

ALLIED HEALTH

# Workplace Learning Grants Program

2014 -2015

case study

shadow placements

simulation learning

communities of practice

learning grow

simulation telehealth

learn experience

supervision shadow placements

simulation learning

communities of practice

workshop learning grow

simulation telehealth

learn

supervision



Health





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# Foreword

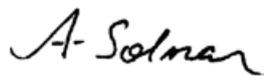
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Workplace learning is an integral aspect of continuing professional education and development for health professionals. Hospitals, community health centres and clinics are each rich learning environments where health professionals can learn with and from others in their team. Workplace learning seeks to capitalise on the human and physical resources in the workplace and provides opportunities for knowledge sharing and collaborative learning.

The Health Education and Training Institute (HETI) is committed to enhancing the capability of the NSW Health workforce to provide excellence in patient care through education and training resources, programs, and opportunities.

In 2014, HETI introduced the Allied Health Workplace Learning Grants Program to provide funding to teams of allied health professionals to advance their knowledge and skills through workplace learning activities. To date, teams from a range of clinical settings, disciplines and locations across the state have been supported through this program.

This booklet features a number of innovative workplace learning activities funded through the program. It is envisaged that this booklet will stimulate further interest in workplace learning and inspire future activities for allied health teams across NSW.



**Adjunct Professor Annette Solman**

Chief Executive  
Health Education and Training Institute

# Allied health professions in NSW Health

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## Allied health professionals:

- hold tertiary qualifications
- hold relevant registration, license or accreditation to practice, eligibility for membership of professional associations
- provide a range of therapeutic and diagnostic services in either the public, primary health or private health care sector
- apply their skills and knowledge to restore and maintain optimal physical, sensory, psychological, cognitive and social function in their clients/patients
- use a range of complex skills including specific professional clinical skills in addition to communication, clinical reasoning, reflection and evidence-based practice skills
- work as sole practitioners and/or in teams, including multidisciplinary, interdisciplinary, and transdisciplinary
- are allied or aligned with each other and other members of the health professionals workforce, their patient/clients, their families, carers and community, working across the health system.

### NSW Health categorises the following 23 professions as allied health professionals\*:

Art Therapy	Nutrition & Dietetics	Psychology
Audiology	Occupational Therapy	Radiation Therapy
Counselling	Orthoptics	Radiography
Diversional Therapy	Orthotics & Prosthetics	Sexual Assault Workers
Exercise Physiology	Pharmacy	Social Work
Genetic Counselling	Physiotherapy	Speech Pathology
Music Therapy	Play Therapy/Child Life Therapy	Welfare Officer
Nuclear Medicine Technology	Podiatry	

\* Allied health in NSW is defined as per NSW Treasury Codes Classification System.

# Contents

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Foreword	3
Allied health in NSW Health	4
Introduction	6
Workplace Learning	8
The Learning Guide	9
Allied Health Workplace Learning Grants Program	10
<b>FEATURED WORKPLACE LEARNING ACTIVITIES</b>	<b>13</b>
Evidence-based paediatric feeding training <i>Western NSW outpatient paediatric feeding team</i>	14
Aseptic dispensing training <i>Royal Prince Alfred Hospital Pharmacy Department</i>	16
Specialist modality education sessions <i>Westmead Hospital, Radiology Department</i>	18
Translating evidence into practice for speech sound disorders <i>Illawarra Shoalhaven Health Education Centre, Illawarra and Shoalhaven LHD</i>	20
Domestic violence through a trauma-informed lens <i>Northern Sydney LHD Child Protection Service</i>	22
Assessment and treatment of developmental delay <i>Kaleidoscope Paediatric Allied Health Team</i>	24
Behaviour management following acquired brain injury workshop <i>Murrumbidgee LHD Rehabilitation Team</i>	26
Trauma-focused treatment and supervision <i>South Western Sydney LHD Psychology Network</i>	28
Creating a positive workplace culture <i>Western Sydney LHD Speech Pathology Departments</i>	30
Interstate site visits to emergency departments <i>Prince of Wales Hospital, Sydney Hospital and Sydney Eye Hospital Pharmacy Departments</i>	32
Motivational interview training <i>Hunter New England LHD Community Acute Post-Acute Care (CAPAC), Allied Health Team</i>	34
Dialectical behaviour therapy training <i>St Vincent's Health Network, Inner City Health Program</i>	36
<b>APPENDICES</b>	<b>39</b>
List of all successful recipients	
2014 Allied Health Workplace Learning Grants Program	38
2015 Allied Health Workplace Learning Grants Program	43
References	47

# Introduction

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The Health Education and Training Institute (HETI) provides state-wide leadership and coordination in education and training for the NSW public health system, to ensure that the workforce has the knowledge and skills to deliver high quality care to the people of NSW.

In recent years, HETI has coordinated the Allied Health Workplace Learning Grants Program which provides funding for allied health professionals and allied health assistants to access professional development opportunities in their workplaces. By capturing the everyday activities in the workplace as the principal resource for learning, this Program supports allied health groups and teams to foster ways in which they can learn with and from each other.

The program aligns with aspects of the Health Professionals Workforce Plan 2012-2022, notably:

- Strategy 4.1 - Strengthen linkages within and between rural and metropolitan services and professional to facilitate opportunities for secondments, professional development and service collaboration.
- Strategy 4.2 - Develop skills for collaboration and effective teamwork and support clinical teams to operate effectively as a unit.
- Strategy 8.5 - Improve access to education and continuing professional development across the NSW Health system.

In order to grow and support a skilled workforce, the HETI Allied Health Workplace Learning Grant Program replaced the HETI Allied Health Education Scholarship Program in 2014. It was determined that a shift from funding individuals to funding groups or teams would maximize the benefits of allocated funds and support increasing the capability of the allied health professional and/or allied health assistant workforce. By funding activities within the workplace, it is envisaged that education and training is more accessible for allied health staff in Local Health Districts (LHDs) and Specialty Health Networks (SHNs) across NSW.

## Introduction

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This booklet showcases a number of successful workplace learning activities funded through the 2014 and 2015 Allied Health Workplace Learning Grants Program. The activities presented in this booklet feature a range of allied health teams, and importantly, a range of innovative workplace learning activities. It is hoped that this booklet may inspire allied health professionals and stimulate further innovation relating to professional development and learning in the workplace.

Evaluation of workplace learning initiatives is a key attribute that strengthens the evidence base and quality of approaches used to facilitate learning in the workplace. HETI online has recently published a course to assist NSW Health employees to evaluate local learning initiatives titled "Evaluating Education and Training". The course aims to build knowledge of evaluation methodologies, construction of evaluation approaches, and utilisation of data to modify and improve practice. Please visit [www.heti.nsw.gov.au](http://www.heti.nsw.gov.au) for further information.

# Workplace Learning

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Continuing professional development has traditionally been understood with reference to external courses and workshops individuals attend to develop knowledge and skills. While courses and workshops are an important vehicle for professional development, workplace learning can be an efficient option for professional development given the fiscal constraints faced by many health organisations, and numerous benefits of training professionals in the workplace.

Workplace learning is professional development that is stimulated by, and occurs through, participation in everyday activities within the workplace (Lloyd et al, 2014). Workplace learning can occur across any health setting and can be either structured and planned, or incidental. Some examples of workplace learning activities include; case study reviews, shadow placements, supervision, feedback from peers, journal club, informal discussions between colleagues, in-service presentations or through communities of practice.

At the heart of workplace learning is the nurturing of collaborative, collegial learning between peers and the promotion of life-long learning in practice (Spouse, 2001). The aim is to capture everyday activities in the workplace as the principle resource for learning, and support individuals work in an environment that is often uncertain or rapidly changing (Manley, 2009).

