

SENIOR EXECUTIVE FORUM REPORT



Medical students from the University of NSW win the Golden Scalpel Games Medical Student Edition.

Teams compete in the 2019 Golden Scalpel Games.

FUTURE SURGEONS' SKILLS ARE GOLDEN

The surgical skills of more than 120 medical students and trainees aspiring to be surgeons were put to the test at the annual Golden Scalpel Games held in Sydney on Saturday 17 August.

The Golden Scalpel Games, now in their eighth year, provide a unique opportunity for the next generation of surgeons to showcase their talents in a team-based competition developed and coordinated by the Health Education and Training Institute.

Sydney South West Surgical Skills Network claimed top position in the strongly contested Surgical Trainee competition.

In the Medical Student competition the team from the University of NSW proved too good for their competitors, edging ahead of eight other teams to claim victory.

The Games see teams rotate through up to nine stations, with each station presenting a different, complex surgical task including a simulated theatre station, laparoscopic anatomy, appendicectomy, colorectal anastomosis, wound management, tendon repair and severe trauma.

In 20 minute bursts, participants' skills were put to the test under the watchful eyes of senior

surgeons whose job it was to supervise, assess and provide feedback to participants following completion of each procedure.

The Golden Scalpel Games continued to expand in 2019 with the introduction of the Associate Professor Kerin Fielding Perpetual Trophy for Teamwork and Communication Skills. This inaugural award, which was presented to the Northern Surgical Skills Network team, recognises teams who demonstrate excellence in the important non-technical skills of surgical training.

Associate Professor Kerin Fielding, the first female orthopaedic surgeon in NSW and Chair of the Clinical Surgical Training Council, opened the Games and supervised on the day.

Associate Professor Fielding says the Games reinforce the importance of surgical skills training to build confidence, reduce risk, improve knowledge and safe patient care by exploring innovations in technology and the use of simulated surgical environments.

“HETI’s Golden Scalpel Games give aspiring surgeons based in regional and metro areas a wonderful opportunity to gain experience and knowledge from their peers and senior medical professionals,” Associate Professor Fielding.



Winners of the Golden Scalpel Games Trainee Edition, Sydney South West Surgical Skills Network, in action.

“This event not only provides valuable training but also the opportunity for connecting with network directors of training, and key leaders of surgical training from HETI and the Clinical Surgical Training Council,” said HETI Chief Executive, Adjunct Professor Annette Solman.

“It is rewarding to watch the next generation of NSW Health’s surgeons enrich their skills in such an immersive environment and take part in healthy competition,” Ms Solman added.

Congratulations to:

Winner of the Golden Scalpel Games Trainee Edition:
Sydney South West Surgical Skills Network

Winner of the Associate Professor Kerin Fielding Perpetual Trophy for Teamwork and Communication Skills:
Northern Surgical Skills Network

Winner of the Golden Scalpel Games Medical Student Edition:
University of NSW

2020 OFFERS COMMENCE FOR MEDICAL GRADUATES

Recruitment is well under way for the 1022 medical intern positions across NSW Health for the 2020 clinical year. In 2020 there are five additional positions available in rural hospitals, and an overall increase in the number of applications received to fill medical intern positions across NSW. Already, 987 positions have been allocated and work continues to fill all remaining positions.

Local Health Districts will be provided with details of commencing interns from mid-September.

More information is available at HETI’s Medical Graduate Recruitment webpage heti.nsw.gov.au/medical-internships

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HIGHER EDUCATION STRATEGY

HETI Higher Education’s Strategic Plan 2019-2021 has now been released. The Plan places students at the centre of our delivery, and adopts *Learn your way* as the foundation to recognise our students’ unique learning needs, and assures flexibility for learners.

