

# HETI SENIOR EXECUTIVE FORUM REPORT

MARCH 2023



*HETI and ACI partnered to create a contemporary education pathway building capacity in ICU nursing in NSW, redesigning the ICU Transition to Specialty Practice program.*

## LAUNCH OF ICU TRANSITION TO SPECIALTY PRACTICE

HETI and the Agency for Clinical Innovation's (ACI) Intensive Care NSW Network have redesigned the Intensive Care Unit Transition to Specialty Practice program to create a contemporary education pathway that builds capacity in ICU nursing in NSW.

The educational codesign approach, inclusive of contributions from clinical staff, learners and former ICU patients and their families has supported development and implementation of a standardised ICU Transition to Specialty Practice curriculum for NSW Health. The ICU Transition to Specialty Practice program supports state-wide recognition of participants achievement, which in turn supports increased workforce agility.

The ICU Transition to Specialty Practice program was formally launched by Adjunct Professor Annette Solman, Chief Executive HETI, Dr Jean-Frederic Levesque, Chief Executive ACI and Ms. Jacqui Cross, Chief Nursing and Midwifery Officer at an event held on 1 February 2023. Program participants commencing their career in ICU in early 2023 have already enrolled in the first three program modules available on My Health Learning, with the remaining five program modules due to be published throughout 2023.

More information can be found at <https://www.heti.nsw.gov.au/education-and-training/our-focus-areas/nursing-and-midwifery/intensive-care-transition-to-specialty-practice>

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## 2023 RURAL RESEARCH CAPACITY BUILDING PROGRAM – OPEN NOW!

Applications for the 2023 Rural Research Capacity Building Program are now open, with a closing date of 1 May 2023. Previous Programs have been very competitive with many high-quality proposals covering a breadth of valuable research topics. This two-year experiential learning research education program is based around a capacity building framework. Workshops, teleconferences and mentoring support the novice researcher candidates through the learning process.

It is highly recommended that interested, eligible rural NSW Health staff discuss their research ideas with their Local Health District/Health organisation, HETI Rural Research Education Managers, or graduates of the program.

Further information is available at <http://www.heti.nsw.gov.au/rural-and-remote/research-capacity-building/>

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HEALTH  
EDUCATION  
& TRAINING

## PATHOLOGY STAFF PARTICIPATE IN NSW HEALTH LEADERSHIP PROGRAM



72 clinical and non-clinical NSW Health Pathology employees, participated in the NSW Health Leadership Program. HETI joins NSW Health Pathology in celebrating the achievements of all involved in the Program.

*“The most common leadership failure stems from trying to apply technical solutions to adaptive challenges.” - Ronald A. Heifetz, ‘The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World’*

NSW Health relied upon the scientific expertise of NSW Health Pathology to navigate the various waves of critical testing throughout the many peaks of the pandemic. Alongside this *technical* aptitude, throughout 2022, 72 clinical and non-clinical NSW Health Pathology employees simultaneously strengthened their ability to address *adaptive* challenges through the **NSW Health Leadership Program**.

The NSW Health Leadership Program (HLP) is an organisational development initiative, designed around the NSW Health Leadership and Management Framework, and delivered by HETI in partnership with participating Health organisations. The Program aims to foster cross-disciplinary collaboration and enhance leadership capability at the individual, team, and organisational levels to advance NSW Health Plan priorities.

HETI’s nine-month Program teaches and applies Adaptive, Collective and Relational leadership theory to work in teams on local strategic challenges chosen by the organisation. Examples from NSW Health Pathology included: ‘Working with Stakeholders and Communities’; ‘Cultivating a Culture of Psychological Safety and Respect’ and ‘Fostering the Capability and Capacity to Collaborate’.

With strong executive support and engagement from NSW Health Pathology, significant increases were seen across 35 of the 36 Leadership aims, most notably in ‘Transforming the System’. The greatest improvement was attributed to the aim of cultivating ‘A team culture of inquisitiveness, creativity and experimentation when working through workplace challenges’.

Participants’ growth was also captured in their end of Program reflections. As one participant commented:

*“The knowledge I have gained from this program is exponential about myself, the organisation and leadership. I have loved networking and meeting people from all sections and levels within NSWHP, and I know many of these relationships will continue. The tools we have been given are so valuable to take us forward... I have learnt that leadership is a very complex and essential process and responsibility. It is not just a thing or a title...I highly recommend it to all staff, whether in official leadership roles or pathways, as it provides valuable insight into leadership and what it involves...”*

HETI joins NSW Health Pathology in celebrating the achievements of all involved in the Program.

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## 100% FUNDED SCHOLARSHIPS FOR A FULL DEGREE COURSE AVAILABLE NOW

The latest scholarship round provides opportunities for those studying a full degree level at HETI Higher Education to apply for funding to assist with Applied Mental Health Studies (AMHS) in either the Adult or Older People’s Mental Health specialisations.

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.

Adult Specialisation. All scholarship eligibility information is available at <https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants/adult-mental-health-scholarship>

Older People's Mental Health Specialisation. All scholarship eligibility information is available at <https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants/older-peoples-mental-health-services-scholarships>

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## 2023 NSW HEALTH RURAL AND REGIONAL CAREER SCHOLARSHIPS

The NSW Ministry of Health and the Health Education and Training Institute (HETI), with support from Regional NSW, are pleased to offer a range of scholarship opportunities.