## **Workplace learning may yield several benefits:**

- i. Learning is focused on the needs of the patient/client (Manley, 2009).
- ii. Health professionals support each other's professional development (Spouse, 2001).
- iii. Transformation/adaptation of health care services can be achieved and sustained when workplace activity drives learning and development (Manley, 2009, p 88).
- iv. Increased cost-benefit if greater numbers of clinicians can access training with fewer funds.
- v. Equitable access to training for rural and metropolitan clinicians.
- vi. Potential to increase work satisfaction and enable translation of new knowledge into practice.

Lloyd et al (2014) identified a range of factors that enabled or limited workplace learning. Key enablers most frequently described included having access to peers, expertise and learning networks, protected learning time, managerial support and positive staff attitudes. Key barriers included heavy workloads, insufficient staffing and lack of access to peers and expert knowledge.

**In response to this study, the HETI established the Allied Health Workplace Learning Grants Program.**

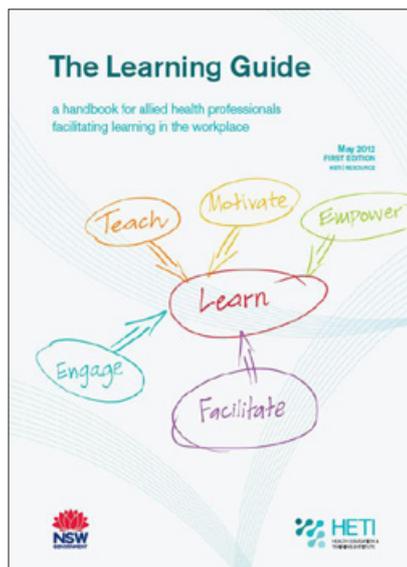
# The Learning Guide

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The Learning Guide: a handbook for allied health professionals facilitating learning in the workplace.

The Learning Guide is a user-friendly handbook for allied health professionals designed to support teaching and learning in the workplace. It provides practical strategies on how to facilitate adult learning and ways to optimise opportunities for learning and teaching within day-to-day work.

The Learning Guide contains information about:



- how to set up a journal club
- how to maximise learning through informal discussions
- how to give effective in-service presentations
- learning through simulation
- learning through interprofessional education
- learning through communities of practice.

It also contains a number of templates that can be used to facilitate learning in the workplace.

For more information on The Learning Guide visit the HETI website at <http://www.heti.nsw.gov.au/allied-health/>

# Allied Health Workplace Learning Grants Program

## 2014 and 2015

**Overview** The 2014 and 2015 Allied Health Workplace Learning Grant Programs provided financial support to groups of allied health professionals and/or allied health assistants seeking to further develop their knowledge and skills through workplace learning opportunities.



Eligible teams/groups were able to apply for one-off grants of up to \$5000 to support access to workplace learning opportunities to enhance their ability to perform in their current role. The application process is outlined below in Table 1.

Action	Dates 2014	Dates 2015
Applications opened	Monday 31 March 2014	Friday 23 January 2015
Applications closed	Friday 2 May 2014	Friday 27 February 2015
Applications reviewed by the review committee	5 May - 9 May 2014	2 March – 13 March 2015
Applicants notified of outcome via email	Monday 12 May 2014	Monday 16 March 2015
Funds distributed to successful applicants	Early June 2014	Late May 2015

**Table 1.** Overview of the process for the 2014 and 2015 Allied Health Workplace Learning Grants Program

## Allied Health Workplace Learning grants Program 2014 and 2015

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### Eligibility

To be eligible to apply for the Program, applications had to meet ALL of the following criteria.

- i. The team/group is predominantly (at least 60%) allied health professionals and/or allied health assistants.
- ii. All people in the team/group are currently employed by NSW Health
- iii. The team/group is seeking to develop and/or support workplace learning opportunities which will occur onsite in the workplace
- iv. The team/group is comprised of three (3) or more people
- v. The proposed workplace learning activities are to be completed by the end of the calendar year
- vi. The proposal is supported by the Chief Executive of the health entity.

Applications are deemed ineligible for the Program if they meet ANY of the following criteria. The application is requesting funding for:

- i. employees of the Health Education & Training Institute
- ii. an individual person, rather than a team
- iii. external courses, conferences or post-graduate/tertiary qualifications
- iv. products which are intended for direct patient care  
(e.g. – patient equipment / clinical equipment / clinical consumables / clinical assessments).

## Allied Health Workplace Learning grants Program 2014 and 2015

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### Selection

Each eligible application was assessed on merit and quality by an application review committee against the following selection criteria:

- i. Description of proposed workplace learning activities
- ii. Justification of why proposed workplace learning activities are important and how they will improve workplace/clinical practices
- iii. Learning objectives of the proposed workplace learning activities
- iv. Evaluation strategy for the proposed workplace learning activities
- v. Budget of how the grant funds would be spent.

The application review committee comprised of the HETI Allied Health staff and a panel of independent allied health professionals from LHDs/SHNs.

### Application outcomes

In total, a combined 345 applications were received for the Program in 2014 and 2015. Of these, 280 were successful for funding (approximately 81% of all applications). This enabled allied health professionals / assistants to access locally-driven, needs-based training. Successful applicants were required to complete an evaluation report for their respective workplace learning activities upon completion of their activity.

	2014	2015	Total
Total number of applications	130	215	345
Successful Applications	87	193	280
Number of people accessing workplace learning activities	Approx. 2300	Approx. 5120	

**Table 2.** Snapshot of 2014 and 2015 application outcomes



# FEATURED WORKPLACE LEARNING ACTIVITIES



# Evidence-based paediatric feeding training

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Outpatient Paediatric Feeding Team,  
Western NSW LHD

20 -21 October 2014

## Summary

½ day early feeding seminar  
1 ½ days tutorials and service planning

## Disciplines

Speech Pathology, Dietetics and Nutrition, Occupational Therapy,  
Psychology and Nursing.

## Overview

Orange Health Service hosted a Senior Speech Pathologist from a specialist paediatric unit for a two day workplace learning event. The presenter led a ½ day seminar to 54 participants on 'early feeding'. She then spent a further 1 ½ days with four members of the paediatric feeding team where she provided a series of tutorials, case studies and specialised topic presentations, as well as working with the team on service planning. The seminar covered a review of the evidence base on interdisciplinary paediatric feeding assessment and intervention, as well as best practice in documentation standards.

## Learning objectives

By the end of the training, participants will be able to:

- appraise appropriate outcome measures for a paediatric feeding service
- distinguish the key features of a quality Modified Barium Swallow service that would be included in policy and procedures
- discuss how tube to oral feeding intervention may best be approached locally, and
- appraise possible Sequential Oral Sensory (SOS) program implementation approaches.

## Evaluation outcomes

The training was evaluated using a Perceived Competence Scale. A Likert scale (1 – 8), where 1 = low perceived competence, and 8 = high perceived competence.



*½ day Early Feeding Seminar (n=34)*

Item	Pre-training (mean)	Post training (mean)
I feel confident in my ability to assess and treat children with early feeding difficulties	5.1	7.3
I feel capable of assessing and treating children with early feeding difficulties	5.1	7.4
I am able to assess and treat children with early feeding difficulties	5.0	7.3
I am able to meet the challenge of assessing and treating children with early feeding difficulties	5.1	7.5

*1 ½ days tutorials and service planning (n=4)*

Item	Pre-training (mean)	Post training (mean)
I feel confident in my ability to assess and treat children with early feeding difficulties	6.8	7.5
I feel capable of assessing and treating children with early feeding difficulties	6.8	8.0
I am able to assess and treat children with early feeding difficulties	6.8	7.7
I am able to meet the challenge of assessing and treating children with early feeding difficulties	6.8	7.7

**Benefits to teams/patient care/service delivery**

Resulting from the training, the team has identified outcome measures to use when working with paediatric clients, and has already started to implement this in their practices. They have developed a plan for trialling and then implementing the SOS program. The interdisciplinary focus of this training provided the team with an opportunity to explore how the roles of different professions intersect and contribute to assessment, intervention, follow up and evaluation of outcomes and services.

