

SENIOR EXECUTIVE FORUM REPORT



Allied Health Education and Training Governance Guidelines provides greater interactivity and accessibility to presenting education and training governance information.

THE ALLIED HEALTH EDUCATION AND TRAINING GOVERNANCE GUIDELINES

HETI is pleased to announce the launch of the Allied Health Education and Training Governance Guidelines - now an interactive web-based resource!

This e-approach provides greater interactivity and accessibility to presenting education and training governance information. The new guidelines are the result of an evaluation of the previously published HETI Governance Guide and involved ongoing collaboration and partnership with the NSW Health Allied Health Directors and the Allied Health Professional Educator Network.

The Allied Health Education and Training Governance Guidelines consist of five key elements that outline the processes and structures that embed needs-based allied health education and training to ensure this can and does happen in an accessible manner. These guidelines include an online self-assessment tool that generates an action plan. These can be completed by individuals, managers or executive.

These guidelines are available on the HETI website <https://www.heti.nsw.gov.au/allied-health-education-and-training-guidelines>

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CARE ASSISTANT TRAINING



HETI continues to deliver the rapid roll out of Care Assistant Training as part of our contribution to the NSW Health COVID-19 response.

298 participants have completed 3.5 day training and pre-deployment (in 2021 - 57 participants, in 2022 - 241 participants).

Care Assistants are being deployed and feedback indicates that the training has well prepared them for the role.

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MY PROFESSIONAL DEVELOPMENT – A COMPASS FOR ALLIED HEALTH



My Professional Development – A Compass for Allied Health is an innovative new resource for allied health professionals now available on My Health Learning (MHL). The resource is a Compass Tool, designed, built and technically structured by HETI to support evidence-based learning clusters to be assembled and accessed in My Health Learning.

There are two parts to the process:

1. identification, mapping and collating appropriate clusters of modules in *My Health Learning* by groups of education experts in HETI for specific functions/learning; and
2. The Digital Solutions team in HETI designing, customising, and building a Compass Tool to connect and enable the modules to be visible as single learning clusters or multiple sets of learning clusters for access by NSW Health staff.

My Professional Development – A Compass for Allied Health has been developed to assist allied health professionals to link professional development options to their current and future career and/or workforce needs by providing easy navigation and access to clusters of learning. The learning clusters are aligned with six career streams. The Compass allows allied health to select from the streams: Leadership and Management, Clinical Practice, Strategy, Research, Education and Safety and Quality. Each stream has clusters of learning comprised of MHL modules to select from, which will take clinicians directly to the course within MHL.

The Compass facilitates a coordinated approach to professional development that will grow capability, inform career development and ensure

healthcare needs of the community are met. This resource is available on **My Health Learning** **Course Code 392571085.**

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RURAL RESEARCH CAPACITY BUILDING PROGRAM

The Health Education and Training Institute (HETI) Rural Research Capacity Building Program (RRCBP) welcomed 16 new researchers into their first training workshop in February. The training covered research methodology and was designed to assist in the design of the researcher's own workplace-based research project.

The workshop drew on expertise of research leaders from Northern NSW, Mid North Coast, Hunter New England, Western NSW and Murrumbidgee Local Health Districts. These experts, along with HETI's own research and evaluation specialists and rurally-based health research academics worked intensively to guide research questions and topic development.

Feedback from 2022 RRCBP workshop participants included:

“Research speed dating - wow - loved it! I thought it was great to hear from different people and get their take on our topics.”

A program mentor commented:

“What an incredible array of projects for this motivated group of novice researchers. I would love to hear how the candidates get on with their projects at the end of the program.”

Examples of the diverse range and scope of projects being conducted by novice rural health service-based researchers in this year's program include:

- Integrating Emotional Intelligence into De-escalation Training: Alison Taylor, Clinical Nurse Educator, Mid North Coast Local Health District

- Recognising existential distress in palliative patients, its incidence and how it affects medication prescribing: Felicity Bates, Senior Pharmacist, Mid North Coast Local Health District
- Suicide risk assessment education for mental health clinicians – the learner experience: Kylie Atkinson, Allied Health Educator, Hunter New England Mental Health Services.
- Improving multidisciplinary outreach care for rural, regional and remote trauma patients: Stacey Casley, Trauma Clinical Nurse Consultant/Nurse Practitioner, Murrumbidgee Local Health District
- Over the coming months, the RRCBP will deliver two more workshops that will focus on research ethics, data collection and data analysis.

