

2022

Clinical Education REPORT



Clinical Education Report 2022

Peninsula Health offers a range of clinical education opportunities across the learner spectrum from all disciplines and areas. This includes:

- pre-registration and vocational student placements,
- transition to practice programs,
- transition to specialty practice programs, and
- postgraduate education

Alongside dedicated educators, and education support staff, everyone at Peninsula Health contributes to clinical education. We would like to extend a huge thank you for helping our learners feel safe and valued in our organisation.

Learning in the busy clinical environment is known to be a complex task, and the overlay of the COVID-19 pandemic recovery provides an additional challenge. Learners at Peninsula Health were frequently praised and complimented throughout 2022 for their resilience and positive attitudes. We hope you are all very proud of your achievements.

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Training and development activity, funding & growth

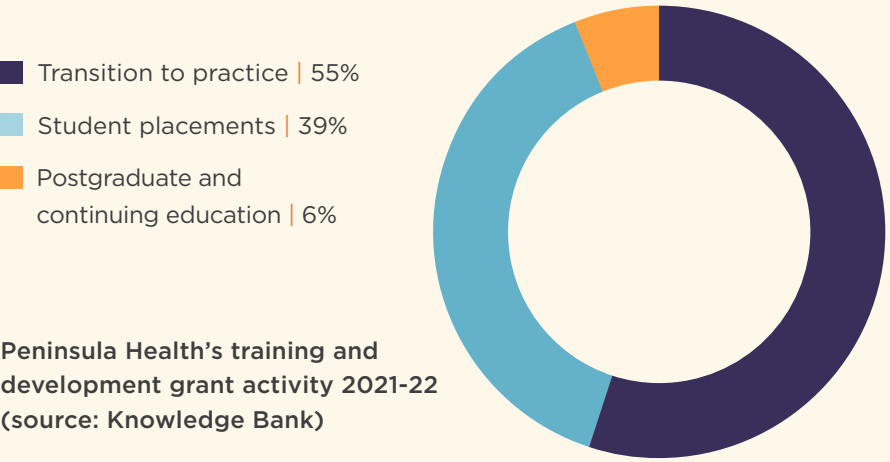
ACTIVITY AND FUNDING

The Department of Health provides the Training and Development Grant to Victorian public health services to contribute to the costs associated with teaching, training, and research. Funding allocations are adjusted annually according to teaching and training activity. Peninsula Health attracted **\$7,051,434** in funding via this grant in 2021-22 (source: Knowledge Bank – Victoria’s Health and Human Services Workforce Information Portal). Education providers also make co-contributions to support clinical placements specifically.

The teaching and training components of the grant are allocated to support the development of a high-quality future health workforce for Victoria across three streams of funding:

- Student placements
- Transition to practice – early graduate funding (medical PGY1 & PGY2, nursing & midwifery and allied health)
- Postgraduate and continuing education (medicine, nursing and midwifery)

In **2021-22, 55 per cent** of Peninsula Health’s training and development grant allocation was attracted via transition to practice stream activity.

