Clinical Education Report

2025



Bayside Health Peninsula

Learning Hub

Welcome to the 2025 Clinical Education Report for Bayside Health Peninsula

This year, our group has continued to champion excellence in clinical education, supporting learners across every discipline and stage of their professional journey. From pre-qualification student placements to advanced postgraduate studies, Bayside Health Peninsula remains committed to nurturing the next generation of healthcare professionals.

Our achievements in 2025 reflect the dedication of our educators, support staff, and every team member who contributes to a culture of learning and growth. Together, we have expanded placement opportunities, strengthened partnerships with leading education providers, and introduced innovative programs that respond to the evolving needs of our workforce and community.

We extend our deepest gratitude to all staff for fostering an environment where learners feel safe, valued, and inspired. Your commitment ensures Bayside Health Peninsula is not only a place of care but also a centre of learning and professional development.

Cover Image: Emergency Department staff using AI and sensing technologies in a resuscitation simulation training exercise

Contents

Welcome to the 2025 Clinical Education Report for Bayside Health Peninsula 2

Training, development activity, funding and growth 4

Pre-registration clinical placements 8

Transition to practice programs 22

Transition to specialty practice programs 30

Postgraduate studies 32

Continuing Education 34

Learning Innovation 37

Closing statement 38

Training, development activity, funding and growth

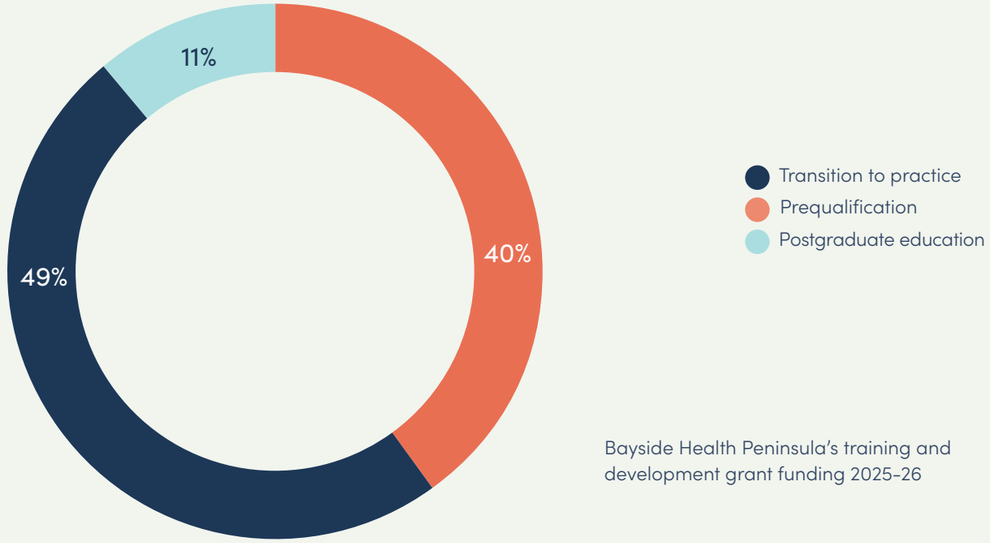
Funding

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 adjust annually according to teaching and training activity. Bayside Health Peninsula attracted $9,610,960 in funding via this grant in 2025-26. Education providers also make co-contributions to support clinical placements specifically.

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

- Pre-qualification student placements (all professional-entry courses including allied health therapies and sciences, medical, nursing and midwifery)
- Transition to practice – early graduate and interns (medical PGY1 and PGY2, nursing and midwifery and allied health)
- Postgraduate (nursing, midwifery and medical) and continuing education (nursing and midwifery)

In 2025-26, almost half of Bayside Health Peninsula's training and development grant allocation was attracted via the transition to practice stream.



Bayside Health Peninsula's training and development grant funding 2025-26

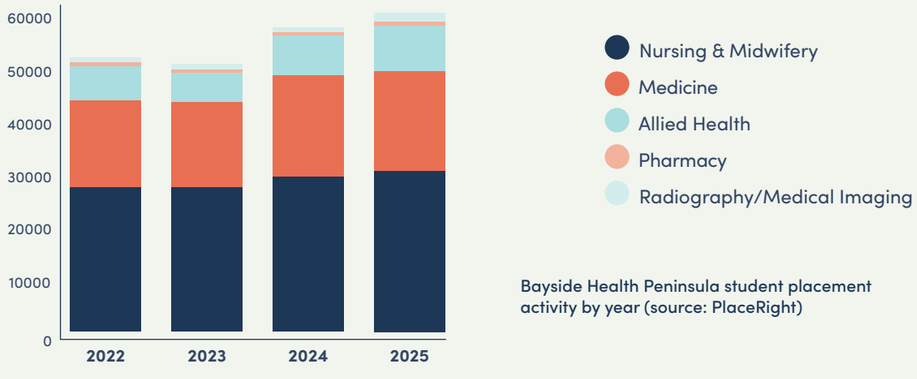
Image: Graduate nurse

Activity

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

In 2021, placement activity bounced back following pandemic-related restrictions, and stabilised throughout 2022 and 2023. In 2024, we reported a 14% growth in placement activity, and a further 5% growth has been delivered in 2025. Nursing and Midwifery, Medical Imaging, Pharmacy and Allied Health all recorded their highest placement activity on record.

Student Placement Activity

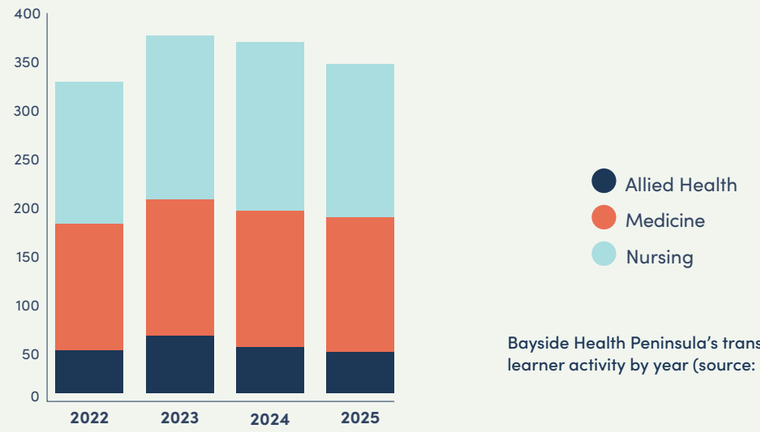


Bayside Health Peninsula student placement activity by year (source: PlaceRight)

Increasing capacity to support novice health professionals in their Transition to Practice year has played an important role in Bayside Health Peninsula's workforce strategy, particularly during and after the pandemic.

The total number of learners in this area has increased by 46% since 2021. In 2025, improving staff retention rates in Allied Health and Nursing has reduced demand for graduates, which resulted in a 6% decrease in numbers compared to 2024.