**Key contacts**

Alison Wu Speech Pathologist  
alison.wu@health.nsw.gov.au

Local newspaper, Central Western Daily, ran a story on this workplace learning activity.

The full article can be accessed at: <http://www.centralwesterndaily.com.au/story/2652755/how-parents-can-chew-over-their-issues-with-fussy-young-eaters/>

# Aseptic dispensing training

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Pharmacy Department  
Royal Prince Alfred (RPA) Hospital, Sydney LHD

15 and 29 August 2015

## Summary

2 day workshop on aseptic dispensing and preparation of injectable drugs

## Disciplines

Pharmacists and Pharmacy Technicians

## Overview

The RPA Hospital Pharmacy Department held an introductory workshop for pharmacists and technicians to increase the number of clinicians skilled in aseptic preparation of injectable drugs. The training was delivered by a nationally recognised training organisation. The training covered theory and principles underpinning the aseptic dispensing, techniques to minimise occupational exposure to cytotoxic medications, quality control requirement to ensure product sterility, and relevant standards and regulations. There were also practical sessions on aseptic techniques.

## Learning Objectives

By the end of the training, participants will be able to:

- understand and describe relevant theory and principles underpinning aseptic dispensing
- understand and describe relevant national standards/ regulatory governing aseptic dispensing
- undertake the necessary operator validation processes to demonstrate their competency in safely preparing injectable drugs and cytotoxic products.



### Evaluation outcomes

Evaluation of participant's skills was completed by peer review during practical sessions, and completion of Society of Hospital Pharmacists of Australia (SHPA) certification. Evaluation of the training was conducted by the 12 participants through a post-workshop survey. The survey used a Likert scale of 1-5 where 1 indicated 'worst' and 5 indicated 'best'.

Over 90% of participants rated the course content at 4 or 5. Over 80% rated the workshop overall as 3 or 4. Participants indicated in the evaluation that their input was sought and valued in the workshop, and all participants indicated they would recommend the training to their colleagues.

### Benefits to teams/patient care/service delivery

Since the training, six participants have successfully completed the operators' validation process which enabled them to prepare sterile medications to acceptable standards in a laminar airflow cabinet. The training also increased the number of staff who can rotate through the sterile compounding unit and investigational drug unit in the Pharmacy.

### Key contacts

Angela Wai      Senior Pharmacist – Sydney LHD      [angela.wai@sswhs.nsw.gov.au](mailto:angela.wai@sswhs.nsw.gov.au)



# Specialist modality education sessions

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Radiology Department  
Westmead Hospital, Western Sydney LHD  
20 October - 6 December 2014



## Summary

A five week series of education presentations and simulations on Computed Tomography (CT) and Magnetic Resonance Imaging (MRI)

## Disciplines

Radiography

## Overview

Currently, there is a four year wait for junior radiographers to access specialist modality training in CT and MRI. To reduce this wait, a series of education sessions was developed by senior staff in the department. Twenty five junior radiographers participated in five education sessions, offered for 1½ hours weekly.

The course was separated into the two streams: CT and MRI.

The CT stream covered:

- CT Introduction and Basic Principles
- Image reconstruction
- Contrast
- Cross-sectional Anatomy for CT
- CT workflow and cannulation.

The MRI stream covered:

- MRI Physics
- Introduction to Brain MRI
- Introduction to Spine MRI
- MSK MRI
- MRI Safety Training Tool.

Education sessions were delivered using PowerPoint presentations, discussion, and experiential learning using simulation. A written examination was held at the conclusion of the education series.

### **Learning objectives**

By the end of the education series, participants will be able to:

- describe and discuss the theoretical components of CT practice at Westmead Hospital
- describe and discuss the theoretical components of MRI practice at Westmead Hospital
- demonstrate positioning for basic CT and MRI protocols at Westmead Hospital.

### **Evaluation outcomes**

The programme was evaluated after each education session using evaluation forms developed by HETI for “Clinical Supervision for Allied Health Professionals”. Analysis of overall findings found that the content provided was relevant and meet learning goals. Facilitators were found to have demonstrated a thorough understanding of the subject matter and were effective in helping the participants learn new skills. A written examination at the conclusion of the education series demonstrated that knowledge and skills were applied with all participants receiving an average of 81% in CT and 78% in MRI.

### **Benefits to teams/patient care/service delivery**

The education series provided solid foundations for candidates in the specialist modalities. As a result of the education series, these candidates will be fast tracked into the specialist modalities, particularly CT, where there are fewer trained staff. In addition, the education series provided the more experienced staff who presented an opportunity to reflect on their own practices and extend their skills in formal teaching and training. It is anticipated that the education series will continue into the future with all presentations accessible on the Radiology intranet. The momentum from this workplace learning activity will continue with all staff having access to a monthly CT and MRI education programme.

### **Key contact**

Susan Said                      Quality Assurance Tutor / Senior Radiographer  
 susan.said@swahs.health.nsw.gov.au

# Translating evidence into practice for speech sound disorders

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Paediatric Speech Pathology Team,  
Illawarra Shoalhaven LHD

19 October 2015



## Summary

1 day training and workshop provided by an academic expert

## Disciplines

Speech Pathology

## Overview

This workshop, presented by an academic expert, aimed to further develop the skills of clinicians in translating research knowledge into everyday service delivery. This primarily related to setting goals, providing intervention for speech sound disorders, revising research findings, observing and discussing video samples, and reflecting on clinical reasoning. The workshop provided an opportunity for the team to collate a clinical toolkit for speech sound disorders. The toolkit included clinical guidelines/process, flowcharts/decision trees, literature reviews, and intervention resource summaries.

## Learning objectives

By the end of the training, participants will be able to:

- demonstrate an improved understanding of definitions, strategies and practices relating to intervention approaches for children with speech sound disorders aged 3 to 5 years
- foster a culture of sourcing, compiling, and trialling new resources related to assessment and intervention for children aged 3 to 5 years with speech sound disorders
- apply new knowledge and skills relating to assessment and intervention approaches for children aged 3 to 5 years with speech sound disorders.

**Evaluation outcomes**

Evaluation for the workshop and the toolkit was through file audits, forums, verbal, and written feedback forms. To date, 100% (n=15) of attendees reported they would be able to apply new skills immediately post workshop. Ongoing evaluation will include auditing 50 files to compare clinical practices pre- and post- workshop, and team discussions 6-12 months post workshop to reflect on learnings included into usual practice.

The team plans to seek consumer feedback relating to the interventions used in therapy. Further surveys of 3-6 months post implementation of the toolkit will address the usage of the toolkit and identify any additional resources to be included.

**Benefits to teams/patient care/service delivery**

The team plans to continue interactive education sessions, discussions, and reflections through Paediatric Clinical Forums in 2016. The workshop has influenced the team's approach to providing assessment and therapy for children with speech sound disorders. The presenter was able to provide suggestions and advice for relating to service provision within the district. The resources provided by the presenter continue to assist clinicians with comprehensive assessment of children with speech sound disorders and provide more detailed results.