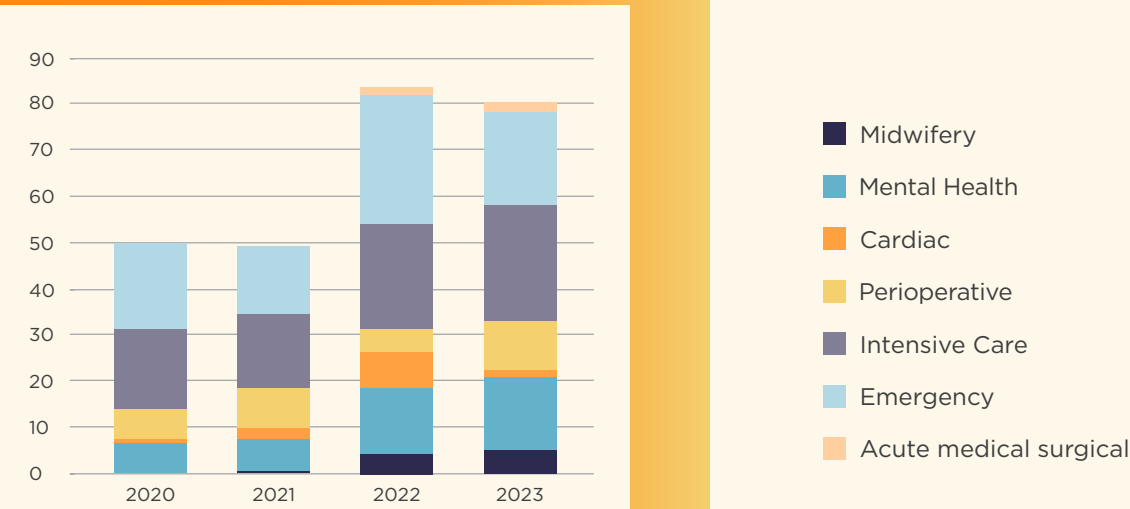
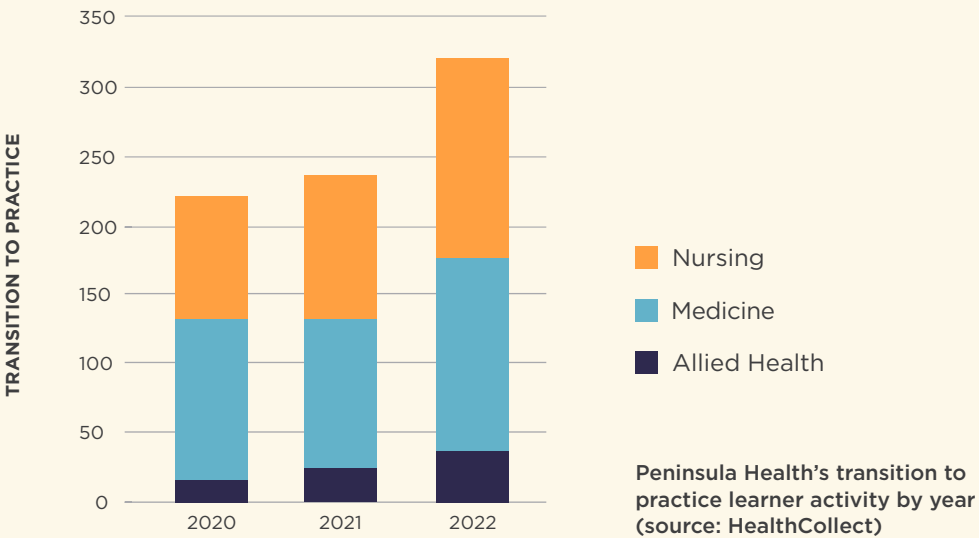
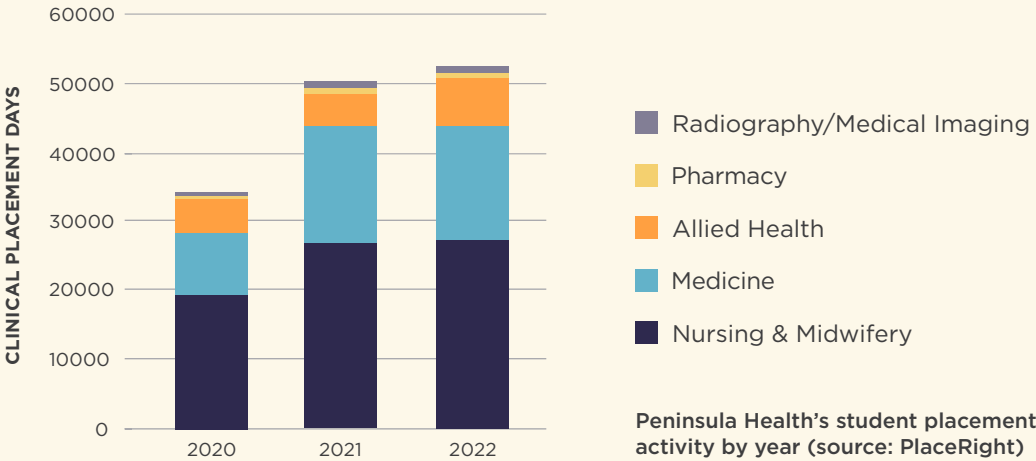


Dr John Copland teaching airway skills to new medical interns.

GROWTH

Growing our student, graduate and postgraduate activity is a key strategy being implemented to ensure Peninsula Health has sufficient workforce supply to meet current and future needs.

Despite pandemic-related restrictions and changes in services and activity, Peninsula Health has been able to maintain some student placement activity throughout 2020, bounce back in 2021 and continue to grow in 2022. Nursing and Midwifery are in year two of a three-year step plan to increase student placement capacity by 30 per cent, whilst Allied Health, Pharmacy and Radiology have grown by at least a 10 per cent.



Peninsula Health's postgraduate nursing and midwifery student contracts by year (source: HealthCollect).

Increasing our capacity to support novice health professionals in their Transition to Practice year is an important component of Peninsula Health's workforce strategy. The total number of learners in this area increased by 40 per cent from 2021 to 2022.

Postgraduate student activity is an important component of clinicians' ongoing learning and career development. It is also critical to ensuring the health service can deliver high quality specialty services, and support growth and the addition of new services on the Mornington Peninsula.

The COVID-19 pandemic and changes in activity had an impact on staff uptake of postgraduate studies, but enrolments bounced back for 2022 and we are well positioned to support existing services and growth related to the Frankston Hospital redevelopment.

Pre-registration clinical placements

Overall, 2022 has seen our placement teams in all disciplines continuing to navigate the ongoing challenges and organisational changes that have presented in the COVID-19 climate and pandemic recovery strategies. Our staff have continued to adapt to these changes and most areas have recorded another increase in student numbers and placement days from the previous year.

Students have also benefited from access to our new Learning Management System, the Learning Hub Online. Clinical placement leads in all disciplines collaborated to create a streamlined and consistent orientation and training package which students can access from home prior to attending placement. Benefits will continue to build in the coming years, as we add learning modules that will enhance their placement experience and work-readiness and support them to transfer their record of learning if they choose to join Peninsula Health as a staff member.

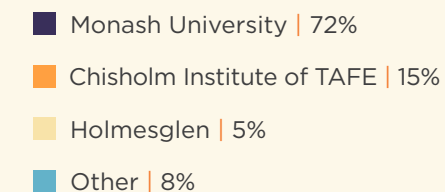
Feedback from our students has validated the enormous input and dedication of all staff to ensure that students in all areas have had the best possible experience while on placement in our organisation. Many of these students have been so impressed by the placement experience within their specific disciplines that they have applied for and been successful in gaining employment at Peninsula Health.