Transition to Practice

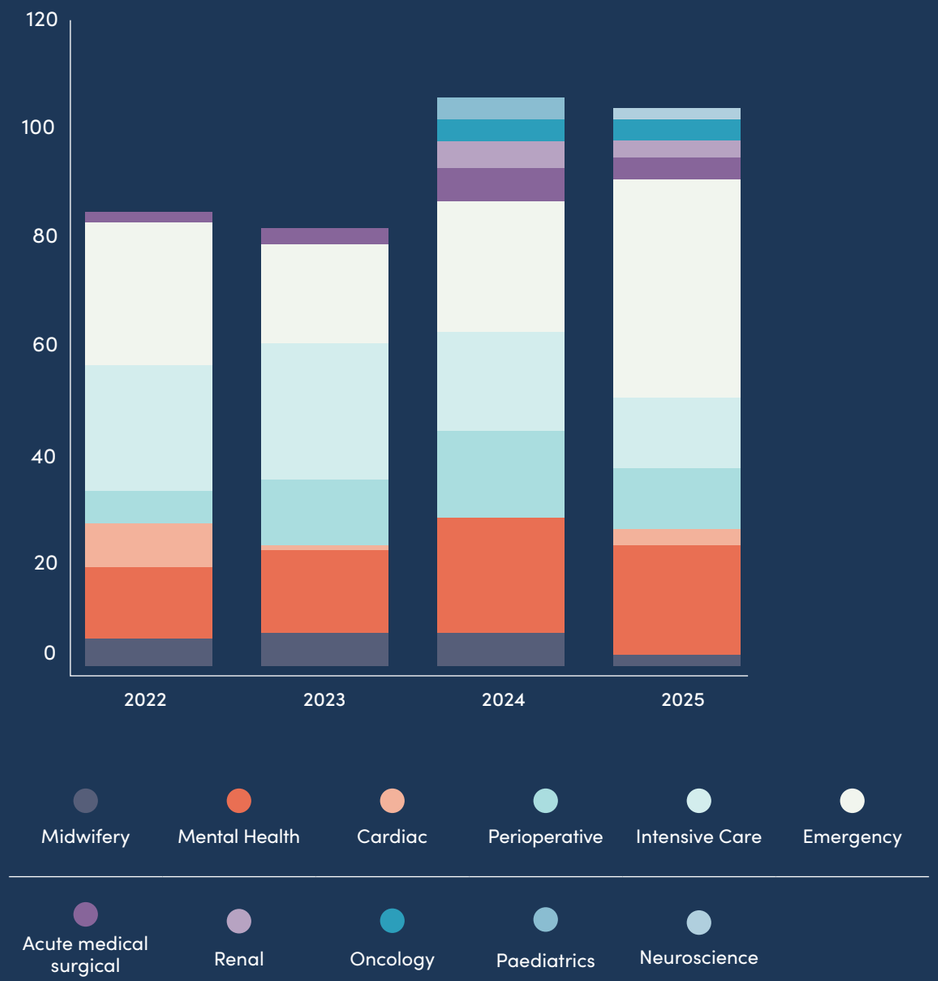


Bayside Health Peninsula's transition to practice learner activity by year (source: HealthCollect)

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 Training and Development Grant specifically supports Nursing and Midwifery formal clinical postgraduate study via co-contribution to clinical support costs and scholarships.

The Learning Hub has added new programs to ensure Bayside Health Peninsula is well positioned to support service expansion associated with the opening of the new Peninsula University Hospital and other key initiatives. The number of programs supported has grown from six to ten, whilst enrolment numbers have grown from 80 in 2022 and 2023, to over 100 in 2024 and 2025.

Student Contracts Postgraduate Nursing & Midwifery



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

Pre-registration clinical placements

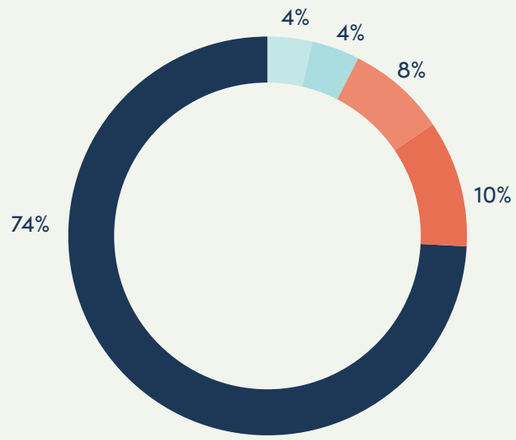
In 2025 we have capitalised on a number of initiatives which has supported a five per cent growth in placement activity compared to 2024. Feedback from students has validated the enormous input and dedication of all staff to ensure that students in all areas have had the best possible experience while 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 with Bayside Health Peninsula.

Overview

Bayside Health Peninsula provided 60,601 clinical placement days for 3,143 students from 21 disciplines in partnership with 19 education providers in 2025. This is a decrease of 26 students but an increase of 2,816 placement days compared to 2024, indicating students were staying on placement for longer periods in 2025.

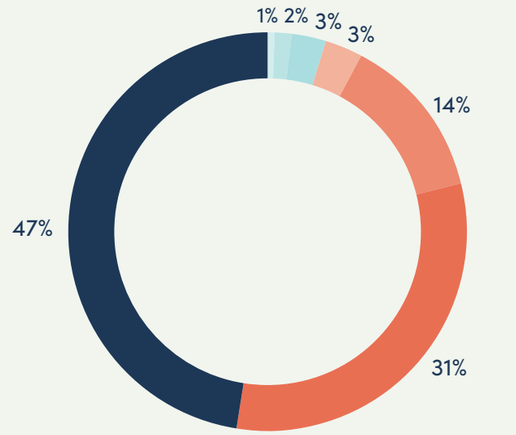
Seventy-four per cent of clinical placement days were completed by students studying with Monash University. This reflects Bayside Health Peninsula's strong primary partnership with Monash University, providing healthcare education to our community across Frankston and the Mornington Peninsula. This is in addition to our increasing collaboration with them in research and education activities. As our secondary partner, Chisholm Institute provides access to healthcare education for many students in our local community. The growing partnerships with Holmesglen Institute and Federation University are reflective of the increased capacity for nursing and midwifery students within Bayside Health Peninsula.



2025 Clinical placement days by education provider (source: PlaceRight)

- Monash University
- Chisholm Institute of TAFE
- Other
- Federation University Australia
- Holmesglen

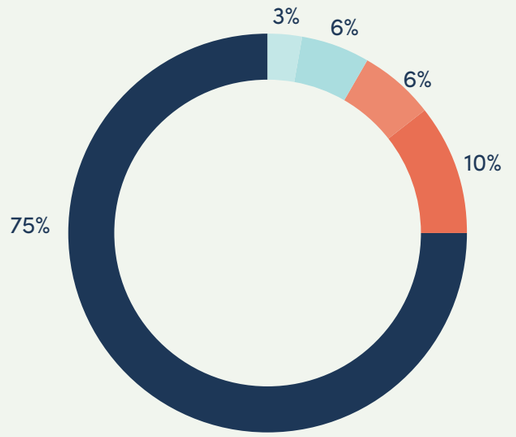
As large workforce groups with significant requirements for hospital-based training, it is not surprising that Nursing and Medicine account for a considerable portion of the placement days provided within Bayside Health Peninsula.



2025 Clinical placement days by discipline (source: PlaceRight)

- Nursing
- Medicine
- Allied Heath
- Midwifery
- Radiography/Medical Imaging
- Pharmacy
- Health Services Australia

Seventy-five per cent of our clinical placement days were conducted at the Peninsula University Hospital. Community placements continue to be expanded as an area of focus for the organisation.