The Plan is a roadmap to prepare our graduates to be compassionate, knowledgeable, skilled, ethical and empowered practitioners, making a positive difference in people’s lives. It also demonstrates HETI’s commitment to delivering exceptional, enriched, student experiences with an emphasis on:

- applying skills to unique practice settings supported by activities focused on the development of real-world skills;
- learning alongside leading academics, clinicians and researchers;
- flexible and supported online and on campus ecosystems;
- access to a diverse interdisciplinary learning community with opportunities to connect and collaborate with students locally and globally;
- interactive, technology enhanced learning;
- contemporary and evidence-based curriculum;
- responsive and personalised student support;
- a choice of study options, including award and professional development pathways; and
- scholarships and access to FEE-HELP loans for eligible students.

The strategic goals of this Plan align to HETI’s overarching corporate plan focussed on Lifelong Learning; Quality and Access; and People and Systems.

The HETI Higher Education Strategic Plan is available at heti.edu.au/about/our-organisation/strategic-plan

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FINANCE EXECUTIVE DEVELOPMENT PROGRAM PILOT



Back row (L to R): Ryan McKeon (MoH), Tony Gilbertson (HNELHD), Kevin Lawrence (MLHD), Paul Coghlan (MoH), Dimi Palamidis (SWSLHD), Ing Yu (JH&FMHN), Sayeed Zia (HI), Damien Van Rosmalen (WSLHD), Jacquie Ferguson (NSLHD), Warren Clarke (eHealth), Scott Brewis (NSLHD), Dilip Raghvani (HSSG), Andrew Monk (MoH)

Seated (L to R): Fiona Yao (HETI), Annette Solman (CE, HETI), Elizabeth Koff (Secretary, NSW Health), Apsara Kahawita (MoH), Dileeni Chanmugam (WSLHD)

Absent - Peter Bonnington (WNSWLHD), Elizabeth Andersen (WSLHD), Nirav Bajoria (ACI)

The Finance Executive Development Program is a flagship pilot program designed to develop NSW Health finance executives who are strategic influencers, business partners and leaders capable of navigating the disrupted future of finance. The Program builds capabilities in: leadership in a person-centred system; strategic influence; contemporary financial trends and practices; whole of health approaches; innovative ways of working; and partnering across boundaries.

There is a large body of literature describing the evolution of finance functions and identifying the need for a fundamental shift in the way finance professionals work to support business needs. For future finance executives, their roles and focus will shift towards a more strategic and proactive approach, requiring a change in 'mindset' and additional capabilities.

The pilot Program involving 19 participants from 13 NSW Health organisations commenced October 2018 and finished July 2019. As part of the Program, participants applied adaptive leadership and appreciative enquiry principles to address a state-wide strategic innovation challenge.

Participants recently celebrated completion of the program and presented their responses to the challenge to the Secretary, NSW Health, Deputy Secretary Finance and Asset Management and Chief Financial Officer, and their Chief Executives.

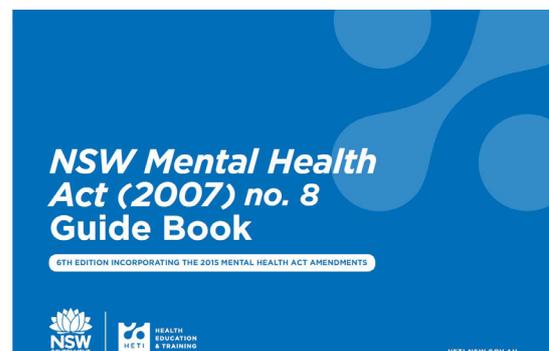
UPDATED MENTAL HEALTH RESOURCES

The Mental Health Act Guide Book and the Accredited Person's Handbook have recently been updated by HETI in collaboration with the Mental Health Branch of the NSW Ministry of Health.

- The Mental Health Act Guide Book has been updated in line with the latest NSW Health - NSW Police Force Memorandum of Understanding 2018 and minor amendments to the Mental Health Act 2007 and the Mental Health (Forensic Provisions) Act 1990 (Information Bulletin IB2018_025). Information has been added relating to the role of Authorised Medical Officers and also interaction between examination requirements and general safeguard in section 12.
- The Accredited Person's Handbook was updated primarily due to the release of the latest NSW Health - NSW Police Force Memorandum of Understanding 2018.

