

HETI SENIOR EXECUTIVE FORUM REPORT

JUNE 2025



RGEN25 offered a forum to share ideas, strengthen professional relationships, gain expert insights and inspire the next generation of rural generalists.

RGEN25: PARTNERSHIPS IN CARE – EXCELLENCE IN ACTION

Rural generalist trainees, supervisors, educators and healthcare leaders gathered in the Hunter Valley on 16 – 17 May for RGEN25, the 2025 Rural Generalist Engagement and Networking Conference, hosted by HETI.

Centred on the theme “Partnerships in Care – Excellence in Action”, the two-day event celebrated the important partnerships that underpin rural healthcare. From local clinics to emergency departments, rural generalists are key to delivering connected care in regional communities – and this conference provided space to reflect, learn and grow those connections.

The opening address, delivered by the Rural Generalist Training Coordination Unit and National Rural Health Commissioner Professor Jenny May, welcomed participants as part of the “rural generalist family.” Key partners including NSW Health, Local Health Districts, RACGP and ACRRM were recognised by Dr Jo Burnand, Medical Director of HETI, for their role in shaping and supporting this vital workforce.

Keynotes from Dr Paula Conroy and Dr Stephen Murdoch set the tone, exploring the importance of partnerships with self, others, and health professionals. Discussions continued across presentations, panels and workshops, from caring for high-acuity patients, team-based care to strengthening supervision and leadership.

For many, the most powerful elements were connection and inspiration.

“It’s inspiring to hear how others are practising and leading in rural medicine,” said Dr Joseph Low, Wagga Wagga.

“Conferences like this remind us why we do the work we do,” said Dr Taylor Glover, Orange.

“RGEN25 created an environment where everyone – from students to senior GPs – could contribute and learn from one another,” said Jamil Khaltan, Rural Doctors Network Cadet.

Dr Louise Baker, Statewide Director of the Rural Generalist Training Coordination Unit, summarised:

“Rural Generalism is a partnership between GPs, their communities, and their hospitals. That partnership is vital to improving healthcare in rural NSW.”

[Watch the highlights and speaker videos from RGEN25](#)

Find out more about HETI’s [Rural Generalist Training Program](#).

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HETI'S HIGHER EDUCATION MENTAL HEALTH COURSES - GRADUATION 2025



Last month we proudly celebrated the graduation of 36 students from HETI Higher Education's mental health courses, marking an important milestone in their professional and personal journeys.

Held at 1 Reserve Road, the graduation ceremony brought together students, educators, families, and sector leaders, with NSW Health Secretary Susan Pearce AM attending as a special guest and addressing the graduates.

The event acknowledged not just academic achievement, but also the deep commitment these graduates have made to advancing mental health care across NSW.

From psychiatrists and general practitioners to perinatal specialists and youth mental health professionals, each graduate brought their own reasons for undertaking further study and a shared drive to make a difference.

"I chose to study mental health to enhance the lives of older people that I work with," one graduate shared. Others spoke about the importance of lifelong learning, career growth, and the opportunity to deepen their impact on the communities they serve. For many, returning to study was both a professional step and a personal mission: "To be able to give back to community is really important, particularly in the area of mental health."

The diversity of our graduates reflects the broad need for skilled mental health professionals across health settings. This year's Academic Excellence Awards were presented to:

- Kieran Allen (MPM Psychiatry)
- Janine Teasdale (MPM General Practitioner)
- Emma Spinks (MPM Psychiatry)
- Elizabeth Beveridge (MAMHS Perinatal and Infant)

Their outstanding results reflect academic dedication and commitment to improving care for those they work with every day.

Dr Susan Grimes, Director of Mental Health and Higher Education at HETI, recognised the impact graduates are already having across the state, saying:

"Students study with us because they have a passion to improve their own healthcare practice, and most importantly, to improve healthcare outcomes for those consumers and families that they work with."