**Key contacts**

Nadine Cejka      Acting Unit Head Paediatric Speech Pathology  
Nadine.Cejka@health.nsw.gov.au

# Domestic violence through a trauma-informed lens

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Child Protection Service,  
Northern Sydney LHD

4 November 2015 & 8 December 2015



## Summary

1 day workshop

½ day reflective practice session

## Disciplines

Psychology, Social Work and Nursing

## Overview

Clinical experts delivered training on the impacts of domestic violence on the mother-child relationship. The training covered the neurobiological effects of trauma, trauma informed practice, strengths-based responses, risk assessment and safety planning with victims of domestic violence and their children. In this practice based workshop, participants had the opportunity to explore their work with mothers and children who have been impacted by domestic violence. A follow up forum was held where participants had the opportunity to further explore the impacts of trauma work on practitioners and strategies to address the effects of vicarious trauma.

## Learning objectives

Following the learning activities, participants will have increased strategies and confidence in:

- identifying domestic/family violence and the impacts of trauma on victims and their children
- applying a trauma informed framework in responding to victims and their children
- engaging mothers regarding their children's experience of domestic/family violence and safety planning for themselves and their children.

## Evaluation outcomes

Participants identified their learning goals prior to the workshop. Following both the workshop and reflective practice session, participants were asked to complete a survey with both quantitative and qualitative items.

	Post-workshop (n=27)				Post-reflective practice session (n=11)			
	Not at all	Partly	Substantially	Completely	Not at all	Partly	Substantially	Completely
Were your learning needs met?	0	4	13	8	0	1	2	8
Has the workshop increased your knowledge on the topic?	0	1	13	12	0	0	3	8
Do you have at least one thing to apply to your practice?	0	1	11	15	0	0	3	8

A qualitative survey was sent to participants three weeks post-workshop asking them to reflect on how key learnings have been integrated into practice. One response from a participant read “I have really enjoyed the course and feel more confident in my work with families where DV (domestic violence) is present. The training is invaluable”.

**Benefits to teams/patient care/service delivery**

Following this training and presentation of a paper at a national symposium, an interagency training day has been planned with representation from health, justice and community service sectors. The Child Protection Service continues to expand their knowledge and skills in this area through individual and group clinical supervision.

**Key Contact**

Patricia Tierney    Child Protection Educator    Patricia.Tierney@health.nsw.gov.au



# Assessment and treatment of developmental delay

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Kaleidoscope Paediatric Allied Health Team,  
Hunter New England LHD

7-8 November 2014



## Summary

2 day workshop

## Disciplines

Occupational Therapy, Physiotherapy and Speech Pathology

## Overview

Kaleidoscope engaged an international expert in developmental disability to present a workshop on a family centered approach to paediatric kinesiology. The two day workshop covered a review of the evidence base on infant development as well as presentation of a variety of case studies and videos. There was the opportunity for participants to engage in practical activities and family interviews to enhance their skills in assessment and treatment of infants with developmental delay.

## Learning objectives

The workshop will provide:

- an up to date workshop to enhance and refresh skills for experienced practitioners and facilitate skills in less experienced practitioners
- learning opportunities for rural therapists with little experience of developmental therapy to increase confidence in assessment and treatment of at risk infants and babies with developmental delay
- networking opportunities for local, rural and remote therapists to enhance their confidence to assess and treat babies with developmental delay and knowledge of strategies for communication if support is needed.

## Evaluation outcomes

The workshop was evaluated using self-report pre-workshop and post-workshop surveys. The surveys comprised of 11 items where participants rated their confidence across a range of areas using a Likert scale

(1 – 5), where 1 = very unconfident and 5 = very confident.

Item	Pre- (mean)	Post (mean)
How confident do you feel to identify the risk factors for developmental delay in infants?	3.37	3.96
How confident do you feel asking parents about their child's development?	3.89	4.35
How confident do you feel about involving parents in development of treatment goals?	3.63	4.27
How confident do you feel talking to parents about how movement impacts on daily function?	3.07	4.12
How confident do you feel in identifying an infant's self-regulatory behaviours?	2.85	4.15
How would you rate your ability to assist a parent to recognise and respond to their child's stress behaviours?	3.19	4.12
How confident would you feel about discussing interaction methods with a parent?	3.15	3.96
How would you rate your knowledge of the different sensory systems that impact on infant development?	3.15	3.81
How confident do you feel using kinesiology to help parents develop day to day intervention choices?	2.48	3.73
How confident do you feel accepting infants transitioning from a NICU to your services?	3.22	4.00
How aware are you of other services and clinical supports and who to contact in your area regarding care of children at risk of developmental delay?	3.74	4.31

### Benefits to teams/patient care/service delivery

Following this workshop, clinicians have reported that their practice is more family centred. Therapy goals are incorporated into family routines, and are identified through asking families which functional tasks are most important for the child and the family. There have been changes in the use of vocabulary and clinicians adopting strengths based approach. The workshop has also stimulated conversation between managers of allied health disciplines around departmental processes.

### Key contacts

Carolyn Matthews                      Physiotherapy Head of Department  
 carolyn.matthews@hnehealth.nsw.gov.au



# Behaviour management following acquired brain injury workshop

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Rehabilitation Team, Murrumbidgee LHD

15-16 September 2015



## Summary

2 day workshop exploring acquired brain injury (ABI) and behaviour management approaches

## Disciplines

Allied Health Assistants, Occupational Therapy, Physiotherapy, Psychology, Social Work, Speech Pathology, Medicine and Nursing

## Overview

This workshop, developed by a psychologist, explored the behavioural changes that occur following ABI, and offered a framework for effective behaviour management. Day 1 covered topics including brain functions, cognitive changes, behaviour analysis, behaviour management, understanding anger, and crisis management. Day 2 provided an opportunity to apply the new knowledge through case studies and group discussions about application across the LHD.

## Learning objectives

Following the training:

- participants can identify an increase in skill development in the management of behavioural changes following ABI, as evidenced by pre- and post-workshop evaluations
- participants can identify at least three management strategies that will be incorporated within their facility around the early recognition and management of behavioural changes following ABI
- there is evidence of shared responsibility for behavioural management following ABI amongst clinicians and managers in Murrumbidgee LHD throughout the care continuum.

### Evaluation outcomes

Pre- and Post- workshop evaluations were completed by 19 participants. The evaluations used a Likert scale of 0-10 where 0 indicated 'I need to work on this' and 10 indicated 'I am doing really well' for each item.

Item	Pre-workshop (average)	Post-workshop (average)
Understanding of behaviours following ABI	5	8
Confidence in responding to behaviours of concern	4	7
Knowledge of the ABC approach	3	8
Confidence using the ABC approach	3	7

### Benefits to teams/patient care/service delivery

Following the training, an action plan was developed in the LHD and a working party was established to address implementation of the plan. Since the training, the ABC approach has been more frequently used in behaviour management by clinicians. The goal remains to develop a protocol around behaviour management following ABI that can be used across the acute, rehabilitation and community settings in the LHD.

### Key contact

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# Trauma-focused treatment and supervision

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South Western Sydney LHD Psychology Network

12, 13 & 26 October 2015



## Summary

2 day workshop  
½ day clinical supervision

## Disciplines

Psychology

## Overview

In a context of local and state-wide drivers around recovery-oriented practice and trauma-informed care, the South Western Sydney LHD Psychology Network held a training workshop delivered by a national childhood trauma organisation. The training covered key registers of therapeutic focus, phased treatment, vicarious trauma, self-care and clinical supervision. Following the workshop, the network held half day training specifically on trauma-informed clinical supervision approaches.

## Learning objectives

Following the learning activities, participants will:

- have improved knowledge of theory and application of trauma-informed care within individuals
- understand the vital needs of self-care while working in an environment where a large proportion of consumers are presenting with various traumas.