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UPCOMING JUMBUNNA WEBINAR: SLEEP SAFE – LITTLE ONE

The third Jumbunna Session for 2021-2022 was held on **Wednesday, 16 March 2022** and focussed on a deeper exploration of the NSW Health *'Recommended Safe Sleep Practices for Babies, Guideline' (2021)*. The webinar showcased a multidisciplinary team approach on how to engage with carers and discussed safe sleeping strategies during pregnancy with a continued partnership through to child and family health.

The webinar explored the importance and strength of working in collaboration with the Aboriginal health worker, midwife, child and family health nurse when yarning about safe sleeping with carers.

Our guest speakers included:

- **Pamela Paltridge**, Clinical Nurse Consultant (CNC) Building Strong Foundations, Hunter New England Local Health District
- **Binji & Boori team**, Aboriginal Infant Health Service (AMIHS) and Building Strong Foundations (BSF), Illawarra Shoalhaven Local Health District
- **Elisabeth Murphy**, Associate Professor, Director, Child Youth and Family, Ministry of Health, Northern Sydney Local Health District

- **Joan Taniane**, Senior Policy Officer, Maternity, Child and Family Health, Health & Social Policy Branch, Ministry of Health

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UPCOMING CONNECTIONS FORUM: TOGETHER WE ARE STRONGER



The Connections Forum is the largest yearly event held by the Training Support Unit and is planned for **Wednesday, May 18, 2022 at 9.30am – 2.30pm**, registrations are available [here](#).

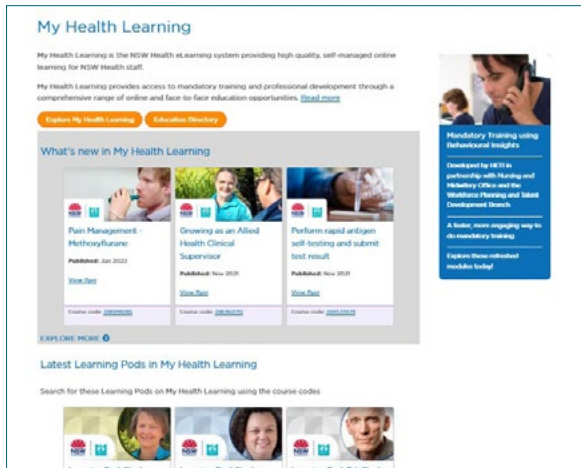
The 2022 Connections Forum, supporting the cultural determinants of health for Aboriginal parents, infants, children and families: **'Together we are Stronger'** explores how connections to culture and Country can be a strength for families and communities. By understanding and applying the cultural determinants of health, service providers can overcome barriers, improve engagement, demonstrate respect, and support both individual and community empowerment and self-determination. By supporting Aboriginal holistic health and wellbeing practices there are stronger and more positive outcomes for Aboriginal people and communities.

The event is **calling for abstracts for oral and ePoster presentations** that can contribute to the forum that demonstrate a strength-based approach in Aboriginal maternal, infant, child, family health and wellbeing.

For information on abstract submissions please contact Suzanne Kelpsa on 0467 965 600 or Suzanne.Kelpsa@health.nsw.gov.au

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UPDATED MY HEALTH LEARNING PAGE ON HETI WEBSITE



The My Health Learning page on the HETI website has recently been updated to include an 'at-a-glance' snapshot of the latest resources available on My Health Learning. Flyers for each module can also be accessed directly from the website allowing for wider distribution.

A 'library' view with quick search functionality and deep links direct to individual modules or learning paths on My Health Learning allows for an enhanced user experience.

<https://www.heti.nsw.gov.au/education-and-training/my-health-learning>

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PILOTING THE NEW FINANCIAL MANAGEMENT ESSENTIALS SERIES

Since 2013 the flagship Finance Management Essentials (FME) program has equipped over 3,000 staff with skills to manage NSW Health resources effectively.

In response to the COVID-19 transition to virtual delivery, along with ongoing requests from NSW Health organisations for up-to-date staff training in financial literacy, a refresh of the FME was undertaken by HETI.

The redesign is evidence-based and informed by an advisory group consisting of finance representatives from multiple Local Health Districts, ensuring currency and relevance to meet growing workforce demand.

The updated Financial Management Essentials Series (FMES) improves financial resource management awareness, capability, and sustainability within NSW Health via three interactive virtual modules targeting different levels of experience. It is recommended for those staff who have not previously completed the original FME.