OVERVIEW

Peninsula Health provided 52,002 clinical placement days for 3,372 students from 21 disciplines in partnership with 21 education providers in 2022. Placements were offered across all sites and student activity remained high for the year despite ongoing COVID-19 pandemic-related service delivery changes.

72% of our clinical placement days were completed by students studying with Monash University. This reflects our strong primary partnership with Monash University, providing healthcare education to our community on the Mornington Peninsula. This is in addition to our increasing collaboration with them in research and education activities. As our secondary partner, Chisholm Institute provides access to clinical placements for many students in our local community. Our growing partnership with Holmesglen Institute is reflective of the increasing capacity for nursing students within our organisation.

2022 Clinical placement days by education provider (source: PlaceRight)



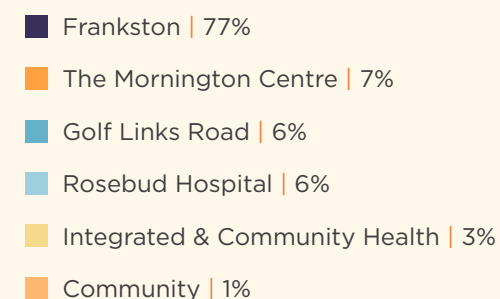
As large workforce groups with significant requirements for hospital-based training, it is not surprising that Nursing and Medicine account for a considerable portion of the placement days provided at Peninsula Health.

2022 Clinical placement days by discipline (source: PlaceRight)



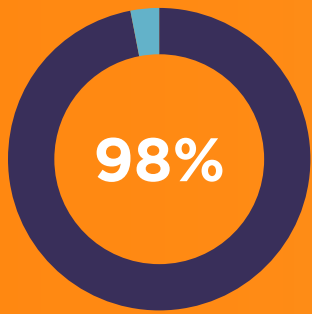
77% of our clinical placement days were conducted at the Frankston Hospital site. Community placements continued to be affected by the COVID-19 pandemic. In October 2022 we welcomed the Frankston Public Surgical Centre as an additional site for clinical placements.

2022 Clinical placement days by site (source: PlaceRight)

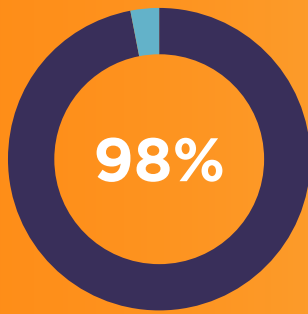


LEARNER EXPERIENCE

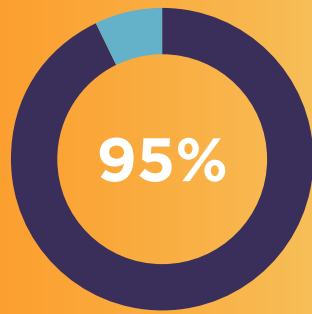
Feedback on the learner experience is collected via an anonymous online survey link which is open all year for all students. In 2022 we were pleased to improve again on our response rate to the survey (n=1181, 35%) and the feedback provided us with valuable insights into our learner's placement experience. Staff are to be congratulated on the welcome, sense of safety and learning opportunities that were provided to our students:



Agreed or strongly agreed that they were welcomed into the organisation



Had an overall sense of safety



Agreed or strongly agreed that they were valued as a learner

What our learners say about their experience

"I felt that Peninsula Health takes student experience very seriously and I was allowed to be part of the team while supported to achieve learning objectives."

"I personally have really enjoyed this placement. I felt very welcomed and valued as a student. I believe that I have gained a lot of knowledge from my time on placement."

"This was a wonderful placement, the educators and staff were great supports in the workplace. I felt like I made a meaningful contribution and learned lots about mental health".

"Staff were amazing and made me feel very welcome. They gave me opportunity to learn and encouraged learning outcomes and opportunities."

"A truly valuable first placement. I feel particularly privileged to have been a part of the PH student cohort with such a level of care and coordination used to ensure that our placement experience has been educationally holistic and supportive of each of us as students and individuals."

On average, students rated the overall assessment of their clinical placement

85 OUT OF 100

"I have had half my placements at Peninsula Health and it has been the best place to do placement. All the educators are not only very nice but very supportive and knowledgeable."

"The staff were one of the nicest people I have ever worked with. I felt so supported and welcomed during my time here and I hope that when I finish my studies, I will be able to work here once again."

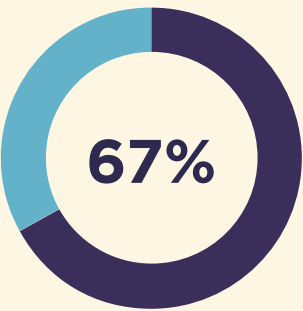
"This has been more than a clinical experience for me. I have worked with extremely empathetic nurses that have transmitted me the love they have for their job."

Although the feedback was largely positive, there were some areas for improvement in relation to access to resources (mainly swipe cards and IT).

"It would be helpful if we had temporary swipe cards as sometimes the buzzer wasn't answered and I was left standing waiting outside the ward."

"Swipe cards would be great to allow for appropriate care in a timely manner rather than asking another staff member to grab items."

"I found it hard not having a swipe card to get onto the wards."



Agreed or strongly agreed that they had sufficient access to resources



Graduate nurses participating in learning at the simulation centre.

ALLIED HEALTH ASSISTANTS

Peninsula Health offered an increased number of Allied Health Assistant (AHA) student placements in 2022 across a range of clinical settings including acute and subacute inpatient wards, community rehabilitation programs, and the transition care program. We were also pleased to support AHA clinical placements for staff seeking to diversify their career options and upgrade existing qualifications. Our AHA placement program continues to provide an important pathway to employment at Peninsula Health.