The formalities were also a moment to reflect on how professional education continues to evolve alongside the needs of the sector. As Dr Roderick McKay, Director Psychiatry and Mental Health Programs noted:

"I'm sure what the students will bring is an enhanced ability to deliver mental health care as the community needs it and wants it, and more importantly, to keep improving that mental health care into the future."

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LAUNCH OF THE EMERGENCY NURSING TRANSITION TO SPECIALTY PRACTICE LEARNING PATHWAY

The Health Education & Training Institute (HETI) has led the redesign of the Emergency Nursing Transition to Specialty Practice (TTSP) program. In close partnership with the Agency for Clinical Innovation (ACI), the NSW Health Nursing and Midwifery Office (NaMO), and clinical experts, HETI has developed a contemporary standardised education program that builds capability, confidence, and supports safe, effective emergency nursing care across NSW Health.

Developed through a collaborative co-design approach that included input from clinical experts and consumers, the resulting blended program offers a flexible learning pathway. The program comprises eLearning modules, work-integrated learning and reflective portfolio activities, locally facilitated face-to-face study days, and a capability assessment providing a flexible learning pathway.

The Emergency Nursing TTSP program supports the safe and consistent implementation of Emergency Care Assessment and Treatment (ECAT) protocols across the system. By aligning education with clinical practice, it strengthens workforce capability, improves clinical safety, and enables a more agile and prepared emergency nursing workforce.

The program is designed as a structured pathway for early career emergency nurses while also being highly valuable for experienced and returning-to-practice nurses. The modular design allows for flexible access to individual components, supporting just-in-time learning, skills refreshment, and professional development.

The program was formally launched on 28 May 2025 by Susan Pearce AM, Secretary NSW Health, Adjunct Professor Annette Solman, Chief Executive HETI, Jacqui Cross, Chief Nursing and Midwifery Officer, and Ellen Rawstron, Executive Director, Clinical Engagement and Operational Programs, ACI.

Early career emergency nurses can be enrolled in the Learning Pathway via the local LMS Administrator. Experienced and returning-to-practice emergency nurses can self-enrol in individual modules via My Health Learning.

More information can be found at <https://www.heti.nsw.gov.au/education-and-training/our-focus-areas/nursing-and-midwifery/emergency-nursing/emergency-nursing-education-pathway-resources>

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LGBTIQ+ CAPABILITY FRAMEWORK LAUNCH FOR PRIDE MONTH



This Pride Month HETI is thrilled to share the launch of the NSW Health LGBTIQ+ Capability Framework 2025-2029 (the Framework). HETI, in partnership with the NSW Ministry of Health, has led the development and design of the Framework to inform key capabilities required of the NSW Health workforce to deliver safe, inclusive healthcare to LGBTIQ+ people.

The Framework identifies workforce capabilities needed for LGBTIQ+ inclusion with five educational domains. The domains include foundational concepts, safe inclusive practice, communication and documentation, healthcare

rights and professional practice. The development of the Framework was informed by contemporary academic literature and best practice models, and in consultation and co-design with subject matter experts. The Framework was reviewed via a statewide workforce survey to ensure the design is both practical and relevant to NSW Health staff.

The Framework provides the foundational knowledge, skills, behaviours and professional values required of NSW Health and affiliated NGO workforces to effectively address the health priorities that matter for LGBTIQ+ people in NSW.

The Framework is accessible via the [HETI Webpage](#) and can be downloaded via: [NSW-LGBTIQ-Health-Education-Capability-Framework.pdf](#)

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TSU WEBSITE REFRESH: A STRONGER CULTURAL CONNECTION



Artwork created by Bundjalung Artist, Holly Sanders

The HETI Training Support Unit (TSU) has launched its refreshed website – designed to deepen the connection to Aboriginal and Torres Strait Islander culture and continue to support those delivering maternity and child health services across NSW.

REFLECTING CULTURALLY INCLUSIVE PRACTICE

The redesigned TSU website reflects our ongoing dedication to cultural inclusion, allyship, and reconciliation. It supports healthcare professionals who work in the Aboriginal Maternal and Infant Health Service (AMIHS) and Building Strong Foundations (BSF) programs—and those partnering with them.