### NURSING & MIDWIFERY

#### **DIPLOMA OF NURSING RURAL TRAVEL SUPPORT INCENTIVE - OPEN 30 JANUARY 2023 TO 19 MAY 2023**

The Diploma of Nursing Rural Travel Support Incentive provides financial travel assistance for Diploma of Nursing students from a rural area (MM3-MM7). The Travel Support Incentive aims to increase opportunities to undertake a Diploma in Nursing by supporting the cost of travel to a recognised Registered Training Organisation (RTO) that is 150km or greater from the applicant's 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 Diploma of Nursing studies.

#### **NEW GRADUATE NURSING AND MIDWIFERY RURAL SUPPORT INCENTIVE - OPEN 9 FEBRUARY TO 28 APRIL 2023**

The New Graduate Nursing and Midwifery Rural Support Incentive is available to new graduate nurses and midwives relocating to a rural or remote location.

The applicant can apply for a support incentive of \$1,000 and use the funds to support their relocation to take up employment in an identified rural Local Health District area.

### ALLIED HEALTH

#### **ALLIED HEALTH RURAL GENERALIST PROGRAM (LEVEL 1) SCHOLARSHIP - OPEN 1 FEBRUARY 2023 TO 30 MARCH 2023**

The Allied Health Rural Generalist Program (Level 1) Scholarship has been established to equip and support new graduate or early career allied health professionals to work effectively in rural and remote settings. The Allied Health Rural Generalist Program (Level 1) Scholarship provides financial assistance (\$12,000) to complete the Level 1 Allied Health Rural Generalist Program through James Cook University. Scholarship funds can be used for course fees, technology or other costs associated with completing this training program. The Scholarship is available for new graduate and early career (less than 3 years' experience) NSW Health allied health professionals working in an MM3-MM7 location.

#### **ALLIED HEALTH RURAL GENERALIST DIPLOMA RURAL PRACTICE (LEVEL 2) SCHOLARSHIP - OPEN 28 FEBRUARY 2023 TO 28 MARCH 2023**

The Allied Health Rural Graduate Diploma of Rural Generalist Practice (Level 2) Scholarship provides financial assistance (\$35,000) for NSW Health allied health professionals currently working in a rural area to complete the Graduate Diploma of Rural Generalist Practice through James Cook University. This JCU course is currently available for the following allied health professions: Occupational Therapy, Nutrition/Dietetics, Physiotherapy, Pharmacy, Podiatry, Radiography, Speech Pathology, Psychology or Social Work. Applicants will have completed a minimum of two years of rural practice in a local health district within an MM3-MM7 location.

#### **RURAL ALLIED HEALTH ASSISTANT SCHOLARSHIP - APPLICATIONS ARE CURRENTLY BEING ASSESSED**

The Rural Allied Health Assistant Scholarship provides financial assistance for individuals from a rural area (MM3-MM7) to complete an Allied Health Assistant qualification at TAFE NSW. The 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 qualification and use funds for associated training fees, technology, travel, accommodation or childcare expenses.

## MEDICINE

### **SUPPORTING ENTRY INTO UNIVERSITY MEDICINE PROGRAM SCHOLARSHIP - OPEN 1 FEBRUARY TO 26 MAY 2023 (GAMSAT) AND 1 MARCH 2023 - 28 APRIL (UCAT)**

The Supporting Entry into University Medicine Program Scholarship is designed to provide financial support to prospective students from NSW rural communities who are pursuing a career in medicine. The Scholarship provides financial support (\$1200) to cover registration for a 2023 GAMSAT/UCAT exam, assist with associated expenses such as travel to the exam and preparation for the exam (e.g., purchasing preparation materials).

### **GETTING STARTED IN MEDICINE SCHOLARSHIP FOR FIRST YEAR STUDENTS - OPEN 28 FEBRUARY 2023 - 31 MARCH 2023**

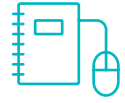
The Getting Started in Medicine Scholarship Program is open to rural medical students undertaking their first year of medicine at a NSW university medical school. Eligible applicants are encouraged to apply for a \$1500 scholarship to assist with relocation and support study commencement costs.

Detailed information about each scholarship, guidelines and how to apply can be found:  
<https://www.heti.nsw.gov.au/Placements-Scholarships-Grants/scholarships-and-grants>

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

# MY HEALTH LEARNING

## NEW AND REVISED RESOURCES:



TITLE	COURSE CODE
1 Reserve Road (1RR) Onboarding - Emergency Procedures (Refresh)	409280625
1 Reserve Road (1RR) Onboarding - Working Together (Refresh)	409280695
Antenatal Pertussis Vaccination Program (Refresh)	265296590
Culturally responsive health care (Rebuild)	39962639
Cyber Security Awareness for NSW Health staff (Refresh)	446843116
DeliverEASE: Overview	457734775
ICU Module 1 - Assessment and care principles for the critically ill patient	451014364
ICU Module 2 - Caring for patients experiencing acute respiratory disorders and respiratory failure	444037573
ICU Module 3 - Mechanical Ventilation	451041459
ICU Transition to Specialty Practice Program Facilitator Manual	451930404
Occupational Assessment, Screening and Vaccination (Refresh)	271245500
Pain Management: Epidural infusions (obstetrics)	457958920
Preventing and managing bullying, harassment and discrimination (Refresh)	326581598
Sustainability in healthcare (Refresh)	293942081
Using the Abbreviated Westmead Post Traumatic Amnesia Scale (A-WPTAS) Screening Tool	457779261

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[myhealthlearning.health.nsw.gov.au](http://myhealthlearning.health.nsw.gov.au)

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