

Clinical Education REPORT

2020



Peninsula
Health

LEARNING HUB

Clinical Education Report 2020

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 can be a challenge at the best of times but doing it during a world-wide pandemic is a significant test. Learners at Peninsula Health were frequently praised and complimented throughout 2020 for their resilience, agility, and positive attitudes. We hope all our learners are very proud of their 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 \$6,519,915 in funding via this grant in 2018-19 (source: Knowledge Bank – Victoria’s Health and Human Services Workforce Information Portal). Education providers also make co-contributions to support clinical placements specifically.

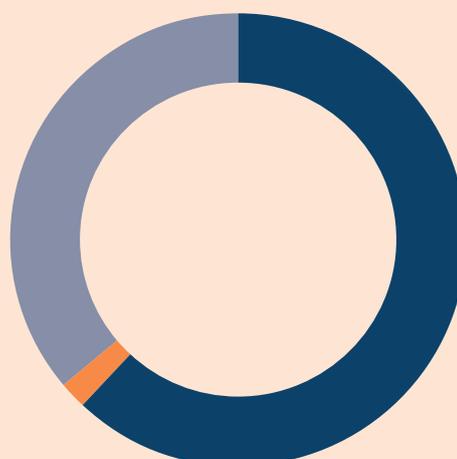
The teaching and training components of the grant are allocated to support the development of a high-quality future health workforce for Victoria across three streams of funding:

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

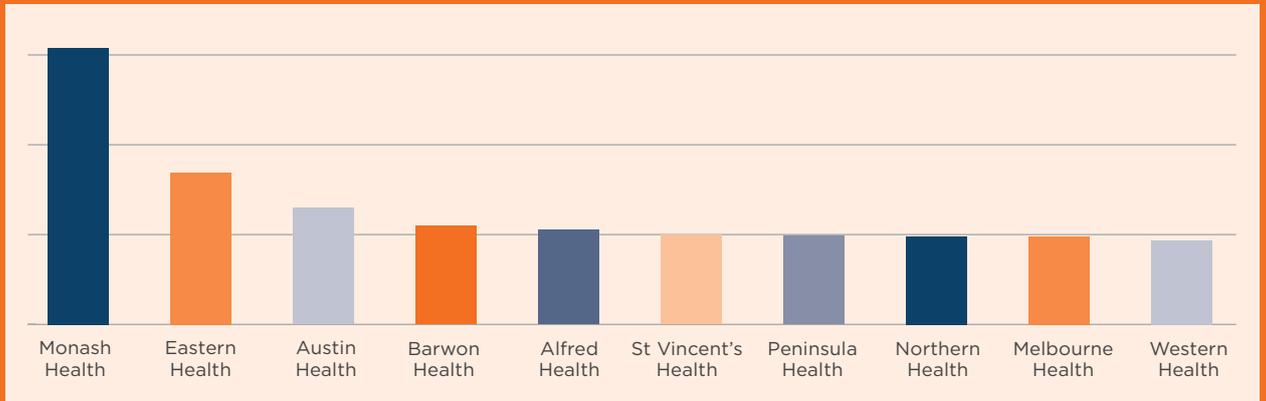
In 2018-19, over 60% of Peninsula Health’s training and development grant allocation was attracted via transition to practice stream activity.

- Transition to practice | 62%
- Postgraduate and continuing education | 2%
- Student placements | 36%