Following the learning activities, the Network will:

- be equipped with the knowledge, skills and abilities to develop in-service training across clinical staff in mental health
- have the ability to provide service-wide clinical supervision to meet health service objectives as identified by the NSW Mental Health Commission.

**Evaluation Outcomes**

Participants completed pre-and post- training questionnaires, a trauma-informed care quiz, and the ProQOL (Professional Quality of Life) measure. Changes on the ProQOL were not deemed as statistically or clinically significant. However, it is important to note that there were relatively high proportions of participants scoring in the average range for compassion satisfaction and burnout. The majority of participants scored in the low range for secondary traumatic stress, even whilst working with a population exposed to high rates of trauma. These results indicate the importance of providing staff with appropriate training, supervision and self-care during work hours in order to moderate the effects of working with complex presentations.

**Benefits to teams/patient care/service delivery**

The learning activities provided an opportunity for discussion on how treatment guidelines will influence psychological practice, and implications for service provision. A research project, with ethics approval, has commenced which related to the roll-out of trauma-informed practices across mental health services in the LHD. The Network plans to develop further training for clinical staff in the LHD, and support clinical supervisors working from a trauma-informed care approach.

**Key Contact**

Dana Mitrovic      Clinical Psychologist      Dana.Mitrovic@sswahs.nsw.gov.au

# Creating a positive workplace culture

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Allied Health Teams  
Westmead Hospital, Western Sydney LHD,  
23 October 2014



## Summary

1 day workshop on creating a positive culture

## Disciplines

Speech Pathology, Dietetics and Nutrition, Occupational Therapy, Physiotherapy, and Social Work

## Overview

The workshop provided participants with motivational information and practical techniques to create a more positive personal and professional culture in their workplace. As part of the workshop participants identified strategies to assist them in managing difficult behaviour, building productive teams, providing quality service, and giving people positive recognition and encouragement. The workshop aimed to develop strategies for dealing with challenging influences and how to be proactive while creating a more positive, solution focused workplace.

## Learning objectives

- increase knowledge and understanding of different learning and behavioural types
- develop strategies for how to best support and nourish different behaviours to form more effective team dynamics
- to build positive workplace culture within the team where all members understand the importance of recognition and encouragement in effective working relationships and supervision of staff
- creation of a robust, solution focused culture where each team member is equipped with the skills to manage difficult and challenging behaviours.

## Evaluation outcomes

As a group, all participants completed Likert measures on workplace culture pre- and post-workshop. A staff satisfaction survey was provided by the training institute to evaluate the usefulness of the course content for the workplace. The ratings that people attributed to their workplace culture were collated, recorded and compared 2-3 months post-workshop. Based on the results of the staff satisfaction survey all staff felt that the workshop was practical and are looking for ways they can implement what they learnt to enhance workplace culture.

### Benefits to teams/patient care/service delivery

The mission statement was reviewed and positive workplace culture is included during orientation of new staff. Adaptations have been made to clinical supervision practices to incorporate discussion of positive workplace. Feedback sessions were held by senior members of the department to help disseminate the information and discuss its implications and ongoing implementation.

### Key contacts

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# Interstate site visits to emergency departments

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Prince of Wales Hospital, Sydney & Sydney Eye Hospitals  
Pharmacy Departments,  
South Eastern Sydney LHD

13, 17 and 18 August 2015



## Summary

1 day site visit to Austin Hospital  
2 day site visit to Alfred Hospital

## Disciplines

Pharmacy

## Overview

A team of three pharmacists undertook site visits to two hospitals in Melbourne, Victoria. During the site visits, the team met with emergency department pharmacists from the respective hospitals. They had an opportunity to attend morning handover, review processes for timely medication supply, and discuss the particulars of extended hours pharmacy service. At one site, the pharmacists met with the lead technician to discuss the expanded technician role in the department and on the ward.

## Learning objectives

The site visits will provide opportunity to:

- identify opportunities to optimise emergency pharmacists role in the emergency department and plan for future direction including the implementation of electronic medication management
- review the model of extended house clinical pharmacy services available in other emergency departments
- review learning packages in use at other sites to support clinical pharmacy in emergency departments and adapt these for use locally.

### Evaluation outcomes

The three pharmacists involved evaluated the site visits through reflections and discussions on service development and practices. Further evaluation will occur following implementation of new initiatives and expanded roles. Evaluation will occur through survey of clinicians in emergency departments around service provision and expanded roles. Following introduction of an extended hours pharmacy service, patients and carers will be surveyed to ascertain whether the new model of service meets their needs and expectations.

### Benefits to teams/patient care/service delivery

The site visits have informed the review of existing pharmacy services in the LHD and have allowed for benchmarking with two leading large tertiary hospitals. Research discussed during the site visits will inform prioritisation of patients at risk of medication misadventure. During the site visit it was identified that there are currently no learning packages for Grade 1 pharmacists working in emergency departments. In light of this, a learning package is currently being developed by the LHD Pharmacy services. Further work is planned to manage smoking cessation and nicotine replacement therapy initiation in the emergency department, and exploring pharmacist involvement in medication charting in the emergency department.

### Key contact

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# Motivational interviewing training

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Community Acute Post-Acute Care Team (CAPAC),  
Hunter New England LHD

2 July, 16 July, and 11 August 2015



## Summary

Series of workshops and in-services conducted over a period of 6 months

## Disciplines

Allied Health Assistants, Occupational Therapy, Physiotherapy, Social Work, and Nursing

## Overview

In August 2014, the team introduced a new Rehabilitation in the Home (RITH) program. Many clients who access the RITH program have survived a recent major trauma, have chronic conditions and/or have adverse health behaviours. A series of workshops and an in-service were delivered on site over a period of 6 months to enhance the skills of the allied health team in managing psychosocial risks and barriers. The motivational interviewing training aimed to enhance other workplace learning strategies including 'SafeTALK' suicide alertness and online learning.

## Learning objectives

By the end of the training, participants will be able to:

- demonstrate confidence to screen for mental ill health, including suicide risk whenever indicated and demonstrate the ability to refer on to appropriate services for clients at risk
- demonstrate appropriate self-care strategies such as debriefing to manage their own well-being whenever managing clients with significant psychosocial stressors
- demonstrate competence in implementing basic motivational interviewing techniques, including identification of 'change talk' and 'sustain talk', use of strategies in reflection, and rolling with resistance.

### Evaluation outcomes

Motivational interviewing training was assessed by comparison of a pre- and post- training questionnaire to review both learning and participant satisfaction with the course. Participants perceived knowledge and skills in motivational interviewing were measured on a self-report 1-10 scale (1 = poor; 10 = excellent). Understanding of motivational interviewing was assessed through a true/false quiz.

Self-rating	Pre-training (average)	Post-training (average)
Knowledge of Motivational interviewing training	3.0	7.2
Confidence working with people struggling with change	5.1	6.7
Confidence with ambivalence	4.5	6.7
Reflective listening	4.6	7.8

### Benefits to teams/patient care/service delivery

The team has recognised the emotional impact for staff who work with clients who are vulnerable or who have complex psychosocial issues and have identified a number of strategies to support staff. The training has resulted in more effective assessment of clients through the use of screening tools and comprehensive discussion of psychosocial matters when interviewing. Case conferences intentionally cover psychosocial issues as well as physical and functional limitations in line with the International Classification of Functioning, Disability and Health (World Health Organization, 2002).

