarships valued at \$4500 are allocated to provide financial assistance with course fees, travel, accommodation and other expenses of medical trainees in rural and remote areas.

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HETI's *Interprofessional Family Conferencing (IFC) Training: Collaborating in Patient Centred Decision Making* has been included on the program of the 2019 Patient Experience Symposium to be held on 29 and 30 April at the International Convention Centre, Sydney.

INTERPROFESSIONAL FAMILY CONFERENCING (IFC) PROGRAM TO FEATURE AT PATIENT EXPERIENCE SYMPOSIUM

The IFC training program is designed to equip health professionals with knowledge and skills in best practice family conferencing. Delivered through a blended learning package (online eLearning module and face-to-face simulation workshop), the program uses scenario based, simulated patient methodology to provide participants with an opportunity to develop their skills and gain an immersive understanding of the patient and family experience.

Over the past 12 months, the eLearning module has been completed by 411 NSW Health staff and the face-to-face training program has been delivered to 230 NSW Health educators and clinicians in 14 Local Health Districts and Specialty Health Networks across NSW Health.

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ABORIGINAL ALLIED HEALTH NETWORK – INAUGURAL FORUM

This year's Aboriginal Allied Health Forums will be held on 8 May and 13 November at the National Centre of Indigenous Excellence, located on Gadigal country in the Eora Nation.

The Forums support the education, cultural and career development needs of existing and emerging Aboriginal allied health staff.

Facilitated by Justin Noel, a Dhungutti man and principal consultant of Origin Communications Australia, the Forum is open to all Aboriginal allied health professionals, assistants, technicians and cadets, mental health trainees and clinicians currently employed or completing a placement within NSW Health.

The Aboriginal Allied Health Forum is a collaboration between HETI, the Ministry of Health and Indigenous Allied Health Australia.

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QUIBBLE - A GAMIFIED APPROACH TO MANAGING GRIEVANCES WORKSHOPS



Two highly interactive workshops have recently been developed by HETI to provide NSW Health staff with the knowledge and confidence to resolve conflict as early as possible and maintain a productive and harmonious work environment.

The workshops use the principles of gamification for the application of knowledge to the experience of resolving grievances in a workplace setting.

Inspired by board games, the two workshops 'Manage Grievance Early for All Staff' and 'Manage Grievance Early for Managers' provide hands-on practical skills to learners and are undertaken online via HETI's My Health Learning portal.

The resources were developed in collaboration with human resources teams, culture managers and work, health and safety staff from across the state.

The workshops support staff to:

- Prepare to take action to facilitate the resolution of a grievance between staff members
- Evaluate the effectiveness of a grievance resolution action between staff members
- Take further action to facilitate grievance resolution if necessary.

Sessions facilitated by HETI are being offered in NSLHD, NCLHD, SWSLHD, ISLHD and WNSWLHD.

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LEADERSHIP QUARTER EXPLORES HEALTH CARE CULTURE

More than 100 leaders from across NSW Health participated in HETI's first 2019 Leadership Quarter to explore the idea of organisational culture and leadership.

Keynote speaker Steve Simpson, an organisational culture expert, introduced the notion of how culture is shaped by 'Unwritten Ground Rules' (UGRs) and even though these are rarely spoken about openly, they have an unrivalled ability to shape behaviour, both positively and otherwise.

He encouraged senior health leaders to talk honestly with their teams about what UGRs are needed, not only to create a positive culture, but to also ensure continued excellent outcomes for patients.

Richard Griffiths, Executive Director of Workforce Planning and Talent Development at the Ministry of Health highlighted the power of not over complicating cultural change and Professor Iain Graham, from Southern Cross University also addressed leaders and explored the changing tensions in healthcare delivery, such as digitalisation and emerging generations and how these impact culture and leadership.

HETI's next Leadership Quarter is scheduled for 21 June in Sydney.

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International speaker, Steve Simpson, shares his insights on Unwritten Ground Rules.



Richard Griffiths from the NSW Ministry of Health talks cultural change.

INTERN RECRUITMENT FOR 2020

Applications for medical intern positions for the 2020 clinical year open on 8 May 2019 and close 7 June 2019. The application process is managed by HETI.

Offers will commence from 15 July 2019 through four recruitment pathways – Aboriginal Medical Workforce Pathway, Rural Preferential Recruitment Pathway, Direct Regional Allocation Pathway and Optimised Allocation Pathway. LHDs will be provided details of applicant acceptances from mid-September.

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PREVOCATIONAL CONFERENCE 6-7 June 2019, Sydney

Registrations for the Prevocational Conference with the theme 'From Surviving to Thriving' are now open.