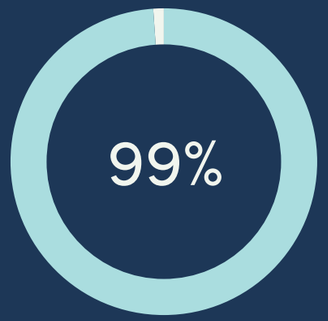
2025 Clinical placement days by site (source: PlaceRight)

- Peninsula University Hospital
- Community Health
- The Mornington Centre
- Rosebud Hospital
- Frankston Public Surgical Centre

Learner Experience

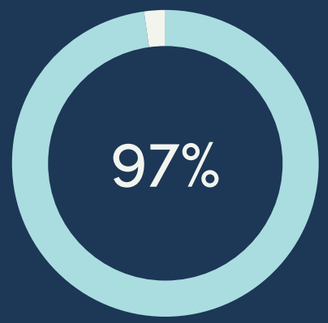
Feedback on the learner experience is collected via an anonymous online survey that is open all year for all students.

In 2025 the response rate to the survey was 42% (n=1127) and the feedback provided us with valuable insights into our learners' placement experience. Staff are to be congratulated on the welcoming environment, sense of safety and learning opportunities that they provided to our students:



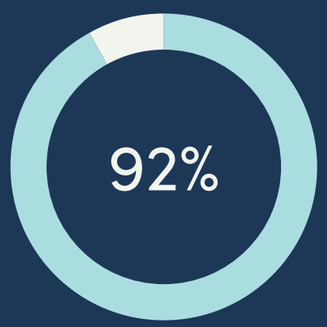
agreed or strongly agreed that they were welcomed into the organisation

3%
from 2024



agreed or strongly agreed that they felt safe during their placement

1%
from 2024



agreed or strongly agreed that they were valued as a learner

1%
from 2024

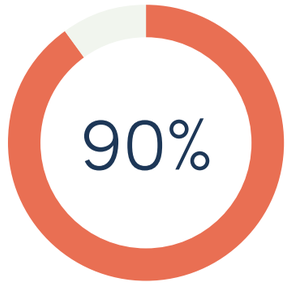
What our learners say about their experience

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



2%
from 2024

A third of students gave Bayside Health Peninsula a ten out of ten rating.



2%
from 2024

Of students said they would pursue employment at Bayside Health Peninsula based on their placement experience.

Although the feedback was largely positive, there were some areas for improvement in relation to access to resources. Following some improvements over recent years, the percentage of students agreeing or strongly agreeing that they had sufficient access to resources unfortunately reduced from 92% in 2024 to 79% in 2025.

This was largely attributed to IT challenges, which were faced across the organisation in 2025. Students also noted complaints relating to the cost and availability of car parking.

"The team were extremely welcoming and reassuring, readily available and approachable. I have never attended a placement and had so much support available."

"All the staff were great. They shared their knowledge and expertise with me and made me feel part of the team."

"Staff were extremely supportive and happy to teach me and explain everything"

"I felt so welcomed and wanted as a student in this ward; all the staff were so lovely. Thank you."

"I was able to interact a lot more with the multidisciplinary team and learnt more."

"IT issues were the only thing stopping this placement from being perfect"

"Logging into the computers was a nightmare! Other than that, I really enjoyed having placements here"

"Parking issue has been bad, costly as well for someone attending daily for placements"

Allied Health Assistants

Bayside Health Peninsula increased the number of Allied Health Assistant (AHA) student placements offered in 2025 by 54% compared to 2024. Placements occurred across a range of clinical settings and services including acute and subacute inpatient wards, Community and Ambulatory services, Transitional Care and At Home Programs.

During 2025, there was a focus on collaboration and coordination between AHA supervisors and host services. As a result, the majority of our AHA students were able to gain exposure to multiple services and sites during their placement.

There was also ongoing support for new AHA student supervisors to participate in training with the aim of increasing capacity to offer student placements. Regular pre-placement planning meetings and post-placement reflection sessions continued with the AHA supervisors in 2025.

A number of 2024 and 2025 AHA students were successful in gaining employment with Bayside Health Peninsula, demonstrating that our AHA student placement program continues to provide recruitment opportunities for our students and Bayside Health Peninsula.

"My placement experience was so good, if I got the chance to work here I would love to be a part of the team"

Dietetics

In 2025, the Nutrition and Dietetics program at Bayside Health Peninsula hosted 32 students across clinical, food service, and community health placements in Inpatient Services, Mental Health, Health Promotion and Community and Ambulatory Care.

Notable achievements through the student program included the digitisation of taste panel audits, which streamlined meal quality assessments across five sites, and the development of impactful health promotion resources for early learning staff, addressing topics like fussy eating and positive mealtime environments.

Students also contributed to community food system projects, identifying available kitchen spaces and barriers to local food production, and provided valuable evaluation for the Food and Bodies Project, which promoted body diversity and healthy food relationships in early childhood settings.

The placements provided meaningful learning experiences and tangible benefits to both students and the community, with ongoing opportunities to address logistical and engagement challenges to further strengthen future programs.

"Working across multiple streams proved highly valuable, providing diverse learning opportunities across varied practice environments and enabling me to gain insight from a range of supervisory styles"

Exercise Physiology

The Exercise Physiology department has strengthened its partnership with Deakin University and expanded student placement opportunities to include La Trobe University. We are pleased to report that Exercise Physiology student placements are projected to triple from 2025 to 2026 across Community and Mental Health services, reflecting our commitment to supporting the next generation of Exercise Physiologists.

In 2025, we focused on enabling clinicians to upskill through professional development opportunities offered by the Learning Hub and our university partners. Looking ahead to 2026, we aim to further enhance our student education program by introducing online learning modules, real-world case scenarios, and practical skills workshops. These initiatives will ensure high-quality learning experiences and prepare students for successful careers in the field.

Medicine - The Peninsula Clinical School

Bayside Health Peninsula hosted 160 Monash University medical students in 2025. Forty third year medical students spent the year at Peninsula University Hospital rotating through various medical and surgical units. We were able to recommence all in-person teaching thanks to the efforts of Mr Tristan Leech, who coordinates the in-person surgical teaching and the Department of Medicine who willingly contributed to the medical curriculum.

This has resulted in much greater engagement and a more collaborative and cohesive cohort. We introduced onsite pathology teaching with hands-on experience in the laboratory thanks to the wonderful support from Dorevitch and this years' registrars. This has been an initiative many other clinical schools are now trying to emulate.

There were 32 fourth year students who completed four nine-week rotations within Children's Health, Women's Health, Psychiatry and General Practice. Many thanks to the doctors who provide small and large group teaching throughout the year and who assisted with the new student assessments.

Fifth year students complete six six-week rotations, focusing on Aged Care, Emergency, Medicine and Surgery across Peninsula University Hospital, Golf Links Road, The Mornington Centre and Rosebud Hospital. We were able to offer the first ever rotation focused on ultrasound in Emergency thanks to the efforts of our sensational Emergency Department team. This was an incredible success and will continue in 2026.



Image: Members of the 2025 Peninsula Clinical School cohort

In 2025 we increased the variety of scholarly intensive projects offered to final year students for their six-week intensive research rotation. This is expected to grow further in 2026. Students are a great resource for progressing research projects, systematic reviews and audits.

Peninsula Clinical School is very proud to welcome back many our graduates as interns, which is a testament to the staff for fostering a safe learning environment.

Students continue to report high levels of satisfaction with their placements at the Peninsula Clinical School, which reflects the supportive and inclusive workplace culture seen at Bayside Health Peninsula. A big thank you goes to the dedicated administrative and teaching staff for all the time and energy they devote to our students.