### Key contacts

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# Dialectical behaviour training

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Inner City Health Program,  
St Vincent's Health Network

July 2015 - January 2016



## Summary

4 day workshop

Weekly supervision over 12 weeks of the Dialectical Behaviour Therapy (DBT) group program

## Disciplines

Counselling, Occupational Therapy, Psychology, Social Work and Nursing

## Overview

Prior to the launch of a new group program, clinicians from the St Vincent's Inner City Health Program participated in training delivered by a clinical psychologist expert in DBT. The workshop covered DBT theory, implementing methods into practice and functional applications for group settings. Following the workshop, the team delivered a DBT program in two-hour sessions over 12 consecutive weeks to cohorts of 6-12 clients. During the program, the team had weekly supervision with the clinical psychologist who presented the workshop.

## Learning objectives

From the workshop, participants will:

- acquire knowledge and skills in DBT theory and practice
- be able to use new DBT knowledge and skills in clinical practice
- have the capacity to apply the acquired knowledge and skills in a group setting

Through the clinical supervision, participants will:

- refine knowledge and skills in DBT
- increase their proficiency in DBT group facilitation
- develop capacity to provide an ongoing DBT group program for complex clients

**Evaluation outcomes**

Twenty clinicians completed the workshop and completed pre- and post- evaluations of knowledge, skills and confidence in delivering DBT. There was a large overall increase in understanding and confidence in applying DBT knowledge and skills reported across all items in the measure. For example, prior to the workshop 75% of participants indicated they 'disagree' or 'strongly disagree' to the statement "I feel confident explaining the biosocial theory to clients and how it applies to their presenting problems". Post workshop, 80% of trainees responded 'agree' or 'strongly agree' to the same statement. Four clinicians participated in the DBT clinical supervision. All four clinicians (100%) indicated that they had used the specific skill or knowledge in their practice on nine out of ten survey items.

**Benefits to teams/patient care/service delivery**

The Inner City DBT group program is the first public program of its kind within the St Vincent's Hospital locality and provides a much needed, evidence-based therapeutic intervention, to a vulnerable population. Given the complexity of clients' presenting difficulties and of DBT treatment, expert supervision has been key to the success of the program. Individual therapists have reported improvements in key areas of clinical practice. It is anticipated the DBT group program will continue and potentially expand to meet local needs. A DBT interest group is also planned to support clinicians share knowledge acquired through the workshop and supervision to other clinicians at the hospital.

**Key contacts**

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## APPENDICES



## Successful recipients 2014 Allied Health Workplace Learning Grants Program



TEAM	WORKPLACE LEARNING ACTIVITY
<b>Far West LHD</b>	
Mental Health/Drug and Alcohol Team	Vicarious trauma workshops
<b>Hunter New England LHD</b>	
Kaleidoscope Speech Pathology Services	ECAV training
Kaleidoscope Paediatric Allied Health Team	Infant development workshop
John Hunter Hospital Pharmacy Department	Site visit to The Alfred Pharmacy department
Sexual Assault Services Team	Rape and domestic violence services Australia workshops
Child Protection Counselling Service	Australian childhood foundation professional development program
Violence Prevention Services	Vicarious trauma workshops
<b>Illawarra Shoalhaven LHD</b>	
Multi-disciplinary Community Rehabilitation Service	Engaging disengaged young people workshop
Allied Health Assistants	Competency-based training modules
Clinical Pharmacists	Supervised mentoring program
Pharmacy Service	Weekend symposium
Physiotherapy Rehabilitation and Aged Care Clinical District Group	Implementation of Stroke National Guidelines education session
Illawarra Drug and Alcohol Service	Substance misuse and trauma training
Social Work Team	Mindfulness workshop
Occupational Therapy Departments and Allied Health Assistants	Functional electrical stimulation and assistive technology workshops
Violence Abuse and Neglect Service	Mental health coordinating council workshop
<b>Mid North Coast LHD</b>	
Nutrition and Dietetics teams	Paediatric education day
<b>Murrumbidgee LHD</b>	
Violence Prevention and Care team	Creative interventions with children and trauma workshop
Young Adult Mental Health & Drug and Alcohol Team	Deactivating the buttons training
Occupational Therapists & Speech Pathologists	Cognitive rehabilitation workshop
Child Protection Counselling Service	Family therapy training
Ambulatory Rehabilitation Service	Visual perception and praxis post Stroke training
<b>Nepean Blue Mountains LHD</b>	
Physiotherapy Departments	Health coaching workshops
IDNT Champions	IDNT continuing education sessions
Child and Family Counsellors	Trauma informed approaches workshop
Mental Health Social Work Team	Dialectical Behaviour Therapy workshops
IVPRS Team	Therapeutic counselling education sessions
Physiotherapy Departments	Synthetic and plaster casting training
IVPRS Team	Sexualised and sexually harmful behaviours education sessions
<b>Northern NSW LHD</b>	
Mental Health/Drug and Alcohol Team	Vicarious trauma workshops

## Successful recipients 2014 Allied Health Workplace Learning Grants Program



TEAM	WORKPLACE LEARNING ACTIVITY
<b>Hunter New England LHD</b>	
TBI & ABI rehabilitation teams	Managing challenging behaviours workshop
Paediatric Allied Health Team	Self-regulating techniques for infants workshop
Dementia Outreach Service	Alzheimer's Australia education sessions
Maclean Sub-Acute Rehabilitation Unit	Stoke rehabilitation workshop and site visit to Bankstown Hospital
Allied Health Extended and Acute Care Services	Solution focussed brief therapy workshop
Physiotherapists	NNSWLHD Physiotherapy symposium
<b>Northern NSW LHD &amp; Mid North Coast LHD</b>	
Speech Pathologists	Receptive language impairment in young children workshop
<b>Northern Sydney LHD</b>	
Allied Health Rehabilitation Clinicians	Engaging and motivating clients training program
Adult Speech Pathology Teams	Cervical Auscultation training
Hornsby Ku-Ring-Gai Hospital Pharmacy Department	Complementary medicines: An evidence guided approach seminar
Paediatric Speech Pathology Team	Childhood Apraxia of Speech workshop
Social Workers & Psychologists	Update on trauma focussed therapy
Psychologists & Clinical Psychologists	Update on Psychopharmacology for Mental Health disorders
Pharmacy Departments	Lean Six Sigma methodology workshops
Mental Health Allied Health Team	Teaching on the run workshops
Pharmacy Departments	Pharmacy practice research skills workshops
Dietitians	Anthropometry workshops
Pharmacy Departments	Antibiotic stewardship education sessions
Ryde Hospital & Graithwaite Rehabilitation Centre, Physiotherapy Depts	Breath Stacking / Manual Insufflation education session
Wellbeing Unit, Macquarie Hospital	HEAL Program training
<b>South Eastern Sydney LHD</b>	
Community Mental Health team	Mental disorders and addictions workshop
Lifeworks Dialectical Behaviour Therapy Team	Dialectical Behaviour Therapy training
Department of Clinical Psychology	Acceptance and commitment therapy workshop
Pharmacy Departments	Clinical reasoning and problem solving professional development series
Pharmacy Departments	SHPA clinCAT training
Social Workers	Practice research mentoring program
Social Workers	Working effectively with clients experiencing family estrangement workshop
Sutherland Drug and Alcohol Services	Dialectical Behaviour Therapy training
Drug and Alcohol Counselling Service	Adults surviving child abuse workshop
<b>South Eastern Sydney LHD and Sydney Children's Hospitals Network</b>	
Child and Family East	Autism Spectrum Disorder workshop

