

# HETI SENIOR EXECUTIVE FORUM REPORT

SEPTEMBER 2025

## SUPPORTING RESILIENT JARJUMS: EMPOWERING PAEDIATRIC ALLIED HEALTH PROFESSIONALS TO SUPPORT ABORIGINAL FAMILIES AND COMMUNITIES

The 'Supporting Resilient Jarjums', a seminar series designed to support paediatric allied health professionals working with Aboriginal children, families, and communities, was presented online from 14 July to 12 September 2025. The flexible, self-paced program aimed to strengthen culturally safe practice and improve outcomes for Aboriginal Jarjums [children] by equipping staff with practical, respectful, and inclusive approaches to care.

The series included one mandatory session and a selection of three out of eight elective sessions, each approximately 30 minutes in duration. The mandatory session, 'Empowering Choices', introduced the Shared Decision-Making Tool, which supports family empowerment and collaborative care planning. Elective topics included cultural intelligence, home therapy development, allyship, assessment practices, inclusive interviewing, post-diagnosis support, and wellbeing. Participants were encouraged to complete all sessions to maximise their learning and professional development.



The Supporting Resilient Jarjums seminar series is a unique and transformative educational opportunity tailored specifically for allied health staff who work with Aboriginal children, families and communities. Artwork created by Bundjalung Artist, Holly Sanders.

To complement the learning experience, a reflection journal was made available to support participants in applying insights to their practice and to encourage ongoing cultural reflection. With over 700 registrations, the series demonstrates strong sector interest and commitment to culturally responsive, strengths-based care for Aboriginal children and families.

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## RURAL RESEARCH CAPACITY BUILDING PROGRAM 2025 CANDIDATE'S PROGRESS

The 2025 cohort of the Rural Research Capacity Building Program are moving from designing their research projects to the data collection phase. Candidates work with their local research office and ethics committee to find the most appropriate approval pathway, with some projects approved as exempt projects under the National Statement on Ethical Conduct in Human Research. Examples of projects approved through this pathway include:

**Sophie Hardie, Western NSW LHD** who is evaluating potential dosimetric differences between free-breathing and deep inspiratory breath holding plans for breast radiotherapy, thereby better informing screening processes for women needing this critical intervention.

**Vivienne Raymant, Northern NSW LHD** in her project exploring enablers for Allied Health clinicians supervising students in regional NSW health services. Vivienne's application was of such a high standard the research office has approached her about using her submission as an exemplar qualitative study.

Other 2025 projects continue to be reviewed through the Human Research Ethics and Aboriginal Health and Medical Research Council approval processes as appropriate.

Reports from the recently completed 2023 cohort continue to be uploaded to the website including:

**Belinda Lincoln Northern NSW LHD** investigated the current pain management practices for patients with a fractured neck of femur and pain-related outcomes between cognitively intact and cognitively impaired individuals. This was a retrospective observational cohort study comparing pain assessments conducted, analgesia administered and mobility from day one to day six following surgical repair of a fractured neck of femur.

**Jenae O'Sullivan, Northern NSW LHD** study characterised patients who did not wait (DNW) for treatment at a rural hospital emergency department. A retrospective cohort study design was used to explore system-level factors driving DNW behaviour to inform service improvements in rural emergency departments.

As papers are published related to projects completed in the program, links to these are added to the project page. Program coordinators Dr David Schmidt, Dr Kerith Duncanson and Dr Shelley Barlow actively maintain connection with program alumni and encourage sharing of ongoing research successes.

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## MINISTRY OF HEALTH SENIOR EXECUTIVE LEADERSHIP PROGRAM

HETI has partnered with Ministry of Health's People & Culture team to deliver cohort two of the *Navigating Leadership and Culture* program. The program ran from 19 May to 18 August and aimed to support the ongoing development of senior executives within Ministry through an intensive and immersive learning experience.

The objectives of the program were to:

- deepen self-awareness in the exercise of leadership
- examine culture to improve the leadership and employee experience
- develop strategies to create and support a team culture of inclusion, psychological safety and trust
- build team capacity to engage in collective leadership
- take a systems perspective for partnering and collaborating with key stakeholders with a focus on influencing the system.

Through a series of four labs, participants explored concepts relating to *Leading Self, Leading Others, and Leading Across the System*. During the program, participants applied their learnings to a real-world complex/adaptive challenge. Peer Consultation sessions helped participants move their challenges forward by providing coaching and practical guidance from peers.

Lab Four included a session from Deputy Secretary for Regional Health, Luke Sloane, who shared his leadership journey and discussed the challenges of working across the system to advocate for needs of regional communities.

The program's capstone event allowed participants to engage with NSW Health Secretary, Susan Pearce AM, in a fireside discussion. Participants shared their complex and adaptive challenges, how these had been progressed throughout the program, and the outcomes they'd achieved.

Participants also completed the Hogan Leadership Insights Assessment and the Hogan Team Assessment. These were supported with coaching sessions provided by Peter Berry Consulting.

The program directly aligns to MoH strategic priorities including 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 has received a Net Promotor Score of 67 which is considered 'excellent'. This score is a significant increase from the pilot. A full evaluation of the program is currently being completed. Further information can be found through the e-mail below.