These programs are grounded in Aboriginal cultural philosophy and aligned with the Closing the Gap initiative, the NSW Health Aboriginal Health Plan, and guided by the NSW Health First 2000 Days Framework policy directive.

ABORIGINAL ART AT THE HEART OF THE NEW DESIGN

A centrepiece of the refreshed website is the vibrant artwork series by Bundjalung artist Holly Sanders. Her work brings First Nations perspectives into the digital environment, reinforcing the HETI TSU's commitment to Aboriginal ways of knowing, being, and doing, and plays a key role in fostering a culturally safe online environment for learning and engagement.

"My work is a celebration of identity, storytelling, and connection to Country." – Holly Sanders

STRENGTHENING COMMUNITY CONNECTION

The TSU website not only improves the user experience but also nurtures deeper cultural connection for those working alongside Aboriginal communities. This refresh is part of HETI's broader commitment to providing culturally safe and respectful education and service delivery.

[Explore the refreshed TSU website](#)

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NSW LIMITED LICENCE RADIOGRAPHY COURSE – ADDITIONAL LICENCE AND RADIOGRAPHER SUPPORT MODULE

The NSW Limited Licence Radiography Course provides the opportunity for Remote X-ray Operators (RXOs) to obtain a Limited Licence (IA14R) enabling them to deliver a limited range of acute diagnostic radiography services in small rural and remote communities in the absence of a radiographer.

In 2025 the NSW Environment Protection Authority approved HETI to deliver an additional licence (IA20R – Use radiation apparatus for general dental radiography (remote operators using OPGs) which provides opportunity for RXOs who already hold the Limited Licence (IA14R) to provide a limited Orthopantomography (OPG) radiography service in health facilities when there is no radiographer available.

HETI has also released a training module for radiographers who are supporting RXOs in their rural healthcare facilities and services. Radiographers will learn how to provide effective and timely guidance to RXOs to enable them to continue to develop skills and confidence beyond the training.

By strengthening the Remote X-ray Operator (RXO) workforce, these initiatives will help address workforce shortages, increase the number of procedures performed locally, and contribute to more timely and equitable healthcare delivery across NSW.

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BUMPER MONTH FOR PUBLICATIONS AND CONFERENCE PRESENTATION SUCCESS FOR THE RRCBP

One of the competencies for completion of the Rural Research Capacity Building Program is research dissemination, to ensure findings from health services research are shared as widely and well as possible. This month marks a record number of publications by our candidates and graduates, with the following publications now in print:

Ali Taylor (2022) Mid North Coast LHD was an author on papers in Journal of clinical nursing and International Journal of Mental Health Nursing on the approaches to reduce restrictive practice use in an acute mental health unit. See more at <https://doi.org/10.1111/jocn.17727> and <https://doi.org/10.1111/inm.70059>

Lola Erinle (2022) Southern NSW LHD saw her RRCBP project on the meaning of collaboration in rural mental healthcare delivery published, also in International Journal of Mental Health Nursing. <https://doi.org/10.1111/inm.70066>

Corin Miller (2022) and Erin Evans (2023) Southern NSW LHD collaborated on a paper in BMJ Paediatrics Open which explores the growing role of school-based integrated care in regional Australia. [10.1136/bmjo-2024-003245](https://doi.org/10.1136/bmjo-2024-003245)

Pauline Smith (2017) Mid North Coast LHD was another publishing her RRCBP project internationally, with her work on a rural partnership model of after-hours and extended palliative care delivery in International Journal of Palliative Nursing. <https://doi.org/10.12968/ijpn.2024.0003>

Matthew Simpson (2011) NSW Ambulance used phenomenology to explore the experiences of paramedics responding to individuals experiencing a mental health crisis in the community in the latest publication from his doctoral studies, published in *Paramedicine*. <https://doi.org/10.1177/27536386251341785>

To top off the month, **Erin Fisher (2019)**, **Marcela Levey (2023)** and **Britney McMullen (2020)** have been accepted for rapid fire oral presentations at the National Allied Health Conference, with Britney attending as the 2020 RRCBP report award winner.