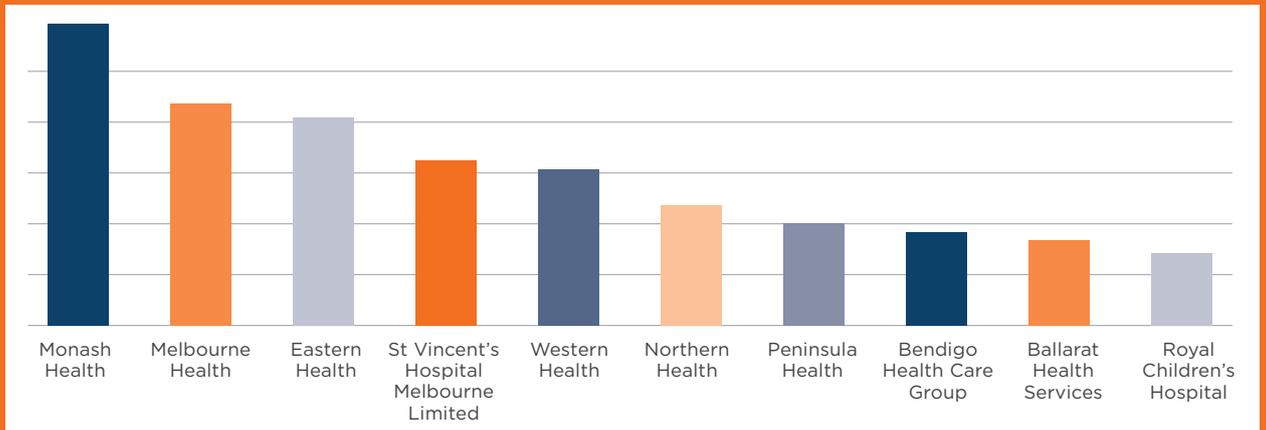
Peninsula Health’s training and development grant activity 2018-19 (source: Knowledge Bank)



Peninsula Health is the seventh highest provider of clinical placements and graduate positions in Victoria.



2019 metropolitan health service student activity (source: Knowledge Bank)



2018-19 training and development grant allocations attributed to graduate activity (source: Knowledge Bank)

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.

- Nursing and Midwifery have a step plan to increase student placement capacity by 30% over the next three years, whilst other areas expect to see at least a 10% increase
- All areas are optimising transition to practice (graduate) activity, with a view to increase capacity by at least 15% over the next two years
- Postgraduate nursing activity has doubled over the past three years and is expected to continue to grow, with the addition of more Masters of Advanced Nursing programs next year

Pre-registration clinical placements

OVERVIEW

Peninsula Health provided 33,871 clinical placement days for 2,208 students from 15 disciplines in partnership with 14 education providers in 2020. Placements were offered across all sites and student activity remained high for the year despite several pauses during pandemic-related closures that resulted in some placements being postponed or cancelled.

In partnership with our education provider partners, placements were moved, models were changed to include telehealth and remote learning and cancellations were kept to a minimum. In accordance with DHHS guidelines, our placement capacity was prioritised for final year students to enable completion of their requirements for graduation and entry into the workforce.

Eighty three per cent 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. (Figure 1)

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. Many areas were severely impacted by COVID-19 restrictions such as physical distancing requirements, telehealth and working from home. (Figure 2)

Sixty eight per cent of our clinical placement days were conducted at the Frankston Hospital site. Community placements were particularly affected by the COVID-19 pandemic so we expect that this profile may change as restrictions ease in the coming year. Placements at all sites were conducted in accordance with the Peninsula Health COVID-19 Safe Plan and Department of Health directives. (Figure 3)

Figure 1. 2020 Clinical placement days by education provider.

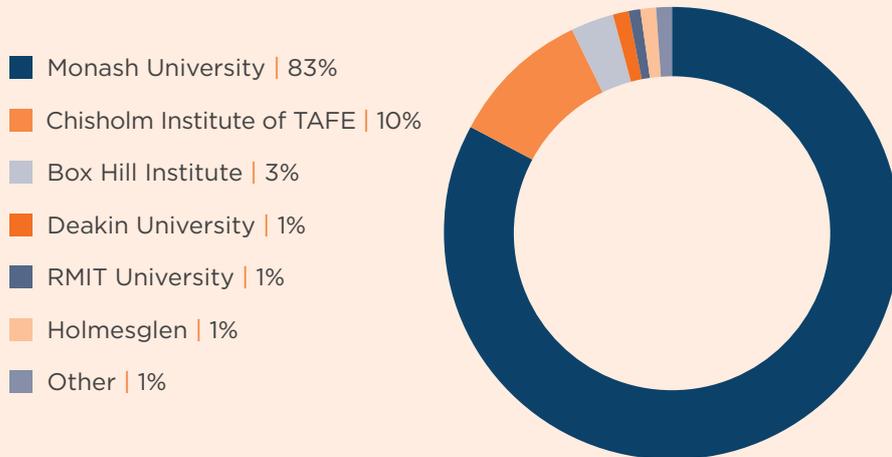


Figure 2. 2020 Clinical placement days by discipline.