HEALTH SERVICES ASSISTANTS

In 2022 Health Service Assistant student placement processes were re-established following a COVID-19 pandemic-related pause. Five new Education Provider partnerships were set up with local registered training organisations so that students could be supported to complete their placements within the Certificate III Health Service Assistance, which leads into the role of Patient Services Assistant (PSA).

Of the 39 students completing their placement with Peninsula Health, almost half have successfully applied for a role as a PSA, proving that the time and energy required to set up the system, identifying supportive buddies to guide the students, and appointing a dedicated Supervisor, has resulted in positive outcomes for students as well as an excellent recruitment strategy.

MEDICINE – THE PENINSULA CLINICAL SCHOOL

The highlight of 2022 was the opening of the Ngarnga Centre, a joint venture between Peninsula Health and Monash University. The ability to run hybrid style teaching in the newly opened space was appreciated by both students and staff, and has enabled us to embrace modern teaching methods. With the co-location of research and education, we were able to engage many more students in research programs with some progressing to presentations at national meetings and publications.

Students mostly learnt from home for the previous two years of their degree, so the transition to on-site placement and learning was both challenging and rewarding for all involved. Medical students attend placement across the Frankston Hospital, Golf Links Road, The Mornington Centre, Rosebud Hospital and various community sites.

Peninsula Clinical School was fully subscribed with respect to medical student placements in 2022. Students have been reporting high levels of satisfaction with their placements with the Peninsula Clinical School which is a reflection of the wonderful culture seen at Peninsula Health. This has resulted in demand exceeding capacity for placements in 2023.

Peninsula Clinical School is very proud to welcome back a large number of our graduates as 2023 Interns. With the ever expanding health precinct here at Peninsula Health, we look forward to our graduates being the future leaders of the hospital.

Along with the highlights of our local graduates, we welcomed students from the 'Friends 4 Fiji' program who were struck by the warmth and encouraging nature of our staff and community, and were in awe of our incredible facilities. We look forward to an equally productive 2023.

NURSING AND MIDWIFERY

Nursing and midwifery placement days have increased again in 2022 with a total of over 2,000 students attending across all sites. Monash University and Chisholm have continued to be our primary partners utilising most placements. Secondary partnerships have developed with Federation University and Holmesglen to utilise any remaining capacity.

2023 placements have been fully allocated with the addition of students at the Frankston Public Surgical Centre in the ward and operating suite. Student capacity has also been increased in the Women's Health Unit.

Strong partnerships and ongoing communication with our education provider partners has enabled us to maintain full placement capacity throughout the year, assisting students to transition through their programs smoothly. It has also enabled our education provider partners to reduce their Covid-19 placement backlog in both Registered and Enrolled Nurse courses.

Student feedback has again been overwhelmingly positive with students valuing their experience and the support they receive from the Clinical Support Nurses (CSNs), Clinical Support Midwives (CSMs) and clinical staff. Many have returned for future placements and/or applied to Peninsula Health for their graduate year.

The CSN and CSM teams have provided support to our undergraduate students, graduate nurses and midwives, and new staff across all sites in 2022. They have also provided support for staff in our upskilling programs. In 2023 they will also be providing support to our graduate enrolled nurses in the first year of their program.

NUTRITION AND DIETETICS

Nutrition & Dietetics hosted 54 students for placement throughout 2022 across clinical, food service and community health sites. Physical space continued to be a challenge, especially in outpatient clinics with limited numbers allowed in the consult rooms at a time. Converting 'workstations on wheels' to laptops and ongoing remote access for the students has greatly assisted placements. The food service projects undertaken by our students in 2022 included:

- Inpatient Menu Nutrition Review & Patient Diabetes Menu Resource Evaluation
- Optimal protein consumption in the older adult

Public health students were involved in collecting data for the Victorian Healthy Food Basket. In addition, they were split into three groups with one group supporting the implementation of the drinks component of the Victorian Government's Healthy Choices policy directive. The other two groups worked on aspects of the evaluation of The Community Plate – an initiative with a community aspiration that we are all connected to food that is local, healthy, and abundant.

Congratulations to our staff who were nominated by students as Inspiring Educators:

- Gemma Bourke
- Kathy Wheatland
- Fiona Turnbull

Nikki Hale from the Health Promotion team was awarded the Inspiring Educator Award for the Public Health Dietetic student placements and Jenny Moss was the winner of the overall Inspiring Educator award for the clinical stream.



Dietetics educators pictured from left to right Gemma Bourke, Jenny Moss and Fiona Turnbull.

OCCUPATIONAL THERAPY

In 2022, Occupational Therapy saw an increase of student placement capacity of around 20 per cent across acute and subacute inpatients, community, NDIS and mental health services. This increase has allowed the department to return to pre-COVID student placement numbers, increase final year student retention into the junior workforce, further develop student education and supervisor professional development needs. During the year, Occupational Therapy has continued to expand its relationship with Monash University and welcomed Deakin University and Swinburne University as partners.