Midwifery

In response to the Midwifery Futures Project recommendation to increase the number of students numbers by 20% as soon as possible, our midwifery placements team invested time to explore new and innovative ways to support growth within clinical placement capacity. Utilising all areas within the midwifery continuum of care offered diverse clinical experiences whilst allowing increased numbers of students to participate in a shift. Expanding to a seven-day rotating roster across all shift types enabled students to experience the nuances associated with each shift preparing them for employment once they graduate.

This year a pilot program was launched, placing second year midwifery students within the Maternity Group Practice team.

This placement model provided students with the chance to work alongside small groups of midwives as they provided continuity of care to women during pregnancy, birth and the postpartum period. This model of care is associated with increased care satisfaction and improved clinical outcomes for both women and babies.

The initiative was successful and will continue in 2026, expanding to include more students from second, third, and fourth years and over longer rotations.

Using these strategies, student capacity increased by 25%, with a further 28 students supported to attend their placements across Women's Services, the Women's Health Unit and the Special Care Nursery.

Student feedback

"I want to say how much I enjoyed the placement and got so much out of it with the ability to see a wide range of midwifery roles. I also got to experience providing continuity of care with women I met who were having their babies and then being able to support them during their postpartum period."



Image: Midwifery student Sylvie performing a fundal height measurement with clinical educator Mel

Nursing

Our nursing placements team have continued to collaborate closely with our established education partners, Monash University and Chisholm Institute, whilst also having the opportunity to extend placement opportunities to Federation University, Holmesglen and several others. Our team has focused on strengthening relationships and open communication with all of our partner clinical placement teams. This has included membership on the Course Advisory Boards at Monash University, Chisholm Institute and Holmesglen.

Our nursing placements team have again been recognised by both education providers and students for the quality of support provided. The education and clinical staff avail themselves of every learning opportunity and the content and individuality of the student reports provided by the team has been commended. They have also been acknowledged for the early recognition and timely escalation of student concerns, enabling timely implementation of learning support strategies to optimise performance and achieve a successful placement.

Student feedback

"It was a good time and lovely staff, learned a lot of new things, staff were really very helpful at every stage and always ready to teach and answer all the questions"

"As always amazing placement by Bayside Health Peninsula"

Placement capacity grew from 2024

↳1,884
registered and enrolled nursing students

28,642
completed placement days

Our mental health nursing placements team launched the Clinical Placement Expansion Project in collaboration with Monash University this year, which enabled additional placements in clinical areas that had not previously accommodated nursing students.

Extending beyond students, our staff have continued to invest in supporting the wellbeing and safety of team members, graduates and novice staff, escalating them at the earliest opportunity to enable appropriate support and interventions.

There has been increased participation in identifying education needs in clinical areas, with the team teaching and assessing clinical skills at workshops and in simulation-based education, and delivering in-service sessions in collaboration with the wider clinical education team.

Occupational Therapy

In 2025, the Occupational Therapy Department continued to demonstrate a strong commitment to student education by hosting students across all areas of practice within Bayside Health Peninsula.

Placements were offered within the Emergency Department, acute inpatient services, subacute inpatient rehabilitation, community programs, mental health services, and specialist clinics. This breadth of placement opportunities enabled students to work with people across the lifespan, from paediatrics through to older adults, and to develop a comprehensive understanding of occupational therapy practice across diverse clinical contexts.

A key focus throughout the year was the facilitation of meaningful and high-quality student project work. The department supported a range of project types, including opportunities for students to complete full quality improvement activities using the Plan–Do–Study–Act cycle, undertake structured evidence review projects, and engage in research collaborations

Alongside placement and project supervision, the department actively contributed to workforce development and student engagement. Participation in the Monash University Careers Expo provided an opportunity to connect with students interested in future employment pathways. Notably, several students who had previously completed clinical placements with the department visited our stand to share positive feedback about their learning experiences and to seek further information about working within the team following graduation.

As we look to the year ahead, we are excited to continue building strong connections with our university partners, students, and supervisors. We have a diverse, high quality, and well-rounded placement program that supports both student learning and the development of the future occupational therapy workforce.

Student feedback

"This placement has deepened my appreciation for the important work that Occupational Therapists do and has further motivated me in my learning journey. Thank you again for sharing your time, knowledge, and expertise with us."

Pharmacy

We celebrated another successful student placement year with a further 27% increase in capacity achieved in 2025. Our third and fourth year pharmacy students were provided with additional experiences in the Anticoagulation Stewardship (ACS) Pharmacy Service and Clinical Trials (CT).

These new experiences, combined with current offerings in Infectious Diseases, Hospital-in-the-Home, Community Care and Quality Use of Medicines Incident Reviews gives students the opportunity to see the breadth of career opportunities that await them as a hospital pharmacist.

The continual positive verbal and written feedback from students reinforces the strong teaching culture within our department.

Our continued partnership with Monash University Faculty of Pharmacy and Pharmaceutical Sciences saw us welcome our 2025 Inquiry Research students. They contributed to a retrospective audit under supervision of Pharmacy Resident Vorandi Kahandage and the education team.

Rounding off the student placement year were our summer students on placement for three weeks. In the short timeframe they were with us, they managed to complete a number of audits in areas like Venous Thromboembolism (VTE) risk assessment, dosage and consumer experience, intravenous pump library parameters and clinical documentation review. The quality of their work is to be commended! Their collaboration, communication, initiative and work ethic was out of this world.

Pharmacy continues to build their relationship with their Podiatry colleagues. We have seen a 25% increase followed by a significant 120% increase from 2022 to 2024 in Podiatrist or Podiatry student observational placements, supporting a medicines 'focused' experience for those undertaking an Endorsement for Scheduled Medicines or as part of their undergraduate course.

Student feedback

"All of my preceptors were very welcoming and happy to involve me in processes of clinical pharmacy where appropriate which I very much appreciated. The additional tutorials especially the Infectious Diseases tute was very insightful. "

"Clinical placement was great, I had a great time and the staff were super friendly."



Image: 2025 Pharmacy summer students and educators: Back L>R: Serena Lou, Conor McGrath, Leng Cam (educator), Martha Turek (educator), Gillian Oates (educator). Front L>R: Charlotte Kokuzawa, Tam Thien Nguyen, Sandy Wang.



Image: Bond University Physiotherapy Student Tilly Lacey.

Physiotherapy

In 2025, the Physiotherapy Department reported an increase in student placement activity by 25% from 2024. Placements are hosted across various sites in both inpatient, ambulatory and community programs. Our elective offerings include Women's Health, Intensive Care Unit, Amputee Clinic and Paediatrics. These opportunities gave students a broader range of learning experiences across our health service.

Our primary partnership is with Monash University and we support both their Bachelor (BPT) and Doctor of Physiotherapy (DPT) programs, offering immersion, core, and elective placements. This year we also partnered with regional and interstate universities to support placement opportunities and employment pathways for local students. We expanded our student placement offering to La Trobe University to include six five-week core placements in addition to observational placements offered in the preceding year. We have also supported several secondary school students in their career explorations through the work experience program.

Many Clinical Educators took part in various learning hub workshops, further developing skills in feedback conversations and promoting inter-professional engagement and learning. Some also undertook workshops with our university partners – focusing on their skills in Assessment of Physiotherapy practice and working with culturally and linguistically diverse students.

In the second half of the year, we have strengthened our relationship with Monash University to support our clinicians (as project supervisors) to collaborate with final year students to develop and conduct a research project linked to clinical practice in 2026.