Program managers Dr David Schmidt and Dr Kerith Duncanson could not be more proud of these dedicated, clever clinician researchers and their diverse, inclusive, person-centred research.

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NEW eLEARNING MODULE GENOMIC TESTING: RELAYING RESULTS AND ONGOING MANAGEMENT



Clinicians across many mainstream specialties are increasingly required to communicate genomic test results. This involves identifying resources to support both themselves and their patients in understanding the findings, discussing implications for the patient and their family, explaining complex results such as variants of uncertain significance, and outlining appropriate next steps for clinical management.

Providing practical tips, a clinical scenario and a useful checklist, this module will equip clinicians with essential knowledge to:

- plan results appointments with consideration to the patient's needs
- discuss with your patient key aspects of the genomic test result and next steps
- identify useful resources and services.

The primary audience for this learning is:

- non-genetics trained medical officers
- non-genetics trained healthcare professionals, including nursing, midwifery and allied health staff who deliver genomic healthcare or support the delivery of genomic healthcare to NSW Health patients, their families and carers.

MHL COURSE CODE: 602938633

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MY HEALTH LEARNING

NEW AND REVISED RESOURCES:



TITLE	COURSE CODE
Building a Safe Workplace Culture (Refresh)	120032854
Corporate Records Management (Refresh)	227079002
Dataflow for Health Entities	603901816
Emergency Module 1: Introduction to emergency nursing	551897960
Emergency Module 2: Recognising and responding to compromised airways and suspected c-spine injuries	551898531
Emergency Module 3: Recognising and responding to respiratory emergencies	551898915
Emergency Module 4: Recognising and responding to cardiovascular emergencies	551899245
Emergency Module 5: Recognising and responding to neurological emergencies	551899651
Emergency Module 6: Recognising and responding to gastrointestinal and endocrine emergencies	551900018
Emergency Module 7: Recognising and responding to genitourinary emergencies	551900321
Emergency Module 8: Recognising and responding to psychological distress or behavioural disturbances	551900739
Emergency Module 9: Recognising and responding to trauma presentations	551900989
Emergency Module 10: Recognising and responding to rashes and minor burns	551901437
Emergency Module 11: Recognising and responding to patients experiencing violence, abuse and neglect	551962543
Emergency Module 12: Recognising and responding to obstetric presentations in the emergency setting	551962679
Emergency Module 13: Recognising and responding to sepsis in the emergency care setting	551962879
Emergency Module 14: Recognising and responding to patients affected by alcohol and other drugs	551963069
Emergency Module 15: Recognising and responding to musculoskeletal injury and pain	551963382
Emergency Module 16: Recognising and responding to ocular and dental emergencies	551963752
Health Equity and Social Determinants (Refresh)	242567952
NSW Limited Licence Radiography Course - Remote X-ray Operator - Local Rural Radiographer Support Module	599353015
NSW State Recordkeeping - Digital recordkeeping concepts	592825265
NSW State Recordkeeping - Email Management	592825355
NSW State Recordkeeping - Framework for records and information management in NSW	592825622
NSW State Recordkeeping - How to dispose of records	592825830

NSW State Recordkeeping - Recordkeeping and you	592825895
NSW State Recordkeeping - Recordkeeping and you: Supervisors and managers	592825834
NSW State Recordkeeping - Recordkeeping Concepts	592825958
NSW State Recordkeeping - Role of the senior responsible officer	592826087
Nursing in emergency care settings (Refresh)	493013476
Nutrition Care	602025571
Screening for Malnutrition Risk in Adults	601788290
Sepsis: Recognise and Respond	555974973
Use and Disclosure of NSW Health Data for the Purpose of Analytics (Refresh)	160761816

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