PHYSIOTHERAPY

The Physiotherapy Department primarily partners with Monash University and supports both their Bachelor (BPT) and Doctor of Physiotherapy (DPT) programs. In 2022, we continued to support the first cohort of DPT students on their pathway to graduation in mid-2023, and we have now embedded immersion, core, and elective placement offerings across both programs. In 2022, we also partnered with regional and interstate universities to support placement opportunities and employment pathways for local students. The Frankston Public Surgical Centre provided new opportunities for student placement and clinical education. With the growing complexity of inpatient rehabilitation and GEM ward placements – and the challenge this presents with scaffolding student learning, the expansion of the Better at Home services has provided further flexibility and capacity to the clinical education program.

The Physiotherapy Department has once again employed several graduates who completed placements with Peninsula Health across 2021-2022. Transition to practice has again been enhanced by opportunities for employment within the surge workforce at Peninsula Health, particularly work as allied health assistants during pre-registration studies.

PODIATRY

2022 brought with it a large student presence for the Podiatry department. The department hosted 18 students across the year totalling 410 placement days – a new Podiatry Department record! This increase enabled several of our staff to step up into primary supervisory roles, delivering placement opportunities beyond our acute and community services to our sub-acute and outreach sites. This year we developed and delivered our inaugural ‘Endorsement for Scheduled Medicines’ placement for third year students. A big shout out to the Podiatry team members who were integral in the development of these programs: Scott Ludeman, Mitchell Smith, James Canfor, and Daryl Susigan. We were fortunate to utilise the support of our colleagues in medicine, nursing, and pharmacy for the delivery of this program.

Peninsula Health also supported a podiatry student to present to the Podiatry Board regarding the role of students in future workforce planning, which was a fabulous opportunity. Seeing out the year on an extremely positive note, we were fortunate to employ one of our exceptional 2022 students into one of our new graduate positions. This highlights the value in our placement opportunities for attracting and retaining high quality graduates to continue their service here at Peninsula Health.

PHARMACY

Our Pharmacy undergraduate placement program continues to grow. 2020 saw a substantial reduction in placement activity due to the COVID pandemic. In the last two years of the pandemic (2021 and 2022), we have maintained and increased our placement activity respectively understanding that on-site, experiential learning produces the most effective undergraduate placement outcomes. In 2022, 58 undergraduate pharmacy students from Monash and RMIT Universities attended placement at Peninsula Health equating to 670 placement days. Our placement program continues to receive highly positive feedback from our students.

Every year, enthusiastic undergraduate students apply through a centralized system to attend a summer placement at a health service of their preference. The program has evolved in the last two years from a clinical ward based experiential placement to value-adding research/audit based experiences for both the students and department. Students typically undertake audits for the Quality Use of Medicines (QUM) team such as Hospital Acquired Complications (HAC), or projects such as a pharmacy on-call database, time-in-motion study and dispensary inventory reclassification and storage.



Final year RMIT pharmacy students on clinical placement from left to right Lily Lin, Katie He and Alana McGurgan.

The pharmacy department has a long-standing relationship with the University of Graz, Styria, Austria. Every year, one to two pharmacy undergraduate students join our department for four months to complete their masters thesis with our Quality Use of Medicines team. We are looking forward to welcoming back our first student in March 2023 after a three year pause due to COVID-19 pandemic related travel restrictions.

PSYCHOLOGY

We started 2022 with employing several past students in early career Clinical Psychology and Clinical Neuropsychology positions. We believe students returning as employees reflects their excellent placement experiences and it is something we are extremely proud of!

Our placement program continued to grow, even with the ongoing challenges posed by COVID-19 restrictions and workforce changes. We hosted seven Clinical Psychology student placements for a total of 292 placement days. This was a record high! Placements were supported from a variety of education providers including University of Melbourne, La Trobe University, Australian Catholic University and Cairnmiller Institute. Most student placements were hosted in Mental Health teams, and for the first time we were able to offer a placement in the Persistent Pain Management Team.

Clinical Neuropsychology also supported three student placements for a total of 57 placement days. There has been a significant reduction in the demand for neuropsychology clinical placements due to the indefinite suspension of a local Master of Clinical Neuropsychology program.

RADIOLOGY

During 2022 Radiology was able to return to normal student intake, allowing us to assist partner universities by providing metropolitan hospital experience to undergraduate students.

SOCIAL WORK

Throughout 2022, Social Work Student Placements continued to operate within our Hybrid Placement Model, which is planned to continue throughout 2023. Social Work students undertake placement on-site four days per week, and one day working from home. During this day based at home, students join their peers, also on placement within our student unit, online. The students spend this time attending a seminar with the Social Work Student Coordinator or a guest speaker.



Social work student coordinator Abbie Cations and grade one social workers, Emily Snowden and Narain Sritharan.

Social Work Student Seminar topics in 2022 included Facilitating Family Meetings, Family Violence, Elder Abuse, Social Work in Mental Health, Chronic Disease, Vulnerable Children, Aboriginal Health and Supporting Patients and Family Members through the Transition to Residential Aged Care. Excitingly, the Job Readiness/Interview Preparation seminar, was co-facilitated by the Occupational Therapy Student Coordinator, so our Social Work cohort had the opportunity to learn about job seeking and preparing for interviews, alongside their Occupational Therapy Student Peers. We look forward to hosting further seminars, across multiple topics, in conjunction with other Allied Health Disciplines in 2023.

During their learning from home day, students also participate in group case study work, followed by Student Lead Peer Support. We received positive feedback about this model from our student learners, throughout 2022.