During 2025, we commenced a quality assurance project aimed at understanding students' perceptions of their preparedness in communicating with consumers prior to commencement of their clinical placements. This project is expected to be completed in 2026.

Psychology

In 2025, Bayside Health Peninsula significantly expanded its provisional psychology student placement program across a diverse range of clinical settings. Notably, a new introductory placement partnership was established with Monash Health in the Persistent Pain Clinic, broadening the scope of learning opportunities and industry experience. Additional placement offerings were introduced within the Mornington Community Health Counselling Team, the Forensic Mental Health Team in Community Health, and the Hospital Outreach Post-Suicidal Engagement (HOPE) Service in Adult Mental Health.

A neuropsychology student was supported in the Cognitive Dementia and Memory Service and the Inpatient Rehabilitation team. Alongside these new placement locations, Bayside Health Peninsula continued to deliver high-quality placements in established areas including rehabilitation, community health counselling, and adult mental health. These placements provided students with rich, varied experiences across public health services, fostering the development of clinical competencies and supporting the growth of the psychology workforce.

Placement activity increased from 324 days in 2024 to 437 days in 2025. A total of eight clinical psychology students and one neuropsychology student were supported through collaborations with La Trobe University, Monash University, the University of Melbourne, and Federation University.

Student feedback

"The placement was a wonderful experience and I have recommended it to Masters students as they prepare their applications for where they would like to go. There was a great amount of breadth and depth in the work and it was a very supportive learning environment. I would consider myself very lucky if I was able to continue into employment here".

Podiatry

The Podiatry Department at Bayside Health Peninsula has experienced an incredible 2025, marked by several key achievements. We grew our key partnership with Monash University's Post Graduate Doctorate of Podiatric Medicine degree, supporting these students for placements aligned across the continuum of care from acute to sub-acute, community and residential. We also strengthened our placement program for La Trobe's Undergraduate Podiatry degree with activities in specialist podiatry areas including paediatrics, renal disease and non-medical prescribing practice. These activities underscore our commitment to growing well rounded health professionals across all levels of education.

To achieve such success, our student placement program for this year included a revised 1:1 and 2:1 student supervision model and an improved suite of online asynchronous podiatric learning resources. This was paired with discipline specific training days and the opportunity for learning of advanced scope of practice competencies.

Our student placement program also progressed its multi-disciplinary collaborations from ad hoc to embedded with joint programs of learning across Pharmacy, Anaesthesiology, Renal and Nursing units.

Radiology

Our Radiology Department celebrated another successful year. We had 31 Radiography students over 17 placement blocks incorporating all year levels from Monash University, RMIT University and Deakin University in 2025. Radiology also hosted three Nuclear Medicine students in 2025 across three placements.

We were able to support eleven fourth-year Radiography students in 2025 which is a significant increase to previous years. All successfully completed their studies with many joining us in 2026 as qualified Radiographers. We have also had a previous student take up a Radiographer Assistant role over summer to assist at Rosebud Hospital before returning university next year to continue their studies.

Radiography students were provided exposure to a range of imaging modalities, including CT, MRI, ultrasound, and general radiography. Throughout 2025 we successfully implemented an increase in areas of practice for students to include Rosebud Hospital and out-of-hours shifts. This allowed for the students to obtain a greater overall experience across varying sites and scenarios.

We received some encouraging feedback from students on completion of their placements, and it is testament to our staff's culture and attitude towards teaching students.

Overall, our Radiology team continue to provide a strong, supportive environment for Radiography students and we look forward to 2026.

Student feedback

"Thank you for your patience, your support, your guidance and for making us feel a part of the team. We've had such an amazing and rewarding experience rotating through the different modalities across both Frankston and Rosebud Hospital."

Social Work

Our Social Work Student Unit celebrated another successful year. We offered placements in practice areas that were previously unavailable, including Youth Prevention and Recovery Care, the Mental Health and Wellbeing Service, and Mornington Community Mental Health. These opportunities gave students a broader range of learning experiences across our health service.

We also hosted Social Work student placements across many inpatient and outpatient wards and program areas. Our strong collaboration with education partners continued, and placement allocations for 2026 are now confirmed. Excitingly, we added new placement areas for next year to further diversify student learning. Students will be on placement continuously from February through to December in 2026.

This year, students from both 2024 and 2025 shared powerful written feedback. Their comments highlighted the impact of supportive learning environments and the transformative potential of clinical placements.

Student feedback

"We had a student begin her placement with us today, which reminded me of my own journey at Bayside Health Peninsula. It brought back many memories. Regular supervision helped me to understand the space and create common goals, something I am now using in my staff supervision. At Bayside Health Peninsula, I felt that everyone shared a common goal, and the support you provided for one another was outstanding. The time you dedicate to students truly means a lot; you all genuinely want the students to succeed in their careers. A heartfelt thank you."



Image: Social Work students with Bayside Health Peninsula's Head of Social Work. L-R Ellena (Monash University), Ming (Monash University), Dr Meghan O'Brien (Head of Social Work, Spiritual Care and Interpreters), Alexandra (Monash University) and Kate (Deakin University).

Overall, our Social Work teams continue to provide a strong, supportive environment for Social Work students, fostering both personal and professional growth and preparing the next generation of practitioners for meaningful careers.

Many of our current early career Social Workers have previously undertaken a clinical placement with us, which speaks to the positive and supportive environment we provide across our teams.

Traineeships

In 2025, Bayside Health Peninsula doubled funding for its Alcohol and Other Drugs (AoD) Traineeship Program. This program supports graduates of the Certificate IV in AoD, who are yet to work in the sector, and hosts them for 12-months full time, providing a work-integrated learning opportunity so they are work-ready at the end of the traineeship.

Trainees rotated through our broad array of AoD services, including Intake & Assessment, SHARPS Needle & Syringe Program, ReachOut, Peer Support services, and the Emergency Department.

In anonymous feedback surveys, 100% of trainees reported that the program was well preparing them for work in the sector.

Student feedback

"When I first walked into the clinical area, I didn't yet know how much this ward would reshape my practice. The hospital hit me in the body before it reached my mind. The fluorescent lighting was harsh; the smell of disinfectant mixed with food trays disorienting...I thank my supervisors for their steady guidance, grounding my learning, and the acute social workers who modeled calm and courage, and most of all the patients and families who trusted me with their stories."

Student feedback

"Everyone involved has really made it a fantastic experience. Not only do they really want to teach us, but they are also willing to listen to what I have to say when it comes to clients. I no longer feel like just a trainee, but more as part of the team."

Transition to practice programs

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

In 2025, students participating in Bayside Health Peninsula's Transition to Practice Programs represented the disciplines of Allied Health, Medicine, Mental Health, Midwifery, Nursing, Pharmacy, and Radiology.

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. Improving staff retention rates in Allied Health and Nursing has reduced demand for graduates, which has resulted in a six per cent decrease in numbers compared to 2024.

338
graduates, interns, and residents participated in transition to practice programs

6%
from 2024

Allied Health

The 2025 iteration of the inter-professional Allied Health graduate program saw over 20 early career clinicians from six different professions come together to learn with, from, and about each other. They shared in discussions and activities relating to the transition from student to professional, sustaining yourself in healthcare, managing challenging healthcare interactions, and exploring different career pathways in Allied Health.

Graduates reported that the program normalised their challenges and feelings when starting out as health professionals. Sessions were complemented by local initiatives to grow clinical and reflective practice skills, along with professional identity.