Both resources are accessible by searching 'Mental Health Act' at HETI.nsw.gov.au

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TODAY'S TALENT, TOMORROW'S LEADERS



In late July, 20 participants from 15 NSW Health organisations graduated from the third cohort of the Senior Executive Development Program (SEDP), an immersive program developing outstanding senior leaders and managers throughout NSW Health.

At the graduation and presentation day, participants presented their innovative approaches to the strategic challenge of how NSW Health can address the health impacts of environmental change.

They also shared their leadership journeys and experiences with the program that focussed on applying adaptive and collective leadership and design thinking to deal with high levels of complexity in the health system; the value of collaboration and strategic partnerships; adopting multiple perspectives and a system wide lens in approaching health challenges; and a greater understanding of senior and Chief Executive roles.

NSW Health's Deputy Secretary, Phil Minns, and other Chief Executives present on the day congratulated participants on their successful completion of the eight month leadership program. Special thanks to Michael DiRienzo who was the Chief Executive Program Chair and mentor to participants.

The next program commences in late October. Tier two and Tier three leaders with high potential are eligible to be nominated. Nominations close 23 August 2019.

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MOBILE SIMULATION CENTRE - RIGHT TIME AND RIGHT PLACE

HETI's Mobile Simulation Centre has recently delivered an interprofessional Emergency Masterclass in Junee in the Murrumbidgee Local Health District. Twelve medical, nursing and paramedical clinicians participated and developed their skills in caring for critically ill patients and also on the non-technical elements of care, teamwork, communication and crisis management.

A Rural Maternity Care Course was also delivered in Milton-Ulladulla Hospital in the Illawarra Shoalhaven Local Health District. Sixteen medical, nursing and paramedical clinicians joined the course to develop 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, as well as teamwork skills.

Feedback from participants recognised the relevance and timeliness of the two courses and their application to practice.

Both the Emergency Masterclass and the Rural Maternity Care Course are accredited continuing professional development activities with the Royal Australian College of General Practitioners (RACGP), Australian College of Rural and Remote Medicine (ACRRM) and the Australian College of Nursing.

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NSW RURAL GENERALIST MEDICAL TRAINING PROGRAM - RECRUITMENT

A record number of first round applications have been received for the 2020 NSW Rural Generalist Medical Training Program Advanced Skills Training positions in specialised fields such as obstetrics, paediatrics and mental health.

Training positions for 2020 are available in regional centres including Tamworth, Maitland, Coffs Harbour, Lismore, Grafton, Griffith, Orange, Bega, Nowra and Broken Hill.

Interviews for the 50 positions funded through the Program are conducted in collaboration with key stakeholders with the panel including representatives from rural Local Health Districts, general practice Colleges and training providers.

A second recruitment round will open on 23 September 2019 following interviews in August.

Applicants must be on a general practice training pathway and be committed to serving a local rural community in both community general practice and an advanced skill.

Foundation Year applications to the NSW Rural Generalist Medical Training Program will also open on 23 September 2019.

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RURAL HEALTH AND RESEARCH CONGRESS

Two new speakers have been announced for the 2019 Rural Health and Research Congress to be held in Lismore from 16 to 18 October.

Dr Danielle Dries, a Kaurua woman from South Australia will deliver a presentation titled 'Be the Voice of Change for Aboriginal and Torres Strait Islander Health'. Dr Dries is a Board Director of Indigenous Allied Health Australia, a GP Registrar, was ACT Junior Doctor of the Year and more.

Alistair Ferguson, Director and Founder of Maranguka Community Hub, will share insights on Maranguka, meaning 'caring for others' in Ngemba language. Maranguka is a model of Indigenous self-governance, empowering community to coordinate the right mix and timing of services through an Aboriginal community owned and led, multi-disciplinary team working in partnership with government and non-government agencies.