As is the plan for 2023, we hosted Social Work Student Placements at Peninsula Health from February through until the end of December, with three, fourteen-week placement blocks taking place, with all students completing a minimum of 500 hours with us, as per their placement requirements. Students on placement have been located across multiple programs and sites, including Mental Health, Community Health, The NDIS Program and Acute and Subacute Inpatient Services. Student Supervisors have taken on their roles with dedication and enthusiasm to support student development and goal setting, assisting to foster our positive learning environment.

In 2022, we saw many of our Social Work Students move into Social Work Allied Health Assistant roles whilst they completed their studies (they have then progressed into qualified Social Worker roles). This has been an excellent recruitment strategy and one that we are very proud of.

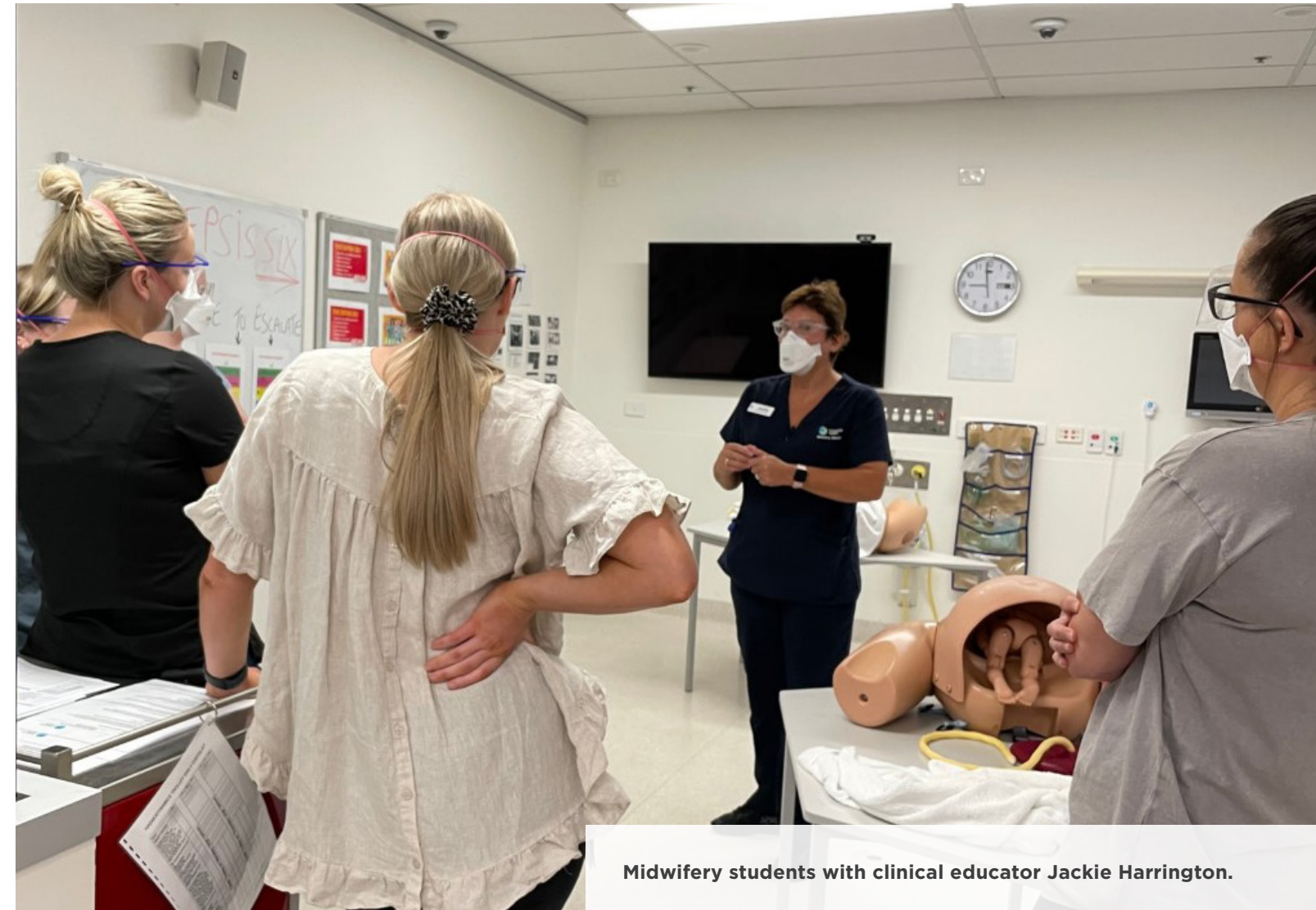
SPEECH PATHOLOGY

The Speech Pathology team has continued to grow our clinical education program in 2022. We have achieved a 30 per cent increase in student placement days completed compared with the previous year. Another achievement involved the implementation of regular clinical educator seminars hosted by the Student Coordinator, supporting the continued growth and development of our clinical educators.

The speech pathology team has shown exceptional dedication for student clinical education in 2022. At the completion of their placements, students have demonstrated consolidated 'job-ready' skills and knowledge. Several Speech Pathologists were nominated for an 'Outstanding Clinical Educator' award by their student. Coupled with positive feedback by students about their placement experiences, the high regard for our Speech Pathology clinical educators and their commitment to developing our future speech pathology workforce, it has been a positive year.