The mental health graduate programs for Social Work and Occupational Therapy continued to strengthen their impact and foster professional growth. The Social Work program attracted 122 applications and welcomed seven graduates, emphasizing reflective practice and robust educational support.

Graduates explored diverse topics such as medication and mental health, culturally responsive practice, and therapeutic interventions, complemented by monthly sessions with the Victorian Mental Health Collaborative Centre and additional training on emerging issues like child protection and grief. Collaboration with Monash University further enriched learning experiences.

Student feedback

"I found the sessions invaluable and I think something that Bayside Health Peninsula should advertise when recruiting/advertising to new graduates."

The Occupational Therapy (OT) program celebrated the successful transition of three graduates into ongoing roles and responded to strong demand, with ten teams requesting OT graduates to enhance service quality. Work-integrated learning remained central, earning positive feedback from graduates and teams alike. Interdisciplinary collaboration flourished through joint orientation and study days with Social Work and Nursing programs, laying the groundwork for expanded partnerships in 2026 and beyond. Together, these programs exemplify a commitment to high-quality education, reflective supervision, and collaborative practice to prepare graduates for impactful careers in mental health.

The Psychology Registrar Program in Mental Health successfully supported registrars' transition to specialist roles in 2025, with strong satisfaction reported for its structured supervision and education. Feedback highlighted the program's positive impact and suggested further improvements in competency assessment and supervisor support to ensure ongoing growth and sustainability.

Support for early career psychologists across areas has been enhanced through a refreshed, competency-based Skills Training for Early Practice Success (STEPS) program, informed by workforce feedback and designed to provide clear learning pathways, competency-based supervision, dedicated resource hubs for both psychologists and supervisors, and a more integrated approach to learning. Program quality is supported by a STEPS Advisory Group of Senior Psychologists and early career representatives and underpinned by a structured evaluation framework to ensure ongoing relevance and effectiveness.

Congratulations to the inaugural winners of our Allied Health awards:

Graduate of the year:
Yasemin Tanzirel

Supervisor of the year:
Jack Toebelman

Medicine

It has been a landmark year for prevocational medical training at Bayside Health Peninsula, driven by the implementation of the National Framework for Prevocational Medical Training (NFPMT). This has been a period of significant transformation in the prevocational medical training space in Australia with the introduction of the Australian Medical Council's National Framework for Prevocational Medical Training (NFPMT).

This framework came into effect for first year interns in 2024 with expansion to include second year doctors in 2025, as well as implementation of additional framework elements. It shapes the training and assessment of our 42 interns (first year) and 30 second year doctors and brings about notable changes in rotation allocations, supervision, learning, assessment and feedback for junior doctors.

The NFPMT is coordinated and implemented through the Medical Education Unit at Bayside Health Peninsula. Led by the Director of Clinical Training (DCT) Dr Stella Sarlos, the Medical Education Unit aims to support the wellbeing, training and education of our prevocational junior doctors.

The team now includes Dr Katherine Kibbey leading the Learning Support portfolio and communications skills workshops for interns, Dr Charith DeSilva contributing to simulation teaching and the second year education program and Dr Ben Privett leading the establishment and work of the Assessment Review Panel. Medical Education and Wellbeing Officer (MEO), Justine Walsh, has provided extensive wellbeing support, arranged simulation sessions, delivered clinical skills teaching, and coordinated unit activities.

Throughout 2025 enhancement of the quality of medical education at Bayside Health Peninsula has continued, including:

- Intern weekly education program: a structured program of lectures and tutorials for interns, with consistently high attendance and high satisfaction from feedback
- Monthly education program: in partnership with physician and surgical education leads, providing targeted education for trainees
- Embedded evaluation: integrating evaluation into the teaching program to ensure continuous improvement.
- Clinical Skills Support: a program focused on supporting common procedures for all junior medical staff.
- Communication skills workshop: established for all interns to highlight and practice with intent in a facilitated teaching workshop
- Deteriorating patient simulation: all interns have participated in simulations, supported by simulation centre staff and clinicians from emergency, intensive care and anaesthetics
- Monthly junior medical staff review panel and formalised learning support program: a structured initiative to offer additional support where needed.
- Assessment review panel: pivotal in monitoring progress throughout 2025 in line with the NFPMT requirements.
- Supervisor training in entrustable professional activities: over 90 consultants trained in interactive workshops to ensure enhanced capability to meet additional NFPMT requirements in 2026
- Junior medical staff career forum: consultants representing the breadth of the profession imparting their passion about their chosen career pathway



Image: 2025 junior medical staff

National Engagement in Prevocational Medical Training and Medical Education Excellence

Building on local initiatives and expertise, our team also contributed nationally to advance medical education standards. In 2025, we have represented Bayside Health Peninsula and joined the national conversation on evidence based medical education best practice through participation at state and national meetings and committees.

Justine Walsh has been appointed as the Victorian MEO representative on the Australian MEO Committee and also serves as the MEO Representative on the consultative forum for the medical training survey. Dr Sarlos serves the Postgraduate Medical Council of Victoria accreditation committee as a DCT representative and was invited as a Victorian Representative to join the community of practice committee.

Dr Privett is serving the General Surgeons of Australia VIC/TAS surgical training committee and completed the Master Surgical Education degree at the University of Melbourne in 2025. Dr DeSilva is pursuing Master Clinical Education studies, with his research focusing on International Medical Graduate doctor education needs at Bayside Health Peninsula.



Image: Dr. Dale Winzer receiving his consultant supervisor of the year award at the 2025 learner celebration

Recognising Excellence: 2025 Award Recipients

Congratulations to the outstanding individuals in the prevocational medical training program who were recognised for their dedication and hard work throughout the year:

Supervisor Nominated Awards

Intern of the Year:
Dr. Simon Savage

HMO of the Year:
Dr. Keeley Miller

Junior Doctor Nominated Awards

Clinical Teacher of the Year (Registrar):
Dr. Amy Crowe

Clinical Teacher of the Year (Consultant):
Dr. Tristan Leech

Supervisor/Mentor of the Year:
Dr. Dale Winzer

Star of the Year:
Bree Knights

These awards highlight the contributions of individuals who have gone above and beyond in fostering excellence in medical education and support. As we move into 2026, our focus will be on further embedding NFPMT principles, expanding simulation-based learning, and strengthening supervisor training to ensure ongoing excellence in medical education.



Image: Maternity emergency workshop focused on shoulder dystocia

Midwifery

Our team supported twelve midwifery graduates this year - eight dual Midwifery/Nursing graduates, and nine Midwifery graduates were included in the program.

The program is designed to consolidate theoretical and clinical knowledge in a supportive environment. Our graduates explored the continuum of midwifery care, with rotations through antenatal clinic, birth suite, maternity inpatients, midwifery home care and the special care nursery. Those completing the dual degree pathway expanded their clinical nursing knowledge with acute rotations through the emergency department, surgical wards, and the paediatric ward.

Graduates enjoyed five study days tailored to inform upcoming rotations, extend clinical skills and support consolidation of prior knowledge. Targeted learnings focused on trauma-informed maternity care, identifying a deteriorating neonate and optimizing labour progress, with waterbirth and perineal suturing accreditations supporting extended scopes of practice.

The final study day each year is an opportunity for graduates to reflect on current practices and create innovative solutions to problems they have encountered during their first year of practice. Working in small groups, graduates identify a quality improvement project, research current literature, benchmark against other services, and present a novel solution. This project is well received by both the graduates and the leadership team, with past ideas being supported and implemented to improve care and processes.