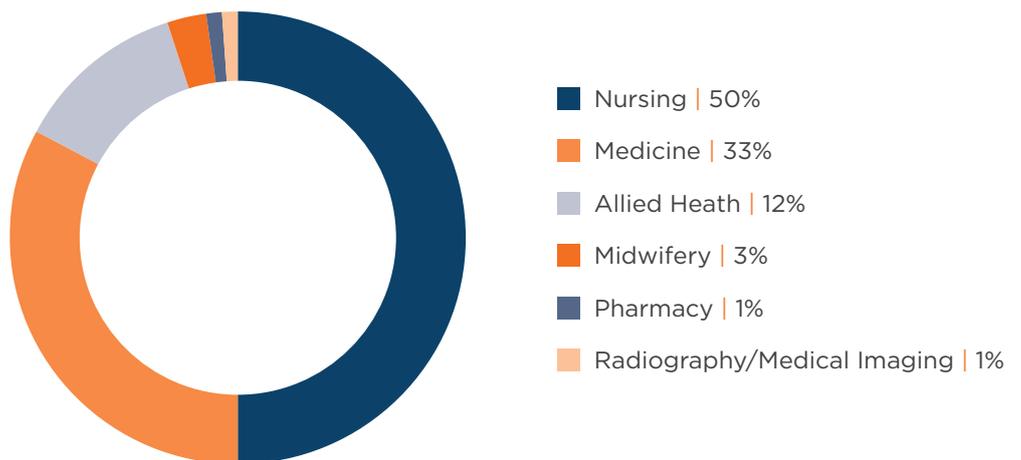
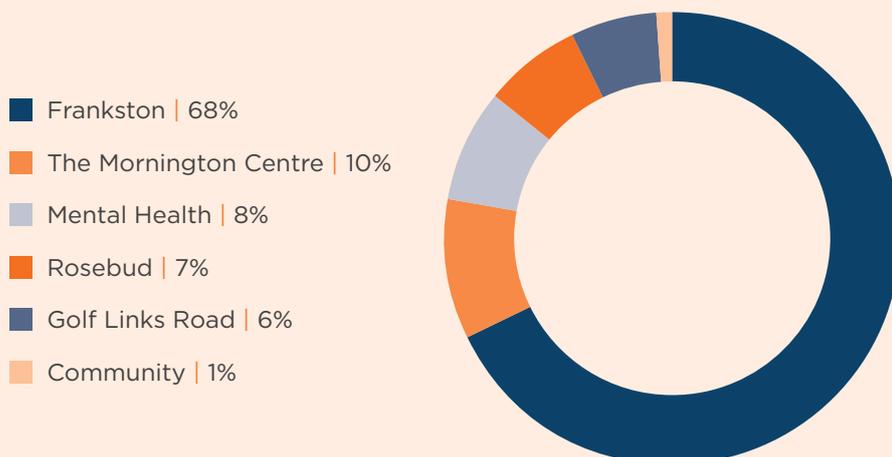
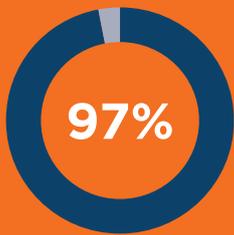


Figure 3. 2020 Clinical placement days by site.