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## BEYOND THE LATCH: UNDERSTANDING AND MANAGING PAIN IN BREASTFEEDING



The 'Beyond the Latch' webinar from the Jumbunna professional development series was delivered on 5 August 2025, in celebration of World Breastfeeding Week (1–7 August 2025) embracing the theme "Empower Parents, Enable Breastfeeding". This culturally rich, clinically focused webinar offered a learning opportunity for healthcare professionals supporting breastfeeding families, strengthening clinical practice and promoting professional growth.

Professor Lisa Amir presented strategies for pain management during lactation, helping practitioners develop personalised care plans to support continued breastfeeding. Aboriginal midwives Kobi Delaney and Tamara Blanch shared their lived experience and cultural knowledge, highlighting the resilience and strengths of Aboriginal women, families, and communities, and ensuring culturally responsive care remains central to practice.

The event celebrated both clinical expertise and cultural richness within Aboriginal maternal and infant health services, reflecting ongoing commitment to workforce development and community wellbeing.

The webinar can be viewed on the HETI [webpage](#).

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## CELEBRATING THE INTERNATIONAL DAY OF OLDER PERSONS – THE WORKING WITH OLDER PEOPLE NAVIGATOR



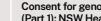
As we approach the International Day of Older Persons on 1 October 2025, we recognise the importance of delivering high-quality, person-centred care for older people.

HETI collaborated with Local Health Districts/Specialty Health Networks and Ministry of Health experts in older people's care to develop the *Working with Older People Navigator*. Launched in July 2024, the Learning Navigator supports healthcare professionals by providing easy access to learning resources strengthening workforce capability and supporting improved health outcomes for older people across NSW. The *Working with Older People Navigator* (course code 536039525), is available to all NSW Health staff via My Health Learning.

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# CENTRE FOR GENETICS EDUCATION POSTER PRESENTATION AT HUMAN GENETICS SOCIETY OF AUSTRALASIA (HGSA) 48TH ANNUAL SCIENTIFIC MEETING

The HETI Centre for Genetics Education (CGE) team members attended the HGSA conference in Sydney between 15-18 August 2025. The conference theme was “genomic ecosystems” and it was attended by 800 national and international delegates. The CGE team presented a poster titled: “Collaborative development of eLearning modules to upskill non-genetics trained health professionals on genomic healthcare”. It showcased the development and overwhelming positive evaluation of four genomics eLearning modules that are now available on My Health Learning.

Genomic testing: Who to offer testing and/or referral to specialist genetics services (22 Minutes) 	Consent for genomic testing (Part 1): NSW Health consent process (17 Minutes) 	Genomic testing: Types of genomic tests and possible results (20 Minutes) 	Genomic testing: Relaying test results and ongoing management (20 Minutes) 
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# MENTAL HEALTH MICROCREDENTIALS, FLEXIBLE LEARNING THAT FITS

*“HETI Higher Education has expanded stackable microcredentials in mental health. These five-week units give NSW Health staff the opportunity to grow skills while staying engaged in the workforce.”*

## The context

Health professionals are balancing competing priorities every day whilst delivering care, engaging with communities, and responding to emerging health needs. Adding professional development on top can feel out of reach.

## Our response

HETI Higher Education has expanded stackable microcredentials in mental health. These five-week units give NSW Health staff the opportunity to grow skills while staying engaged in the workforce.

## What's different

- Short and flexible – 20 hours for professional development only, or 50 hours to earn academic credit, across 5 weeks, paced to fit alongside clinical commitments.
- Directly applied – learning grounded in real case examples and current practice.
- Stackable – complete units to build toward a postgraduate qualification.
- Connected – opportunities for peer learning, guest insights, and interprofessional exchange.

## Current impact

- Immediate application of knowledge to patient care and service planning.
- Learning is strengthening collaboration and shared capability within teams.
- Networks are forming across NSW Health through microcredential cohorts.

Enrolments are open year-round. More details available at: <https://heti.edu.au/news/news/heres-how-to-gain-mental-health-skills-that-fit-with-your-workload>

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# MY HEALTH LEARNING

## NEW AND REVISED RESOURCES:



TITLE	COURSE CODE
Fetal Safety Education - Antenatal Fetal Heart Rate Monitoring (Refresh)	324891735
Fetal Safety Education - Antenatal Fetal Heart Rate Monitoring: Quiz (Refresh)	325481746
Fetal Safety Education - Fetal Physiology 1 - Oxygenation and Fetal Heart Rate Control (Refresh)	288221575
Fetal Safety Education - Fetal Physiology 2 - Mechanical and Hypoxic Stress and Fetal Heart Control (Refresh)	288222009
Fetal Safety Education - Fetal Physiology 2 - Mechanical and Hypoxic Stress and Fetal Heart Control: Quiz (Refresh)	292235780
Fetal Safety Education - Intrapartum Monitoring - Electronic Fetal Heart Rate Monitoring (Refresh)	288223119
Fetal Safety Education - Intrapartum Monitoring - Electronic Fetal Heart Rate Monitoring: Quiz (Refresh)	292253234
Fetal Safety Education - Intrapartum Monitoring - Intermittent Auscultation (Refresh)	288223869
Disability Confident Conversations (Rebuild)	502391023
Inclusive Recruitment (Rebuild)	502389876
Workplace Adjustments (Rebuild)	502390532
DeliverEASE: Cycle Counting	615152475
Prescribing for Smoking and Vaping Cessation	615139171
Emergency Module 15: Recognising and responding to musculoskeletal injury and pain	551963382

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