

HETI SENIOR EXECUTIVE FORUM REPORT

SEPTEMBER 2022



NSW Rural Generalist (Medical) Training Program has up to 50 funded Advanced Skills Training positions available.

NSW RURAL GENERALIST (MEDICAL) TRAINING PROGRAM – 2023 ADVANCED SKILLS TRAINING

The NSW Rural Generalist (Medical) Training Program (NSW RGTP) aims to build the medical workforce to meet the current and future health needs of NSW rural and remote communities.

Up to 50 Advanced Skills Training (AST) posts are funded in NSW each year across six specialty pathways: Anaesthetics, Obstetrics, Emergency Medicine, Palliative Care, Paediatrics and Mental Health, with posts distributed across participating rural Local Health Districts.

The readiness assessment and allocation of Foundation Year trainees has been completed and those eligible received first round offers of nominated AST posts to commence in the 2023 clinical year.

The remaining 2023 AST posts are advertised and recruited to through the annual Junior Medical Officer Recruitment Campaign.

2023 Advanced Skills Training recruitment (Round 2) opens 5 October 2022.

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HETI PROCESS TO FILL RECORD NUMBER OF MEDICAL INTERN POSITIONS IN 2023

HETI is currently managing the medical intern recruitment process in ROB for NSW intern positions commencing in January 2023. A record number of positions have been identified by Local Health Districts with 1119 positions available. Applicants currently holding accepted preliminary offers will be transferred in ROB to requisitions for the Prevocational Training Networks and Rural Preferential Recruitment facilities from 20 September 2022.

This will allow facilities and HealthShare to move applicants through pre-employment checks and issue of formal offers. HETI will continue to fill vacant positions from the start of National Offer Period 3 which opens on **Wednesday 21 September 2022.**

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FLOODING CHALLENGES PROVIDE OPPORTUNITY TO APPLY SKILLS LEARNED IN HETI'S PMSP

635 participants from 31 NSW Health organisations have enrolled in the latest cohort of HETI's **People Management Skills Program (PMSP)** commencing in October. This key program has enabled NSW Health managers to learn skills which in one case has been applied through local climate challenges.

Surviving personal tragedy and working through intense COVID system pressure in a regional area destroyed by flooding has been a test of strength and endurance for many staff. Alistair*, an experienced Nurse Unit Manager in NNSWLHD, has used skills and tools recently learned on the People Management Skills Program (PMSP) to help cope and overcome the extreme challenges he has encountered.

The Program provides deep listening techniques which is key to identifying deeper meaning beyond the words people say and understanding unspoken needs. Alistair applied these along with coaching techniques to his team who appeared demoralised and disengaged. He could help individuals re-frame thoughts to focus on ways to move forward. Alistair has shared with the HETI team how he felt more able to break through communication barriers, undertake challenging conversations, and re-energise fatigued team members.

Alistair found resonance with the ideas of prioritising wellbeing and self-kindness. Establishing these new thought-patterns allowed him self-permission to take the necessary time and space to reflect. He now actively encourages mindfulness at work to promote staff wellbeing and resilience. A corollary to this is a newfound capacity to resist pressure to respond immediately, but to instead deliberate to produce well-considered plans and decisions.

“Good communication is like water to a plant, it helps relationships blossom and grow”

Good communication is a key theme is a key theme for Alistair who considers he has made a positive impact from his learnings on patient care through his own changed behaviour and the follow-on behaviour of his team. He is also grateful for his newly discovered peer group on the course, who come from across the state in a range of job roles and at varying levels of management experience.

PMSP is delivered twice per year by cohort. Participants complete six half-day modules over a 12-week period. The next round of enrolments will open in March 2023 for May-June delivery.

For more information about the program, visit [webpage](#) or contact the HETI Management Development Team on: HETI-Management@health.nsw.gov.au

* Alistair is a pseudonym

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NSW RURAL GENERALIST MEDICAL TRAINING PROGRAM: PRACTICE PRACTICALITIES WEBINARS

The NSW Rural Generalist Medical Training Program (NSW RGTP) 'Practice Practicalities' webinars facilitated by NSW RGTP Rural Directors of Training, with guest speakers from rural Local Health Districts, GP Practices, Rural Doctors Network and NSW Rural Doctors Association will provide a supportive interactive learning and networking opportunity for current NSW RGTP advanced skills trainees, as they progress towards the end of their advanced skills training year.

The webinars will be held on **4 and 17 October 2022**. Key topics include transitioning to independent practice, practice considerations, supervision, credentialling, living and working rurally, strategies to optimise the experience and set themselves up for success.

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RURAL RESEARCH CAPACITY BUILDING PROGRAM

The Health Education and Training Institute (HETI) Rural Research Capacity Building Program welcomed 15 researchers from the 2020 cohort to a face-to-face workshop in September. Despite having worked together since 2020, this was the first opportunity for researchers to meet in person.