STERILISATION TECHNICIANS

Mid-year, the Frankston Central Sterilisation Department (CSSD) commenced hosting placements for students undertaking the Cert III in Sterilisation from Chisholm, with four students completed their placements at Peninsula Health in 2022. The CSSD team, in partnership with the Learning and Development team, have developed a clear process and guide for the supervising technicians, ensuring a meaningful and safe learning experience for students to fulfil their learning objectives, and ensure the highest standards of quality and safety are maintained in the department. The student program is an important opportunity for Peninsula Health to build its sterilisation department workforce which is a current area of workforce need.



Midwifery students with clinical educator Jackie Harrington.

INTERPROFESSIONAL EDUCATION

For the first time, collaboration with Podiatry and Dietetics saw undergraduates from all three professions being able to observe and experience the work of their inter-disciplinary colleagues. Podiatry students shadowed clinical pharmacists to understand the clinical considerations made when recommending medications, applicable due to the introduction of prescribing into the Podiatry course. Cross-observations of pharmacy and dietetics students fosters a greater understanding of each disciplines' role and the overlap that exists.

Transition to practice programs



Medical interns participating in a life support training scenario.

Graduates, interns, and residents in their first years of clinical practice

320 graduates, interns, and residents took part in transition to practice programs at Peninsula Health in Allied Health, Medicine, Mental Health, Midwifery, Nursing and Pharmacy in 2022. These programs support clinicians during their first years of practice, providing an environment where they can consolidate and further develop their knowledge, skills, and competence. The programs include group orientation, dedicated clinical support, targeted education, wellbeing and peer support and debriefing opportunities.

ALLIED HEALTH

There were 40 allied health graduates at Peninsula Health in 2022 working in the professions of Dietetics, Occupational Therapy, Physiotherapy, Podiatry, Psychology, Social Work and Speech Pathology. A number of graduates have held pre-registration roles as Allied Health Assistants (AHAs) prior to registration. This has assisted with workforce shortages, and allowed new graduates the opportunity to start working within departments and clinical rotation settings prior to the commencement of their allied health professional roles. Implementation and expansion of clinical programs such as Better at Home have allowed for new rotational opportunities such as the Acute Rehabilitation Program (ARP) and the At Home Rehabilitation Program.

In Mental Health, new dedicated graduate clinical educator roles were implemented in Occupational Therapy, Social Work and Psychology. This has supported growth in the novice workforce in these areas and provided a much-needed boost to the mental health allied health workforce. Dedicated graduate clinical educators in Allied Health and Nursing collaborate to support graduates in Mental Health with an interprofessional program in addition to their profession-specific education and clinical supervision.

The podiatry department were fortunate to employ two staff members in pre-qualification AHA roles prior to them moving into their graduate program. The feedback from the graduates was that it allowed for a wonderful commencement and introduction to programs and services. The podiatry department's 2021 graduate progressed to a grade 2 (more senior) Podiatry role in 2022, highlighting the outstanding clinical exposure, training and support they received during their graduate year.

The social work department employed six social work AHA's on the pathway from student to graduate allied health professional with much success. Four graduates had previously undertaken placement with Peninsula Health, thus aiding their transition to practice within the organisation. The social work grade 1 (clinicians in their first five years of clinical practice) rotation program across inpatient and community health services has expanded to now offer 14 rotations. Inpatient rotations are now offered across all four sites, along with opportunities to work within Alcohol and Other Drugs and Advance Care Planning services.

MEDICINE

There were over 430 doctors in-training employed across Peninsula Health, including 43 interns in their first postgraduate year, and over 160 Hospital Medical Officers (HMOs) (in second and third postgraduate years) in 2022. The Postgraduate Medical Council of Victoria (PMCV) accredits Peninsula Health to train junior doctors in their first two postgraduate (prevocational years).

The medical education department welcomed Taylah Collins to the role Medical Education and Wellbeing Officer, joining Director of Clinical Training, Dr Aisling Griffin. Over the last few months, we have been working incredibly hard on improving the education and supervision structures for our junior medical staff. We also look forward to PMCV accreditation later in 2023.

2022 also saw the expansion 2021's inaugural Intern of the Year award, with additions to the ceremony including:

- **Intern of the year (peer nominated)**
- **Intern of the year (supervisor nominated)**
- **Clinical teacher (registrar) of the year**
- **Clinical teacher (consultant) of the year**
- **Supervisor/mentor of the year**
- **A non-medical star**

It was a wonderful end to the intern clinical year with the nominations flooding in for these awards. We received a wide spread of nominations, with several staff commenting that they couldn't choose a single candidate as many felt they had excelled. Congratulations to all.

As we say goodbye to one year and hello to the new clinical year, we find ourselves welcoming many new HMOs, especially those in their first employment in Australia. We will continue working hard to support this cohort with the newly developed supervision structure confirmed and the International Medical Graduate (IMG) education programme to commence in 2023.

With the planned upcoming PMCV changes in the pre-vocational years commencing in 2024, there will be an increased focus on the provision of supervision to all junior staff, including PMCV supervisor training, modules for which will become available in the next few months.

We are very excited to expand our flourishing culture of teaching, support, and individual growth for senior and junior staff over the next few years. There will be many opportunities to become involved in the process and we invite you all to become part of this evolution. We look forward to continuing the development of our services, education, and training to support our junior doctors at Peninsula Health.

NURSING AND MIDWIFERY

152 Nurses completed the 2022 Graduate Program across our three program streams: general, midwifery and mental health. These graduates are valued members of the Peninsula Health team. The program supported graduates to develop knowledge, skills, and confidence in a safe environment with increased support from clinical support nurses, educators, and clinical staff. Graduates also had opportunities to develop non-technical skills in our simulation centre, aligned with the Peninsula Health values including communication, teamwork, leadership, problem solving and critical thinking.