## Successful recipients 2014 Allied Health Workplace Learning Grants Program



TEAM	WORKPLACE LEARNING ACTIVITY
<b>South Western Sydney LHD</b>	
Camden & Campbelltown Allied Health Service	HealthChange Australia training
Social Work Network	Risk management: Ensuring competence of Social Worker clinical practice workshop
<b>Southern NSW LHD</b>	
Eurobodalla Early Intervention Team	Shadow placement to Children's Hospital Westmead and three education sessions
Eurobodalla Occupational Therapy Department	Home modifications training
<b>St Vincent's Health Network</b>	
St Joseph's Hospital, Multidisciplinary Motor Neurone Disease Service	Site visit to Bethlehem Hospital
<b>Sydney Children's Hospitals Network</b>	
Children's Hospital Westmead, Social Work Department	Parenting children with chronic illness training module
Child Health Network Allied Health Educators	Allied Health telehealth program
Play and Music Therapy Department	Accidental counsellor training
Speech Pathology Department	Positive behaviour support and BLADES workshops
Kids Rehab Neuropsychology Team	Social cognitive deficits in children and adolescents with acquired and congenital disabilities
School Therapy Team	Resilience doughnut workshop
Occupational Therapy Departments	Upper limb assessment and intervention education day
<b>Sydney LHD</b>	
Sydney LHD Department of Clinical Genetics	Communication skills workshop
Sydney LHD Speech Pathology teams	Group therapy for patients with Aphasia workshop
Concord Hospital Musculoskeletal Physiotherapy Team	Computer-based clinical reasoning programme
Royal Prince Alfred Hospital Physiotherapy Department	Dynamic taping workshop
Mental Health Occupational Therapy teams	Advanced practice skills workshop
Occupational Therapy teams	Development of best-practice guidelines
Clinical Dietitians	Anthropometry workshop
<b>Western NSW LHD</b>	
Social Workers	Bereavement from suicide workshop
Outpatient Paediatric Feeding Team	Evidence based paediatric feeding training
Psychologists	Collaborative case formulation and contemporary psychological treatment workshops
Orange Health Service, Occupational Therapy & Diversional Therapy Dept.	Motivational interviewing training
Dietitians	Malnutrition diagnosis training
<b>Western Sydney LHD</b>	
Drug Health Psychology Service	Dialectical behaviour therapy training
Westmead Hospital Radiology Department	Specialist modality education sessions
Westmead Hospital Social Work Department	Acceptance and commitment therapy training
Speech Pathology Departments	Creating a positive culture workshop

## Successful recipients 2015 Allied Health Workplace Learning Grants Program



TEAM	WORKPLACE LEARNING ACTIVITY
<b>Central Coast LHD</b>	
Central Coast LHD Radiation Therapy Team	Advanced practice training in imaging, palliative care and toxicity management
Allied Health Team at the Central Coast Mental Health Service	Foundations of recovery oriented practice
Wyong and Gosford Hospital Pharmacy Department	Smoking cessation education
Gosford and Wyong Hospital Pharmacy Department	Clinical education skills enhancement
Gosford and Wyong Hospital Pharmacy Department	Health economics education
Central Coast LHD Allied Health Professionals team	Trauma informed practice for health professionals
Central Coast LHD Speech Pathology team	Modified Voicecraft
Central Coast LHD Allied Health staff	Building professional resilience
<b>Far West LHD</b>	
Allied Health Occupational Therapy Team	Home modifications in Broken Hill
Allied Health Occupational Therapy and Physiotherapy	Team hand therapy training
<b>Hunter New England LHD</b>	
Northern Regional Speech Pathology Team	A clinical toolkit for the rural Speech Pathologist
Allied Health Team of the Community Acute Post-Acute Care Service	Motivational interviewing training
Lower Hunter & Greater Newcastle Cluster Occupational Therapy Teams	Home modifications training
Diversional Therapy / Day Centre Team	Exercise / functionality and falls prevention
Northern Regional Speech Pathology Team	Speech sound disorders in children: Translating research knowledge into clinical practice
Hunter New England LHD Junior Pharmacists	Giving feedback with impact simulation training
Hunter New England LHD Senior Pharmacy Technicians	Giving feedback with Impact simulation training
Kaleidoscope Paediatric Rehabilitation Service	ECAV working with children with trauma and neglect
Hunter New England LHD Dietitians	Essential counselling skills for Dietitians workshop
Music, Art and Child Life Therapy Team at John Hunter Children's Hospital	Self-care matters: Resilience and vibrant peace for health professionals
Hunter Drug Information Service	Review of medicines information centres
Hunter New England LHD Senior Pharmacists	Giving feedback with impact simulation training
Manning Occupational Therapists	Allen cognitive level assessment training
Tamworth Health Service Campus Allied Health Team	Behavioural feeding difficulties in paediatrics
<b>Illawarra Shoalhaven LHD</b>	
Illawarra Shoalhaven Paediatric Speech Pathology Team	Translating evidence into practice for childhood speech sound disorders
Shoalhaven and Illawarra Community Palliative Care Teams	Working with grief and loss in Palliative care setting: How to effectively provide support and enhance self-care workshop
Palliative Care, Rehabilitation, Outpatient and Community Physiotherapy Teams	Motor Neuron Disease aware training for Physiotherapists
Occupational Therapy Team in Illawarra Shoalhaven LHD	Pressure care from assessment to prescription
Wollongong Hospital Social Work Department	Group work training
Clinical Pharmacists and Pharmacy Technicians	2015 Illawarra Shoalhaven LHD Clinical Pharmacy Symposium

## Successful recipients 2015 Allied Health Workplace Learning Grants Program



TEAM	WORKPLACE LEARNING ACTIVITY
<b>Illawarra Shoalhaven LHD (continued)</b>	
Wollongong Hospital Social Work Department	Supporting staff working with trauma
Illawarra Shoalhaven LHD Allied Health Assistants	Modules for allied health assistants
Violence Abuse and Neglect Service	Mental health coordinating council workshop
<b>Mid North Coast LHD</b>	
Mid North Coast LHD Nutrition and Dietetics Teams	Update in clinical Dietetics: Renal disease management
Specialist Counselling Service	Managing your own fine line
Mid North Coast Brain Injury Rehabilitation Service	Solution focused brief therapy training
Coffs Harbour Health Campus Mental Health Team	Eye movement desensitisation and reprocessing
<b>Murrumbidgee LHD</b>	
Murrumbidgee LHD Social Work Group	Vicarious trauma management for Social Workers
Wagga Wagga Base Hospital Occupational Therapy Team	Home modifications training
Wagga Wagga Base Hospital Social Work Department	Workplace exchange with St Vincent's Hospital, Sydney
JIRT, Child Protection and Sexual Assault Counselling Staff	Schema therapy training
South West Brain Injury Rehabilitation Service	Behaviour management following acquired brain injury
Child Protection Counselling Service, Murrumbidgee	Domestic violence training
Wagga Wagga Inpatient Mental Health Service, Allied Health Team	Borderline personality disorder and complex trauma: Training and support
<b>Nepean Blue Mountains LHD</b>	
Nepean Blue Mountains LHD Dietitians	Dietetic health coaching and motivational interviewing training
Nepean Blue Mountains LHD Occupational Therapists	Specialised major modification prescription and recommendation training
Nepean Hospital Medical Imaging Department	Communication skills training
Physiotherapy Departments in Nepean Blue Mountains LHD	Static upper limb splinting workshops
Nepean Blue Mountains LHD Allied Health Professionals and Assistants	2015 Allied Health education series: Clinician self-care
Allied Health Lead Clinicians Research Interest Group	Research capacity building
Social Work Women and Children Team	Working with prenatal mood disorders
Integrated, Violence, Prevention and Response Service	Advanced family therapy training with a trauma informed lens
<b>Northern NSW LHD</b>	
Psychologists in Assessment and Treatment Teams	Trauma informed care and short interventions using trauma focussed therapy
Northern NSW LHD Allied Health Team	Chronic pain management workshop
<b>Northern NSW LHD &amp; Mid North Coast LHD</b>	
Radiation Therapy, Medical Imaging and Oncology Specialist Teams	Medical Radiation Learning Online (MRLO)