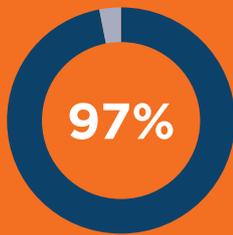


LEARNER EXPERIENCE

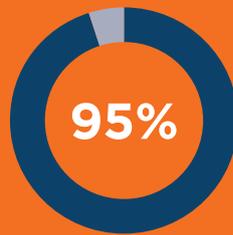
Feedback on the learner experience is collected via an online survey link which is open all year for all students. Despite the low response rate (n=181), the feedback we did receive provided us with some valuable insights into their placement experience. Staff are to be congratulated on the welcome, sense of safety and learning opportunities that were provided to our students:



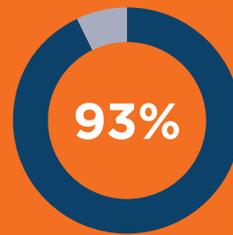
Agreed or strongly agreed that they were satisfied with their placement.



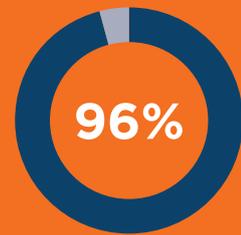
Agreed or strongly agreed that they were welcomed into the organisation.



Had an overall sense of wellbeing.



Agreed or strongly agreed that they were valued as a learner.



Agreed or strongly agreed that there were sufficiently skilled and knowledgeable staff available to support them.

What our learners say about their experience

“Just wanted to say a big thank you to Peninsula Health and my facilitator for all of their help. What a fantastic and educational/informative placement program.”

“I really enjoyed my clinical placement at Peninsula Health, and I would have to say this placement was my favourite one. The staff were all very supportive towards my learning and I felt safe, welcomed and very well looked after throughout my placement.”

“Completed all learning objectives, treated as a team member, supported, I was given opportunities to success, I was made to feel comfortable to progress my learning.”

“The educators were very supportive and amazing throughout my placement. I enjoy being part of the team at Peninsula Health and feel as though my clinical skills and confidence have greatly improved.”

“Staff were supportive towards my learning needs and provided plenty of opportunities to try new skills. They also encouraged me to show initiative and challenged me to make connections between the theory taught at University and the patients I cared for.”

Although the feedback was largely positive, there were some areas for improvement in relation to access to resources (mainly IT), and students did feel the impact of the COVID-19 pandemic and associated restrictions.



Did not experience or witness bullying.



Agreed or strongly agreed that they had sufficient access to resources.

“I feel privileged to have been a student working on the front line for the COVID-19 pandemic.”

“Placement was made difficult by the COVID-19 crisis. We did not get a chance to have debrief as a group and talk through our experiences or concerns with our peers due to restrictions on group sizes.”

“I think a good initial introduction and thorough orientation would have made a big difference in feeling more comfortable sooner. Obviously, the placement was during a strange time, so completely understand that there may have been other priorities. Overall, I think my supervisor really helped my development, and was a great role model in how she interacted with patients and clinical reasoning, I would have loved a bit more verbal feedback and communication.”

“Please provide swipe card access to students as it made it difficult to enter or leave wards without a staff member present. Please consider allowing students more access to computers... to have a more proactive role in placement.”

ACHIEVEMENTS

The collaboration at all levels in our organisation between the executive, the clinical placement teams, our education provider partners, clinical staff, and students was exceptional in their understanding and acceptance of the challenges that presented throughout the year.

Congratulations to learners and staff on the following achievements:

- The transition to an e-orientation model for students was accelerated and implemented.
- Placements were recommenced in a COVID-19 safe environment and students enthusiastically returned following outbreaks.
- All final year students studying with our primary education provider partners (Monash and Chisholm) were supported to ensure they had opportunities to complete their placements in time to graduate.
- Several areas embraced remote and online opportunities and implemented a blended placement delivery approach where appropriate.
- Physiotherapy successfully trialled some short paediatric physiotherapy placements conducted via telehealth.
- Nursing successfully piloted a new clinical supervision model, utilising internal staff dedicated to specific clinical areas.
- Pharmacy established two dedicated clinical educators and a Pharmacy Education Committee.
- Social work moved to a hybrid remote and onsite placement model, following some positive experiences working from home in 2020.
- Many of our students assisted the organisation's COVID-19 response, by working as contact tracers, spotters, customer service assistants and concierge.