The training covered aspects of communicating research and was designed to assist researchers to take the next step in their research project, which included ethics submissions, academic writing, poster design and presenting the researcher's own workplace-based research project to an executive or professional audience.

The workshop drew on expertise of program alumni from Southern NSW, Mid North Coast, Hunter New England and Western NSW Local Health Districts. These alumni, along with HETI's own research and evaluation specialists used a combination of interactive techniques to facilitate group cohesion and gain maximum value from this opportunity.

One of the researchers described how the workshop assisted in their research journey.

"With the onset of COVID I was redeployed to conduct contact tracing. As a result, my ethics application was put on hold. When contact tracing ceased, my focus was on getting my programs fully operational again which put me even further behind. I wasn't going to attend the workshop because completing my research seemed impossible but with encouragement from the program coordinators I decided to go. The workshop helped me to get motivated again and answered all my questions. I returned from the workshop and was able to submit my ethics application a few days later."

Over the coming months researchers will continue to progress their projects and learn about writing for publication.

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STRENGTHENING FOUNDATIONS ORIENTATION VIRTUAL WORKSHOP

The Strengthening Foundations workshop supports the orientation of new staff commencing in the Aboriginal Maternal Infant Health Service (AMIHS) and Building Strong Foundations (BSF) team facilitated by the Training Support Unit (TSU). The purpose of the workshop is to assist in developing a broader understanding of Aboriginal social and emotional health and wellbeing along with the

principles of primary health care, strengths-based practice, care models, professional wellbeing and teamwork. The strengthening foundations workshop is part of the professional development program for onboarding the multidisciplinary workforce working with Aboriginal mothers, families and communities in AMIHS and BSF services.

The Strengthening Foundations virtual workshop was held on Wednesday 17 August 2022 and co-facilitated by the TSU and Aboriginal health educator Brenda Holt. There were nine staff members from AMHS and BSF teams in attendance from across NSW Health. Evaluations were positive with participants (100%) agreeing or strongly agreeing the workshop was relevant, demonstrated cultural safety and inclusive practises, and increased their understanding of the AMIHS and BSF model of care.

The TSU will deliver further Strengthening Foundations workshops in 2022/2023 for new staff joining AMIHS and BSF.

Registration can be made via email
HETI-TSUadmin@health.nsw.gov.au

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BREASTFEEDING THE KOORI WAY: WEAVING THE EVIDENCE INTO PRACTICAL SOLUTIONS AND INCREASING HEALTH LITERACY FOR ABORIGINAL MOB



The first Jumbunna for the 2022/23 financial year focused on breastfeeding in celebration of the 2022 'Step up for Breastfeeding: Educate and Support' [World Breastfeeding Week](#) theme. The Jumbunna webinar was presented by Dr Lisa Stinson from the University of Western Australia, who explored the multitude of micro-organisms of human milk that act to seed the infant microbiome, which in turn influences infant immune and metabolic development and life-long health. Following Dr Stinson's presentation, an interactive yarn was led by Aboriginal health practitioner, Carol Anderson

from Birra Li, AMIHS at Hunter New England Local Health District. Carol was joined by a NSW Health **Breastfeeding Knowledge Custodian** panel consisting of:

- **Jaime Carpenter**, Aboriginal Health Worker, Binji & Boori, Aboriginal Maternal Infant Health Service Illawarra Shoalhaven Local Health District
- **Rachel Jones**, Clinical Midwife Consultant, Infant Feeding, Westmead Hospital, Western Sydney Local Health District
- **Michelle Simmons**, Clinical Midwife Consultant Postnatal/Infant Feeding, Westmead Hospital, Western Sydney Local Health District
- **Ellie Saberi**, Manager Priority Populations, Integrated Care, Northern NSW Local Health District

The webinar had 181 registrations with 127 live in attendance. The webinar recording is available [here](#).

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NSW RURAL GENERALIST (MEDICAL) TRAINING PROGRAM – 2023 FOUNDATION YEAR RECRUITMENT

The NSW Rural Generalist (Medical) Training Program (NSW RGTP) is a supported training pathway for junior doctors wishing to pursue a career as a rural general practitioner who provides primary care in a general practice setting as well as advanced services and/or procedural skills within a rural hospital.

Foundation Year is the earliest entry into the NSW RGTP with commencement at postgraduate year two (PGY2) which aligns with general practice training.

This program offers support and education to assist junior doctors prepare for their future career, giving access to structured education sessions, workshops, career planning and training advice.