## Successful recipients 2015 Allied Health Workplace Learning Grants Program



TEAM	WORKPLACE LEARNING ACTIVITY
<b>Northern Sydney LHD</b>	
Northern Sydney LHD Allied Health Team	HealthChange introductory workshop
Adult and Child Victims of Domestic/Family Violence Allied Health Team	Domestic violence through a trauma informed lens
Northern Sydney LHD Pharmacists and Pharmacy Technicians	Clinical update for pharmacy
Royal North Shore Hospital Pharmacists and Pharmacy Technicians	Aseptic dispensing training
RNSH Community Aged Care Service	Lee Silverman Voice Therapy and LSVT BIG
Speech Pathology Team	Firming our foundations and moving forward in Dysphagia management
<b>Northern Sydney LHD (continued)</b>	
Pharmacists at Northern Sydney LHD	ClinCat evaluator training for Pharmacists
Pharmacists and Pharmacy Technicians in Northern Sydney LHD	Clinical skills workshop series for pharmacy
Education and Training Pharmacists across NSW	ClinCat feedback masterclass
Wellbeing Unit	Teaching on the run
NSR Child and Family / Child Development Service	Acceptance and commitment therapy training
<b>South Western Sydney LHD</b>	
South Western Sydney LHD Psychology Network	Trauma focussed treatment and supervision
Social Work (Bereavement Counselling Service) Liverpool Hospital	Bereavement counselling follow up skills intensive
Liverpool Hospital Multidisciplinary Tracheostomy Team	Multidisciplinary Tracheostomy management workshop
Allied Health Team at the Brain Injury Rehabilitation Unit	Effective goal setting for clients with brain injury
Liverpool Hospital Paediatric Allied Health Team	Educational symposium "Introduction to Paediatric Rheumatology and Hypermobility"
Speech Pathology Department, Bankstown Hospital	Improving the consistency of Videofluoroscopic evaluation of Swallow Studies (VFSS)
South Western Sydney LHD Dietetics Department	Caring for people with feeding tubes
Physiotherapy Department	NEURA fit and fall free
Paediatric Physical Disability Team	Assistive technology
Paediatric Occupational Therapists in South Western Sydney LHD	Intervening early: Developing skills in 0-3 year olds
Allied Health Multidisciplinary Team at Bowral and District Hospital	HealthChange Australia: Introduction to health change
<b>South Eastern Sydney LHD and Sydney Children's Hospitals Network</b>	
Child and Family East	Autism Spectrum Disorder workshop
<b>South Eastern Sydney LHD</b>	
St George and Sutherland Hospitals Podiatry Departments	Workshop: Wound biopsies and common forefoot and rear foot pathologies
Prince of Wales Hospital Occupational Therapy Department	Upper limb assessment training
South Eastern Sydney LHD Social Work Supervisors	Health Social Work practice supervision training program
St George Hospital Critical Care and Trauma Dietitians	Critical care Dietetic training
Prince of Wales and St George Hospitals Nutrition and Dietetics Departments	Optimising nutrition support in critical care shadow placement
South Eastern Sydney LHD Pharmacy Department	Emergency medicine Pharmacist training and planning
Senior Pharmacy Educators and Pharmacy Technicians and Assistants	Pharmacy technician clinical support training program

## Successful recipients 2015 Allied Health Workplace Learning Grants Program



TEAM	WORKPLACE LEARNING ACTIVITY
<b>South Eastern Sydney LHD (continued)</b>	
RIPE (Randwick Interprofessional Educators) Faculty	Interprofessional education seminar - Creating leaders of change in health education
South Eastern Sydney LHD Social Work Teams	Social Work research and quality improvement: Writing for publication
South Eastern Sydney LHD Pharmacy Heads of Department and Senior Staff	Goal setting in the workplace
St George Mental Health Services	Working with adult survivors of complex trauma
St George and Sutherland Hospitals Podiatry Departments	Dry needling and trigger point therapy for the lower limb
South Eastern Sydney LHD Exercise Physiologists	Health coaching for successful patient care planning for Exercise Physiologists
SESLHD Department of Nutrition and Dietetics	International course for the advancement of Kinanthropometry (ISAK)
St George and Sutherland Hospitals Dietitians	Dietitian positive engagement and resilience program
South Eastern Sydney LHD Grade 1 or new to hospital Pharmacists	Clinical pharmacy symposium: High risk drugs
South Eastern Sydney LHD Pharmacy Assistants and Technicians	Pharmacy technician professional development program
St George and Sutherland Hospitals Dietitian Assistants	Dietitian assistant thriving team program
Sutherland Child Youth and Family Team	Dialectical behaviour therapy training
POWH / SCHR / RHW Pharmacy Departments	Assertiveness training in continuing education sessions
Calvary Occupational Therapy Department	Onsite Perceive Recall Plan Perform (PRPP) training workshop
St George and Sutherland HHS Paediatric Speech Pathology Team	Blades language therapy
<b>St Vincent's Health Network</b>	
ICHP Group Program, Inner City Health Program	Dialectical behaviour therapy training
ICHP Group Program, Inner City Health Program	Expert supervision for dialectical behaviour therapy group facilitators
Social Work Department at St Vincent's Hospital	Couple and family work in health settings
St Vincent's Occupational Therapy and Social Work Departments	Developing your group leadership
<b>Sydney Children's Hospitals Network</b>	
Child and Family East Team	Emotion based social skills training for Autism
Children's Healthcare Network Allied Health Educators	Education secondments
Occupational Therapy Departments	Occupational Therapy symposium
Child Life and Music Therapy Practitioners	What is neuroscience telling us about supporting families
<b>Sydney LHD</b>	
Podiatry Department	Up-skilling Podiatrists in treating painful Orthopaedic and Rheumatologic foot pathologies
Allied Health Education Group	eLearning design essentials
RPA Pharmacy Department	Aseptic dispensing
Concord Hospital Physiotherapy Department Rehabilitation Team	Physiotherapy and Vestibular disorders screening: Assessment and treatment
Sydney LHD Allied Health Team	2015 Sydney LHD Allied Health research forum
Aged Chronic Care and Rehabilitation Senior Social Workers	Clinical supervision training
RPA institute of Academic Surgery	Art in surgery workshop

## Successful recipients 2015 Allied Health Workplace Learning Grants Program



TEAM	WORKPLACE LEARNING ACTIVITY
<b>Western NSW LHD</b>	
Mid-Western Health Services Smoking Cessation Project	Webinar: Smoking cessation program with Sydney University Brain Mind Institute
Western NSW LHD Occupational Therapy Continuing Professional Development Committee	Neurological rehabilitation
Bathurst Hospital Occupational Therapy Department	Occupational Therapy draw computer training
Paediatric Allied Health Team at Orange Health Service	Play development in the early years
Speech Pathology Team	Paediatric language therapy
<b>Western Sydney LHD</b>	
Western Sydney LHD Allied Health Assistants	Allied Health Assistant inaugural professional development workshop
Paediatric Community Health Speech Pathology Team	Speech sound disorders in children: Translating research into practice workshop
Medical Radiation Scientists	Medical Radiation Scientist clinical educators forum
Western Sydney LHD Speech Pathology Department	Swallowing rehabilitation: Presented by Drs Renee Speyer and Hans Bogaardt

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**case study**

shadow placements

simulation elearning

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