Modules 1 (Foundational) and 2 (Intermediate) of this interactive virtual finance program are being piloted. This initial run has been popular with almost 250 enrolments already.

Module 3 is a self-directed learning module, currently being finalised, with a launch due in August 2022. Participants identify innovations to improve service delivery and develop a comprehensive *Efficiency Improvement Plan* (EIP). Implementation of the EIP within their service is supported by the NSW Ministry of Health Project Management Office (PMO). This is a new partnership approach to support Health organisations in the growth of efficiency ideas and shared responsibility for resource management in NSW Health.

Staff can enrol via: **Financial Management Essentials Series**

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FEDP STRATEGIC CHALLENGE PROJECT SHOWCASE

The 22 participants of Cohort Two of the NSW Health Finance Executive Development Program, delivered by HETI, undertook five group Strategic Challenges and presented their recommendations in a virtual showcase event on 11 March.

Five groups were each presented with a high-level question about a 'wicked,' complex problem having financial implications and currently facing the health sector. Each group's initial task was to scope the problem, followed by investigating and recommending potential solutions. Two caveats were set: there is no additional funding, so whatever is needed must be 'borrowed' or offset elsewhere; and any solutions must be scalable across the state or rural areas if relevant. Each project group has been sponsored by a senior executive for whom the wicked problem is a real-life issue.

Strategic Challenges

Strategic Challenge 1. How can local health districts fund environmental sustainability to adopt approaches that improve service delivery and sustainable practices?

Strategic Challenge 2. How can NSW Health prepare people, process, and systems for the transition to a post-pandemic period, including leveraging the opportunities for new ways of working learnt from the pandemic and scaling them for the system?

Strategic Challenge 3. What finance reforms will be required to transition the surgery waitlist to a new business-as-usual post pandemic period and, in doing so, effectively manage legacy costs incurred through the pandemic response?

Strategic Challenge 4. How can NSW Health optimise clinical performance in the rural hospital system by implementing the most efficient yet patient-centred models of care?

Strategic Challenge 5. How can NSW Health leverage relationships with stakeholders both internal and external to optimise the pipeline for surgery in regional health centres that meets community expectations and is both effective and efficient?

Participants presented their findings and recommendations to program sponsors Adjunct Professors Annette Solman - HETI's Chief Executive, and Alfa D'Amato - A/Chief Financial Officer & Deputy Secretary, Finance Services & Asset Management, Nigel Lyons, A/Secretary NSW Health, project sponsors, several Chief Executives, participants' line managers and Cohort One graduates.

Cohort Two will graduate from the program in October 2022. The cohort includes 22 finance leaders, current and emerging, from 10 local health districts, 6 state-wide organisations and pillars, Sydney Children's Hospitals Network, and the Ministry of Health. Participants are currently arranging or completing their work placements in organisations across NSW Health and externally.

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THE MEDICAL INTERN RECRUITMENT APPLICATION (MIRA)

The Medical Intern Recruitment Application (MIRA) is a new module that has been built into ROB to support the allocation of medical graduates to intern positions in Health Entities across NSW Health. This module went live on Monday 28th February. The HETI allocations team will use MIRA to support the allocation of medical graduates for intern positions commencing for the 2023 clinical year. Medical graduates will now apply using the Medical Intern Tile in ROB. Additional communication regarding MIRA has been sent to coordinators and MIRA Network coordinators about their responsibilities in the new system.

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MEDICAL GRADUATE RECRUITMENT FOR THE 2022 CLINICAL YEAR



HETI has managed 1658 intern applications from medical graduates for the 2022 clinical year and has now placed 1048 medical graduates who commenced their internship in NSW on 24 January 2022.

For the 2022 clinical year there has been an increase in intern positions with a total of 1074 positions now available within LHDs across the State.

As in previous years, HETI continues to offer support to Directors of Pre-vocational Education and assist the interns. HETI supports and hosts the Junior Medical Officer (JMO) Forum four times per year.

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MY HEALTH LEARNING

New and revised resources:



Title	Course code
🔗 Contrast Media: Administration (Refresh)	172277411
🔗 Healthy Weight Gain in Pregnancy (Refresh)	91866447
🔗 Perform better at interview (Refresh)	276239166
🔗 MERIT program (Refresh)	129844048
🔗 Health program evaluation in practice (Refresh)	257702404
🔗 Polypharmacy in Older Inpatients (Refresh)	185346268
🔗 Managing Grievance Early (Refresh)	169948822

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myhealthlearning.health.nsw.gov.au

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