2023 Foundation Year Recruitment opens 28 September 2022

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APPLICATIONS OPEN FOR PERINATAL AND INFANT MENTAL HEALTH OR CHILD AND YOUTH MENTAL HEALTH SPECIALISATIONS

The **Child and Youth Mental Health Services (CYMHS) Scholarships** are open to all students studying postgraduate Applied Mental Health Studies with HETI who meet the eligibility requirements irrespective of their study load. That is, students can apply to receive a scholarship for a single unit requiring 50 hours of study, or for multiple units up to a maximum of 300 hours of equivalent study. The scholarship will be administered and delivered by HETI to NSW Health professionals providing mental health services to infants, children, youth, and their families/carers. These scholarships have been funded by Mental Health-Children and Young People (MH-CYP), NSW Ministry of Health, to support those studying Perinatal and Infant Mental Health or Child and Youth Mental Health specialisations.

All Applied Mental Health Studies units are underpinned by recovery principles with an emphasis on the application to clinical practice. From the outset, students select their preferred specialisation in mental health including working with infants, children and youth, adults, or older people.

SEMESTER 1 2023: 7 November - 16 December 2022
SEMESTER 2 2023: 15 May - 23 June 2023

Click here for more information on the [Child and Youth Specialisation](#) and [scholarship information](#).

→ **Contact:** susan.grimes@health.nsw.gov.au

APPLICATIONS OPEN FOR OLDER PERSONS MENTAL HEALTH SPECIALISATION

The **Older Person's Mental Health (OPMH) Scholarships** are open to all students who are undertaking postgraduate Applied Mental Health Studies with HETI who meet the eligibility requirements irrespective of their study load. That is, students can apply to receive a scholarship for a single unit requiring 50 hours of study, or for multiple units up to a maximum of 300 hours of equivalent study. The scholarships have been funded by the Mental Health Branch (MHB), NSW Ministry of

Health. The scholarships will be administered and delivered by HETI Higher Education to NSW Health professionals providing mental health services to older people and their families/carers, aged care staff working within the mental health residential aged care (MH-RAC) partnership services supported by NSW Health funding, and clinicians providing mental health care to older people through the Primary Health Networks.

All Applied Mental Health Studies units are underpinned by recovery principles with an emphasis on the application to clinical practice. From the outset, students select their preferred specialisation in mental health including working with infants, children and youth, adults, or older people.

SEMESTER 1 2023: 7 November - 16 December 2022
SEMESTER 2 2023: 15 May - 23 June 2023

Click here for more information on [this specialisation](#) and [scholarship information](#).

→ **Contact: susan.grimes@health.nsw.gov.au**

SEMESTER 1 2023: 31 October - 2 December 2022
SEMESTER 2 2023: 15 May - 23 June 2023

Click here for more information [about our courses](#) and [scholarship information](#).

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APPLICATIONS OPEN TRAUMA INFORMED CARE AND PRACTICE (8ALF008) SCHOLARSHIPS

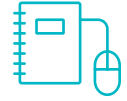
The Health Education and Training Institute (HETI) is pleased to partner with the Agency for Clinical Innovation (ACI) to offer 150 scholarships to support NSW Health Mental Health Service and clinicians working with vulnerable populations to receive targeted trauma informed care training. The scholarship will be administered and delivered by HETI to NSW Health employees working in the following areas and are prioritised as follows:

1. Mental Health Services.
2. Clinicians working with vulnerable populations.
3. Any scholarship remaining will be considered for NSW Health employees working in other settings upon application. These scholarships have been funded by the Agency for Clinical Innovation, Mental Health Network.

The Trauma Informed Care and Practice unit ([8ALF008](#)) enables students to explore and critique the concepts of trauma informed care that support and facilitate optimal wellbeing of people with lived experience and those who support or work for them.

MY HEALTH LEARNING

NEW AND REVISED RESOURCES:



TITLE	COURSE CODE
Post Incident Safety Huddles (Refresh)	221824316
Antimicrobial Stewardship Monitoring and Review	433383479
Viewing blood and blood product transfusions in iView (Refresh)	398657126
Ordering plasma-derived and recombinant products (Refresh)	398659288
Ordering fresh blood product transfusions in the eMR (Refresh)	398658275
Massive Transfusion Protocol Administration Reconciliation Orders (Refresh)	398659540
Introduction to Ordering Blood and Blood Products in the eMR (Refresh)	398644034
Alcohol and Other Drugs - Comprehensive Assessment and Care Planning	433769881
Overview of blood and blood product transfusion administration (Refresh)	396851353
Massive Transfusion Protocol Administration Reconciliation (Refresh)	396856099
Massive Transfusion Protocol Administration Reconciliation Orders with co-sign (Refresh)	396855972
Introduction to Documenting Administration of Blood and Blood Products in the eMR (Refresh)	396851017
Documenting Pre-transfusion checks in iView (Refresh)	396852898
Documenting blood and blood product transfusion administration details (Refresh)	396853026
Documenting administration of plasma-derived and recombinant injectable products (Refresh)	396855268
Documenting administration of plasma-derived and recombinant infusion products (Refresh)	396854588
Additional Module 3b: Moderna (6 months to 5 years) vaccine	437312497

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myhealthlearning.health.nsw.gov.au

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FOR EDUCATION AND TRAINING IN
NSW HEALTH