



HEALTH EDUCATION AND TRAINING INSTITUTE

MS HEATHER GRAY
CHIEF EXECUTIVE

CRITICAL CARE FORUM

8 MARCH 2013

HETI



- **Established 2 April 2012**
- **Builds on the work of its predecessor CETI**
- **One of the five pillars of health reform**
 - Clinical Excellence Commission, Agency for Clinical Innovation, Bureau of Health Information, NSW Kids & Families
- **Works in partnership to ensure synergies and improved health outcomes**
- **HETI leads and co-ordinates education & training in the NSW public system**

MISSION



HETI pursues excellence
in health education, training
and workforce capability
to improve the health of patients
and the working lives
of NSW Health staff.

HETI PRIORITIES



- Leadership
- Foundation skills
- Financial management and ABF training
- People management skills, eg Crucial conversations
- Multidisciplinary team based skills
- Streamlining mandatory training
- Corporate orientation
- Clinical supervision skills
- Clinical training priorities, e.g. Advanced Care Planning
- Education and training support for generalist and assistant workforce

LEADERSHIP



HETI's leadership role

- Executive and Clinical, talent management

Leadership framework

- Supports Executive and Clinical Leadership

Clinicians and Executives Team Leadership Program (CETL)

- Chief Executives, senior clinicians and executives
- Executive input
- Mixed modalities
- Four pilot projects: Coffs Harbour, Port Macquarie, Westmead, Wollongong

DISTRICT HETI OPERATIONAL MODEL

- Building on strengths
- Statewide team; more than 52 HETI staff
- Standardising learning materials
- Addressing Top 10 resource needs from LHD/SN CEs

Clinical:

- 1 Aggression minimisation and management
- 2 Deteriorating Patient (& Det Patient Jnr)
- 3 Clinical documentation and privacy
- 4 Medication safety
- 5 Communication

Non-clinical:

- 1 Team building/team work
- 2 Customer service/focus
- 3 Workplace health and safety
- 4 Leadership/management development
- 5 Grievance and conflict management

- Evidence-based
- Fifteen week delivery – 19 resources delivered (37 coming)
- HETI On-line - LMS

HEALTH WORKFORCE AUSTRALIA



- Interdisciplinary Clinical Training Networks
- Simulated learning environment projects
- Clinical supervision



RURAL GENERALIST: TRAINING PROGRAM



- New collaborative approach to 4+ year pathway for junior doctors in general practice
 - HETI, LHDs, RTPs, MoH, colleges
 - 1 year RMO training + 1 year Advanced Skills Training + 2 year GP training with mentor support
- Empowerment exercise building on success of Rural Preferential Recruitment for NSW internships
- Key outcome is employment as a GP with hospital VMO contract

EMERGENCY MEDICAL TRAINING NETWORKS



- **Five networks**
 - in each network: major referral, regional/rural and urban district hospitals, network director of training, education support officers, 90-115 trainees
- **Resources provide access and equity**
 - ACEM Fellowship exam
 - ACEM Primary exam
 - anatomy models
 - trainee conference days
- **EDWISE remote simulation training**

SURGICAL SKILLS TRAINING NETWORKS



- **BST program began January 2006**
- **Six networks in NSW**
- **Each network managed by a committee overseen by CSTC**
 - network: clinician, trainee, hospital admin, local health district representatives
- **Trainees have interest in surgery but not yet accepted into SET**

SISTER ALISON BUSH MOBILE SIMULATION CENTRE

- **Sister Bush, an influential Aboriginal midwife**
- **New fully equipped mobile facility**
 - 14.6m long x 2.5m tall x 4 metres wide
- **Year long education and training tour of western and far western LHDs**
- **Long term plans for rural rollout**
- **Potential for multi-sector and interdisciplinary collaboration**