Headline speakers include:

- Dr Dinesh Palipana, the first quadriplegic medical intern in Queensland
- Professor Annemarie Hennessy, Dean of Medicine at the School of Medicine Western Sydney University and Obstetric and Renal Physician at Campbelltown Hospital
- Dr Alex Markwell, Emergency Physician, Royal Brisbane and Women's Hospital.

The Conference celebrates 30 years since the establishment of the first Postgraduate Medical Council in Australia, and the 2019 NSW prevocational awards.



To register:
prevocationalconference.com

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SUPPORT FOR GENERAL MEDICINE TRAINEES

HETI recently sponsored fifteen Advanced Trainees in General and Acute Care Medicine from 10 sites across NSW to attend the inaugural Australian and New Zealand General Medicine Update.

This educational event held at Westmead Hospital in late March covered topics including internal medicine, information about new strategies and updated guidelines. Feedback from trainees that attended was overwhelmingly positive with praise for both the event and for the support they received.

HETI is currently establishing vocational training networks in General Medicine in NSW. The provision of high quality education and training has been identified as a priority for this training network to improve the experience and quality of training for current trainees and to also attract future trainees to this important and growing specialty.

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'This was an extremely valuable conference. There is very limited formal teaching and evidence based updates for general physicians, particularly those who are working rurally, so this was greatly appreciated. The course content was extremely relevant to clinical practice.'

'Thank you, I found it very useful. There were updates in every medical specialty and high quality information was given to us.'

SECOND ROUND METRO ACCESS SCHOLARSHIPS

The second round of Metro Access Scholarships is now open. The scholarships provide financial support to eligible rural-based trainees or rural preferential recruitment prevocational trainees.

Valued at up to \$12,000, the scholarships assist trainees with the costs of temporarily relocating from their rural homes to urban centres to undertake training that will support their rural careers.

Eligible trainees are:

- Australian citizens and permanent residents
- NSW Health employees
- Committed to rural health
- Undertaking a metropolitan rotation in the 2019 clinical year

SECOND ROUND:

Applications close 1 May 2019.
Application notifications issued 31 May 2019.
Funds processed before 30 June 2019.

→ **Contact:** heti.nsw.gov.au/MAS

MY HEALTH LEARNING



New and revised resources:

Title	Course code
♻️ Redesign Sponsorship for Change	236991035
♻️ Acute Swallow Screening in Stroke/TIA - ASSIST	237536641
♻️ Autonomic Dysreflexia in adults with spinal cord injuries	237475040
♻️ Module 1: BSBWOR502 Lead and manage team effectiveness and BSBMGT605 Provide leadership across organisation	226227704
♻️ Module 2: BSBLDR513 Communicate with influence and BSBLDR502 Lead & manage effective workplace relationships	226228115
♻️ Module 3: BSBLDR511 Develop and use emotional intelligence	229836644
♻️ Module 4: BSBMGT502 Manage People Performance	229811914
♻️ Module 5: PSPGEN048 Support coaching and mentoring	229806186
♻️ Module 6: BSBFIM501 Manage budgets and financial plans	229836716
♻️ Module 7: BSBPMG522 Undertake project work and BSBMGT517 Manage operational plans	229837024
♻️ Module 8: BSBMGT516 Facilitate continuous improvement AND BSBINN502 Build and sustain an innovative work environment	229837212
♻️ Planned Downtime and Medication Management	236998039
♻️ Radiology pathology - Dysphagia and haematemesis	237841608
♻️ Radiology Pathology - Acute dyspnoea	235919092
♻️ Radiology Pathology - Acute Inflammation: self-assessment	239066483
♻️ Radiology Pathology - Anaemia	236113582
♻️ Radiology Pathology - Back pain	238484105
♻️ Radiology Pathology - Bone tumours	235921237
♻️ Radiology Pathology - Degenerative disorders: self-assessment	239068491
♻️ Radiology Pathology - Disorders of growth: self-assessment	239067581
♻️ Radiology Pathology - Endocrine	235921568
♻️ Radiology Pathology - Haematuria	239648998
♻️ Radiology Pathology - Haemoptysis	238332538
♻️ Radiology Pathology - Leukaemia	239051871
♻️ Radiology Pathology - Lymphoma	235921487
♻️ Radiology Pathology - Polyarthrits	238385576
♻️ Radiology Pathology - Renal	239063555
♻️ Radiology Pathology - Valvular Heart Disease	239050247
♻️ Radiology Pathology - Vascular disease	239054852
♻️ Radiology Pathology - Vascular Disorder: self-assessment	239066963
♻️ Safe Use of Anticoagulants	237965997

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myhealthlearning.health.nsw.gov.au