Our graduates showed great resilience as they stepped into a healthcare system under stress and ever changing as novice learners. Supported by preceptors and clinical support nurses in the clinical areas, a positive learning environment was created that encouraged seeking help if needed and provided extensive learning opportunities. Technology aided learning and support with the launch of the new learning management system allowing access to online learning modules and resources. Using the Stack team app allowed increased flexibility in communication. Study days returned to partial face to face with limited numbers enabling a blended learning approach with online learning mixed with experiential learning in the simulation centre.

Congratulations to the following award winners:

- **Award of Excellence in Nursing: Brieya Gaughan**
- **Award of Excellence in Mental Health Nursing: Andrea Pearse**
- **Award of Excellence in Midwifery: Sian Upstill**

Congratulations also goes to Kate Wiekell who completed the Australia College of Nursing Emerging Nurse Leader Program in her graduate year.

PHARMACY

The transformation of the pharmacy intern program in 2021 to deliver a greater (>70%) clinical experience was well received and had positive feedback from our interns for the last two years. In 2022, our four interns completed their year on a high with the resumption of Monash University's in-person Intern Foundation Program (IFP) conference evening, after two years of online presentations. They presented their IFP research projects (oral) to their peers and various educators from other health services and sectors.

The accredited two-year Foundation Pharmacist Residency program provides early career hospital pharmacists with structured training to assist their development towards advanced practice defined by the National Competency Standards Framework for Pharmacists in Australia 2016. In 2022, we expanded our Foundation Pharmacist Residency program to five Residents.

Transition to specialty practice programs

NURSING

Transition to specialty practice programs prepare registered nurses for post graduate studies in their specialty area. They aim to develop and advance the clinical expertise and practice of nurses working within specialty areas. These programs currently take place in emergency, intensive care, and mental health. Transition to specialty practice programs are a vital component of the professional development programs in the above specialty areas and help attract nurses and students to Peninsula Health. In 2022, we commenced mid-year intakes, which allows us to increase the number of learners completing transition to specialty practice programs and ultimately enrolling in post graduate studies in their area of specialty practice. 29 staff completed transition to specialty practice programs in 2022, learning skills required to provide specialty nursing care at Peninsula Health.

Congratulations to the following award winners:

- **Emergency transition to specialty practice clinical excellence award – Britt Johnson**
- **Emergency transition to specialty practice academic excellence award – Jaymie Campbell**
- **Intensive care transition to specialty practice excellence award – Sarah Barrett**

ALLIED HEALTH

The Allied Health transition to specialty practice program in Mental Health was a new workforce initiative in 2022. The program encourages Occupational Therapists and Social Workers with previous life experience and clinical skills in a setting other than mental health to come and work in a challenging but rewarding area of healthcare. Extra opportunities for learning, supervision, support and education all core components of the program.



A physiotherapy student on placement at The Mornington Centre.

Postgraduate studies

ALLIED HEALTH

The Podiatry Department continue to extend its class-leading Endorsement for Scheduled Medicines program as part of the continuing education program for staff. In 2022 we added another staff member, Luke Fenton, to this honour roll, with a further three staff submissions pending approval. We were thrilled to announce that Alex Hosikian was accepted into the Allied Health Leadership Development Program offered by the Department of Health for 2023, highlighting his wonderful leadership ability. Congratulations to Anna Couch who will be finalising her PhD for submission in 2023, and to Daryl Susigan for completing his Graduate Certificate in Higher Education.

NURSING AND MIDWIFERY

In collaboration with several education providers, Peninsula Health supports registered nurses to complete formal postgraduate advanced practice qualifications in emergency, intensive care, perioperative, midwifery, mental health, and medical/surgical nursing. Postgraduate studies are necessary to ensure registered nurses have the knowledge and skills required to provide best care to patients in their specialty areas. In 2022, we introduced mid-year post graduate nursing student intakes, allowing us to significantly increase the number of post graduate students we can support each year. The COVID-19 pandemic has resulted in a workforce deficit of postgraduate trained clinical staff, however increasing student intakes has helped address this workforce gap and ensure our staff have the skills and knowledge required to deliver safe and effective care to our consumers. 47 nursing staff completed supported postgraduate studies in 2022 many of these supported with postgraduate scholarships.

Congratulations to the following postgraduate nursing award winners:

- **Margaret Brazier award for outstanding achievement in intensive care nursing:** Jessica Hill
- **Sharon White award for outstanding achievement in emergency nursing:** Jennifer Beynon

RADIOLOGY

Radiology continues to have a number of staff involved in further education, both through their own means and as part of the Monash Advantage agreement Radiology has in partnership with Monash University. Radiology staff also have participated in a number of ongoing research projects, primarily a research study into Radiographer recognition of cerebral haemorrhage which will be completed in 2023.

Congratulations to the following staff involved in further education in 2022:

- **Graduate certificate in Magnetic Resonance Imaging:** Charlee Henderson and Catherine Dinh
- **Multislice CT and clinical decision making:** Mavitha Weerakkody
- **Quality Supervision:** Tamara Ballerini
- **Graduate certificate in advanced medical imaging practice:** Anoja Theivendradas
- **Foundations of x-ray image interpretation:** Martina Mossad
- **Master of Philosophy:** Beverley Pearce



Medical Imaging Tutor Radiographer, Wade Smith.



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LEARNING HUB