Congratulations to our Midwifery graduate:

Graduate of the year: Hazel Leung

Nursing

In 2025, 136 nurses successfully completed Bayside Health Peninsula's graduate registered nursing program. The programs includes the choice of a general (inclusive of acute, subacute and specialty areas), mental health and mixed mental health/general stream to meet the growing needs of the community and the graduate career aspirations. Mental Health registered nursing graduates have the opportunity to earn credits towards a Master of Mental Health Nursing if they wish to pursue postgraduate studies in the future.

An extensive orientation program includes face-to-face and online learning as well as targeted work integrated learning. Our Mental Health graduates participate in a multidisciplinary orientation with Allied Health graduates, increasing the understanding of the various roles in the health service and developing interprofessional relationships.

The Transition to Practice team facilitates rotation opportunities across Bayside Health Peninsula sites, tailored to individual learner preferences identified prior to commencement. These rotations provide graduates with exposure to a broad spectrum of clinical settings including acute, subacute and community nursing. Graduates in each program benefited from study days that supported scaffolded learning, progressively tailored to their experience and knowledge throughout the year. Mental Health continued to provide interprofessional learning forming deeper understanding as professions work together.

Following orientation, our structured program commences with the foundational stage, during which core clinical skills and principles of safe practice are consolidated. As part of the graduate nurse study day, the first "escape room" activity was introduced, employing gamification as an innovative teaching approach to enhance engagement and reinforce learning.

As the program advances, graduates engage in the development phase, which includes simulation scenarios incorporating life support skills, regular clinical teaching at the point-of-care and online learning modules. These learning pathways were designed to foster problem solving and critical thinking, thereby strengthening clinical competence, safety and quality of care.



Image: 2025 Nursing and Midwifery graduates and educators on orientation day



Image: Graduate nursing and midwifery team. L-R Andrea (Transition to Practice Education Stream Lead), Tammy (nursing educator), Marie (midwifery educator), Sam and Krystal (mental health nursing educators).

The program concludes with a structured reflection phase, providing graduates with the opportunity to consolidate their learning, critically evaluate their professional development, and consider future career pathways. The final face to face study day incorporates the Learning Hub's "Essentials for working with learners" workshop, designed to equip graduates with the knowledge and skills required to effectively support future students and graduate cohorts within Bayside Health Peninsula.

Throughout the year, the graduate cohort was supported by a strong emphasis on wellbeing and professional development. Dedicated sessions were facilitated by the Nursing and Midwifery Health Program and the Australian Nursing and Midwifery Federation. In addition, ongoing support was provided through weekly debriefs, structured clinical supervision, guidance from preceptors, and consistent clinical education within practice areas, ensuring a safe and supportive environment for graduates.

We are thrilled to celebrate and extend our heartfelt congratulations to the award recipients honoured at our learner celebration:

Congratulations to our Nursing graduates:

Graduate Award of Excellence in Nursing:
Jordan Desmond

Graduate Award of Excellence in Mental Health Nursing:
Nina Jayilian

Nursing Graduate Supervisor of the Year:
Carmel Parish

Pharmacy

We are incredibly proud of our 2025 Pharmacy Intern cohort who have successfully completed their internship with Bayside Health Peninsula in conjunction with Monash University. Whilst undertaking an intense year of learning and training to become competent clinical pharmacists, they have contributed to quality improvement within the organisation with their research projects.

Two of the interns' posters won 1st and 2nd prize at Celebrating Research Week. It is with great excitement that all our 2025 Interns are remaining with us as they transition to our accredited foundation residency program after a competitive recruitment process with over 20 applicants.

Congratulations to our Pharmacy Interns:

Pharmacy Intern Award
Amy Ong

Learner Award of Excellence for 2025:
Amy Ong

Pharmacy Supervisor Award:
Senior Pharmacist Julius Pangjaya



Image: 2025 Pharmacy Interns. Back (L>R): Amy, Vincent, Front (L>R): Jasvin, Lara, Sam.

Transition to specialty practice programs

Allied Health

This year Social Work offered a transition to specialty practice (TSP) program in Mental Health. Two staff completed this program.

Nursing

Transition to specialty practice programs prepare registered nurses for postgraduate 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, Perioperative and Mental Health Nursing.

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 Bayside Health Peninsula. We offer mid-year intakes, to allow us to increase the number of learners completing transition to specialty practice programs and ultimately enrolling in postgraduate studies in their area of specialty practice. Our programs provide participants with the opportunity to earn credits towards a Master of Advanced Clinical Nursing, directly linking them to further educational opportunities.

In the Emergency Department, 20 staff have successfully completed their TSP studies across both Frankston and Rosebud sites. This year saw the successful launch of the restructured program, now carrying 12 Monash University credit points. The Intensive Care team supported six staff through their TSP program, while the perioperative team supported five and three completed the mental health program. A total of 34 staff completed TSP programs in 2025, learning skills required to provide specialty nursing care.

Congratulations to the specialty practice Excellence Award winners:

Intensive Care Nursing Transition to Specialty Practice Excellence Award:
Rhianna O'Loughlin

Emergency Nursing Transition to Specialty Practice Excellence Award:
Bridget Ford

Perioperative Nursing Transition to Specialty Practice Excellence Award:
Helen Mauceri

Mental Health Nursing Transition to Specialty Practice Excellence Award:
Dong (Elliot) Pham

Infant, Child and Youth Services inter-professional program for early career clinicians

Supporting the development of early-career clinicians aligns with the Royal Commission's recommendations to build a skilled, multidisciplinary workforce capable of meeting rising demand in child and youth services. In 2024–2025, Bayside Health Peninsula partnered with Mindful, the Centre for Training & Research in Developmental Health, to deliver the year-long Developmental Psychiatry Course (DPC). The program supports a growing cohort of early-career staff working with infants, children, and young people, building foundational skills to respond to social, emotional, behavioural, and developmental challenges and family work.

Feedback indicated that the DPC strengthens the clinical capabilities of staff:

> *"I am so grateful for the opportunity to participate in the DPC program. I feel I have grown as clinician this year and that the knowledge I gained is invaluable to my career as a youth mental health practitioner."*

Feedback also highlighted the value of dedicated support in the transition from training to independent practice:

> *"The support and guidance I received in the supervised assessment process - seeing an experienced clinician conduct an assessment and provide me feedback on my assessment skills - felt invaluable."*

> *"The clinical educator was enthusiastic, encouraging and knowledgeable. The DPC was an invaluable resource for my learning and has helped me feel more confident in my role as a mental health clinician."*

The program blends theory with practice, supported by structured coaching and supervision from a clinical educator. To date, twelve participants have completed the program, representing Psychology, Occupational Therapy, Social Work and Nursing Professionals.

All participants reported increased confidence in assessment, formulation and treatment planning with infants, children and young people. Several staff have also expressed that they are more likely to remain working in Child and Youth Mental Health because of the learning and support provided.

Postgraduate studies

Midwifery

Continuing our partnership with Federation University, the Women's and Children's Education team supported two part-time postgraduate Diploma of Midwifery students through a paid employment model. The students work in birth suite one day per week, whilst recognising their nursing registration with part-time employment on the inpatient maternity ward. Their theoretical knowledge is consolidated with study days alongside graduates and tailored online content to scaffold their academic curriculum.