Register now at www.nswrhrc.com.au

Dr Danielle Dries and Alistair Ferguson announced as keynote speakers.



CALL FOR PAPERS

Submissions are now open for Volume 2, Issue 2 of HETI's Health Education in Practice: Journal of Research for Professional Learning.

Prospective authors and reviewers are invited to contribute to the Journal dedicated to research and evaluation of health education in practice. Submissions are invited to two streams:

- The Research and Evaluation stream (scholarly) is submitted for double-blind peer review
- Education-in-practice stream (professional) is submitted for single-blind peer review.

View the Journal at HETI.nsw.gov.au/research

Deadline for submissions is 13 October 2019.

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NSW HEALTH GATEKEEPER TRAINING FOR SUICIDE PREVENTION

Would you know how to respond?

Training continues to be available for all NSW Health employees – including non-clinical staff and non-mental health specialists – in the Gatekeeper model for suicide prevention. Training is designed to help staff identify and respond effectively to people with suicidal ideation or behaviour, and connect them to appropriate supports.



Training and educational resources are available in a range of learning formats:

- Online learning module for individuals via My Health Learning. Search Gatekeeper Training for suicide prevention (208562351)
- Face-to-face workshops and presentations for 30 to 60 participants or teams to complement online training. Workshops cover concepts, ideas and skills practice.
- Train-the-trainer workshops for team leaders and local educators, as well as facilitator resources including new videos to support local delivery.

Workshops can be provided within Local Health Districts. Contact your local Learning and Development team for more information.

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DIGITAL HEALTH MOOC NOW LIVE IN MY HEALTH LEARNING

NSW Health, through eHealth and HETI, have partnered with the University of Sydney and the Digital Health Cooperative Research Centre to deliver a new Massive Open Online Course (MOOC) to support NSW Health staff harness clinical health data for better patient care.

The new MOOC explores how clinical practice is being transformed by the tremendous potential offered by growing pools of data captured in digital systems such as the electronic medical record (eMR) and the Electronic Record for Intensive Care (eRIC).

It demonstrates the emerging role of data in decision-making, evidence-based practice and

quality patient care, and explains key concepts of working with data in a health setting and common activities throughout the data lifecycle.

Available on My Health Learning, the MOOC titled *'Using clinical health data, information and knowledge for better healthcare'* comprises more than 30 videos and associated learning resources. It provides an engaging 12 to 25 hour self-directed learning experience that can be completed over four to five weeks.

The course has been published in My Health Learning, and is also freely available via the online learning platform Coursera, with learners having the option to purchase a certificate of completion.

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MY HEALTH LEARNING

New and revised resources:



Title	Course code
🔗 An introduction to CIMT	254592580
🔗 An introduction to Shaping	254594766
🔗 Client experience of CIMT program - Khee	254592934
🔗 Client experience of CIMT program - Wassim	254594105
🔗 Difficult Conversations	248220107
🔗 Empowering Teams	251056038
🔗 Encouraging Innovation	248534663
🔗 Enhancing Workplace Performance	248534322
🔗 Everyone plays a role in health data (module 2)	256685793
🔗 Interpret health data – turn information into new insights (module 3)	256686104
🔗 Introduction to the Motor Activity Log	254594337
🔗 NSW Health Gatekeeper Training for Suicide Prevention - Facilitator Resources	255568873
🔗 NSW Prevocational Accreditation Program: Module 3 – Preparing for a HETI survey visit	256856246
🔗 Presentation Tips	251056201
🔗 Shaping instructional video	254595105
🔗 Share and integrate data into practice (module 4)	256688415
🔗 The Manager as a Coach	251056454

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myhealthlearning.health.nsw.gov.au

WHERE INNOVATION DRIVES EXCELLENCE
IN EDUCATION AND TRAINING FOR
IMPROVED HEALTH OUTCOMES