Congratulations also goes to the following medical student research award winners:

- *1st prize: Jessie Zhou*
- *2nd prize: Simran Vinod Benyani*
- *1st prize in the Innovative Technologies & Therapies poster section: Simran Vinod Benyani, Mania Ahmed, et al.*





CHALLENGES

The COVID-19 pandemic led to many challenges in clinical placement provision. Multiple changes were unforeseen and required action at short notice. Overall capacity was reduced at different times throughout the year, as students were not able to be placed in high-risk areas. Rotations that usually occur across sites were ceased. This resulted in multiple changes to both rosters and ward allocations.

The Golf Links Road and Frankston Hospital outbreaks resulted in the cancellation of placements at those sites at short notice. This even resulted in one instance of students having to be sent home on their first day of placement. Snap lockdowns meant contacting students after hours and on weekends to make last minute changes and cancellations to placements.

Physical distancing requirements and reduction in face-to-face appointments and consultations required reconfiguring, reducing capacity or cancellation in several areas. Increased emotional support and encouragement was required, especially during the first phase, and was provided by our fabulous staff and educators. This included support for students with concerns regarding the safety of their families and evaluating the personal risks of the exposures in a clinical environment. International and interstate students were incredibly stressed trying to decide whether they should return to their families or stay in Melbourne with no real foresight into what the impact of their decision would mean for their future studies and careers.

ALLIED HEALTH ASSISTANTS AND PHYSIOTHERAPY

Physiotherapy were able to offer 90% of their usual student placement capacity in 2020, despite the COVID-19 restrictions and outbreaks. Some cancellations were required in community programs due to temporary changes in demand and staff redeployment, or in acute areas impacted by COVID-19 care models. We offered slightly more than our usual number of Allied Health Assistant placements, collaborating with some new partners, although some rescheduling was required.

EXERCISE PHYSIOLOGY

Unfortunately Exercise Physiology staff in Community Health were redeployed during the COVID-19 pandemic and were not able to offer student placements. The good news story was the development of a post-COVID-19 recovery program, with Exercise Physiologists being the key workers in the multidisciplinary team.

MEDICINE – THE PENINSULA CLINICAL SCHOOL

Through 2020, clinical placement opportunities for year three students were significantly reduced across all hospital sites. Teaching was adapted to online delivery and despite the challenges and limitations, students continued to work hard and performed well in their end of the year examinations. Year four primarily focuses on specialty rotations and in this area the Peninsula Clinical School team negotiated considerably longer GP placements which enabled the students to gain valuable experience across a wide range of cases. Their hard work was reflected in the quality of their end of year exam performances. Year five students were able to complete their rotations with some adjustments, progress to graduation and move into the medical workforce in 2021 which helped to avoid potential workforce shortages. We are pleased to see a handful of our graduates interning with Peninsula Health in 2021.

NURSING AND MIDWIFERY

2020 was a very busy year in Nursing and Midwifery, with all placement activity lost during the COVID-19 outbreaks made-up through offering additional placements later in the year and some wards and sites increasing their student numbers. Whilst we offer placements to several different education providers, our primary partnerships are with Monash University for registered nursing and midwifery and Chisholm Institute for enrolled nurses. In collaboration with Monash University, we offer the Monash at Peninsula (M@P) program, where students complete most of their placements with Peninsula Health. Nursing and Midwifery students can apply for entry into the M@P Program during their 1st year and if accepted, will complete all 2nd and 3rd year placements at Peninsula Health. In 2020 we had 60 M@P students, many of whom also worked for Peninsula Health as RUSONs (registered undergraduate students of nursing) and have joined our graduate programs in 2021.

PHARMACY

There are long standing relationships with education providers Monash University and RMIT through our undergraduate placement programs. These placement programs provide valuable experiential hands-on learning for pharmacy students from years one to four. The pandemic in 2020 proved to be a challenge given social distancing requirements, maximum room capacities, as well as student expectations and anxieties whilst on placement. Some placements did not go ahead for several reasons, but most placements were fulfilled. This included a partial remote learning model through Microsoft Teams with pharmacy staff in specialist areas such as Infectious Diseases, Mental Health, and the Quality Use of Medicines team.

RADIOLOGY

During 2020 Radiology education was greatly impacted by COVID-19. Our original allocation of students for the year was altered significantly to account for the Victorian lockdowns. We were able to make up for some of these cancellations by extending our usual placement period and taking students late into the year.





SOCIAL WORK

Student numbers in Social Work were lower than usual, due to the pandemic. Student placement models were moved to at home placements, entirely, during stage 4 lockdown. Whilst this presented some challenges at the time, it has now resulted in a very effective placement model. The students utilise their time at home, to develop their quality projects, complete university assessments and attend both student unit tutorials and their student peer support meetings. Feedback from both students and our team, tells us that this is working well. Further to this, the student group came together (virtually) to create an orientation video for future students - it is a fantastic resource.

SPEECH PATHOLOGY

Several of the planned placements in Speech Pathology were unfortunately cancelled in 2020 due to the COVID-19 pandemic. We were able to offer two delayed placements later in the year to make up for cancellations.

Transition to practice programs



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

One hundred and forty 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 2020. 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.

The challenge for our transition to practice programs in 2020 was the transformation of orientation, education, and debriefing sessions, previously all run face-to-face, to an online format due to the COVID-19 restrictions. This required a rapid change in skill set for educators and presenters. Clinical skills sessions which had to be facilitated face-to-face, were moved to much smaller and shorter group sessions, meaning significant alterations to timetabling and planning.

Feedback about online education has been largely positive, as it has enabled improved accessibility for those working at services outside of Frankston Hospital. It has also provided a way of recording sessions, which allows review of the education session in their own time, providing flexibility around shift work and leave.

ACHIEVEMENTS

- One hundred per cent of our 2020 graduates, interns, and residents successfully completed their programs, and many of them are now permanent staff members at Peninsula Health.
- The weekly medical intern education programme moved entirely online and attendance rates have improved.
- The nursing and midwifery graduate presentation ceremony was conducted online and recorded, allowing staff and their families to attend from anywhere.

Congratulations to the following award winners:

- *Award of Excellence in Nursing: Amarpreet Singh*
- *Award of Excellence in Mental Health Nursing: Wendy Schinz*
- *Award of Excellence in Midwifery: Sena Ahadzi*
- *2nd prize in the research poster competition healthcare innovation category: Andy Tran*

Transition to specialty practice programs

Transition to practice programs aim to further develop and advance the clinical expertise and practice of registered nurses working within specialty areas. These programs currently take place in emergency, intensive care, and mental health. Transition to specialty practice programs prepare staff for postgraduate studies and are the preferred pathway for specialty nurses.

One hundred per cent of staff successfully completed their programs, despite the complexities of the COVID-19 pandemic and the associated format changes required.

Congratulations to the following award winners:

- *Clinical Excellence Award - Greta Kitt*
- *Academic Excellence Award - Katherine Wismeyer*



Postgraduate studies

Many staff across Peninsula Health undertake postgraduate studies to develop their knowledge and skills. As with other learner cohorts, the 2020 postgraduate students had a difficult year of study, with much of their university study moving online instead of the usual face to face. Despite the challenges of the year, most were able to complete their studies and clinical hurdles as usual, due to their resilience and hard work.

Radiology has several staff involved in further education, both through their own means and as part of the Monash Advantage program. This program allows staff to complete two courses/units that can be used as credit towards a higher degree at Monash University.

In collaboration with several education providers, Peninsula Health supports registered nurses to complete formal postgraduate qualifications in cardiac, emergency, intensive care, midwifery, mental health, and perioperative nursing. Twenty seven staff completed their postgraduate studies in 2020 and many were supported with postgraduate scholarships.

Congratulations to the following award winners:

- *Margaret Brazier Award for Outstanding Achievement in Critical Care Nursing: Blessy Babu*
- *Sharon White Award for Outstanding Achievement in Emergency Nursing: Ashleigh Scott*



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Peninsula Health is child safe.



We are proudly inclusive.



LEARNING HUB