To enhance paediatric competency and improve early recognition of a deteriorating child, a structured six to eight week secondment program has continued in 2025. Participants rotate between the Paediatric Unit and the Emergency Department, gaining exposure to acute paediatric presentations, emergency interventions, and collaborative care models. This initiative supports skill development in high pressure environments and strengthens clinical decision-making.



Image: Midwives participating in neonatal life support training

Nursing

In collaboration with several education providers, Bayside Health Peninsula supports Registered Nurses to complete formal postgraduate advanced practice qualifications in Emergency, Intensive Care, Medical/Surgical, Mental Health, Neurology, Oncology, Paediatrics, Perioperative, and Renal Nursing. Postgraduate studies are necessary to ensure Registered Nurses have the knowledge and skills required to provide best care in their specialty areas. We also offer mid-year postgraduate nursing student intakes, allowing us to significantly increase the number of postgraduate students we can support each year.

Ongoing workforce deficits of postgraduate trained clinical staff exist; however increasing student intakes has helped alleviate this workforce gap and ensure our staff have the skills and knowledge required to deliver safe and effective care to our consumers.

One area where this strategy has been particularly effective is in Community Mental Health, which has seen all its 2025 participants retained as permanent staff members.

Over the past three years, postgraduate programs in medical and surgical nursing within Bayside Health Peninsula have grown substantially, with 2025 seeing record enrolment from staff across diverse care areas. The introduction of Neuroscience and Oncology programs in partnership with Monash University, along with increased participation in renal specialties, has expanded advanced learning opportunities. Supported by tailored workshops and education sessions, these programs are vital for developing clinical expertise, improving outcomes, and fostering career progression, representing a strategic investment in a highly skilled and motivated workforce.

Sixty-two nursing staff completed postgraduate studies in structured workplace programs in 2025, with many of these supported via postgraduate scholarships.

Student feedback

"I always had a trajectory in mind, but since completing the course, I've developed a new sense of confidence and am reaching even higher than I planned. I'm applying for Clinical Nurse Specialist positions and considering further studies in other specialties. It's all so exciting."

Congratulations to the following 2025 postgraduate nursing award winners:

Sharon White Award for Outstanding Achievement in Emergency Nursing:
Chloe Nugegoda

Margaret Brazier Award for Outstanding Achievement in Intensive Care Nursing:
Rachel Winters

Mental Health Nursing Postgraduate Excellence Award:
Isabelle Griesser

Medical/Surgical Nursing Postgraduate Excellence Award:
Sarah Atkins

Perioperative Nursing Postgraduate Excellence Award:
Beth Maloni

Continuing Education

Supporting the learning and development of all of our staff, to deliver best care for our community, is a key priority for the Learning Hub. We supported over 56,000 hours of paid professional development and study leave in 2025, demonstrating our commitment to lifelong learning. Our clinical education teams role model ongoing learning and many are involved in postgraduate studies and research.

Alcohol and Other Drugs (AoD)

In 2025, an AoD education program co-produced by an AoD lived experience and clinical educator, extended its reach across both Rosebud and Peninsula University Hospitals. Seventy in-person education sessions were co-delivered to over 840 nurses, allied health practitioners, pharmacists and medical staff across the service. The highlights of this year's program were supporting the implementation of the 'Take Home Naloxone' program, to build clinicians' knowledge and confidence in supplying intranasal naloxone on discharge to reduce opioid-involved deaths and improving skills and confidence in screening for alcohol dependence and alcohol withdrawal monitoring.

Reduction of stigma towards people who use drugs is a central part of education and improving care. In November, AoD educators delivered a stigma reduction campaign, 'Your Language Matters'. The campaign promoted use of destigmatising language and active and meaningful involvement of people who use drugs in decision-making about their healthcare.

'Your Language Matters' campaign qualitative feedback reflects its impact:

"In mental health there are many individuals who are admitted with AoD. Often times, the language that we use can impact the way the consumers may feel. I have learnt that I need to be mindful and use person centred language."

Congratulations our AOD Lived Experience Educator

Award for Excellence in Lived Experience Education at the Centre for Mental Health Learning Education Awards:

Jessica Reece



Image: Allied Health clinical educators L-R: Anna (Speech Pathology), Steph (Physiotherapy), Andriel (Interprofessional lead), Daryl (Podiatry), Claire (Occupational Therapy) and David (Social Work).

Allied Health

In 2025, Allied Health education expanded significantly with the addition of clinical educators across Exercise Physiology, Physiotherapy, Occupational Therapy, Social Work, and Speech Pathology, alongside a new Education Lead position. Together with the Allied Health research team, these educators have commenced a comprehensive needs analysis to shape the future direction of Allied Health education. They are actively supporting profession-specific professional development and undertaking a review of competency pathways to strengthen key clinical skills, ensuring our workforce is equipped to deliver high-quality, evidence-based care.

In Podiatry, the Endorsement for Scheduled Medicines mentorship program has resulted in eight podiatrists gaining endorsement for the use of scheduled medicines, with two awaiting the outcome of their submissions and another two progressing through the pathway.

Bayside Health Peninsula continues to demonstrate a strong commitment to high-quality professional development in Psychology, with a team of experienced Psychology Educators designing, delivering, and evaluating a broad range of in-house training and supervision.

Over the past year, the team has expanded the accessibility and sophistication of education for psychologists and other staff, offering online short courses, structured workshops, core knowledge sessions, and specialist webinars that are flexible and evidence informed. Additionally, the team has led targeted initiatives to strengthen cultural responsiveness and reflective supervision, broadened educational support to other disciplines, and streamlined access to psychology-led training through a new External Training Request Form, ensuring ongoing relevance and excellence in psychological practice.

Midwifery

Throughout 2025 our midwifery team advanced their professional development strategy through active engagement in further education, research, and collaborative initiatives. Team members achieved significant academic milestones, with Aimee Churcher completing her Bachelor of Nursing (Honours) and presenting research at national forums, while Melanie Oliver finished her Masters of Midwifery and contributed to multiple conferences. The team also maintained strong research partnerships, including ongoing involvement with the Trans-Tasman Clinical Midwifery Educators Consortium to address student placement challenges, and supported new research into midwifery burnout and moral distress.

Additionally, the team supported four midwives through the Maternity Connect Program, helping rural and regional practitioners upskill, and enabled six Registered Nurses to explore Midwifery through the LEAP Program, with birth suite rotations proving especially popular. These efforts reflect the team's commitment to education, innovation, and high-quality care for women, children, and families.

Nursing

The Mental Health team made significant strides in staff education and clinical support across Older Adult, Community, and Acute Mental Health services. Key achievements included delivering over 65 in-service sessions for older adult care, launching a new Clinical Educator role in Community Mental Health, and providing comprehensive training and hands-on support in acute Mental Health settings. These initiatives enhanced staff knowledge, promoted best practices, and fostered a culture of learning and safety, ultimately improving care outcomes for consumers across the service.

The Critical Care team introduced a new triage education package, ran cutting-edge AI-driven multidisciplinary simulation sessions, and hosted leadership, education, and advanced practice study days, all while supporting our services prepare to move to the new tower at Frankston, implement new clinical practices and changing models of care.

Our paediatric and neonatal clinical educators made notable contributions to practice improvement and statewide initiatives. Lynsey Parkes collaborated on the Safer Care for Kids pilot, helping implement parental concern as a key component of the ViCTOR Chart, now adopted across Victoria. Amanda Whitehouse played a leadership role in the Australian College of Neonatal Nurses, facilitated major symposiums, and introduced High Flow non-invasive therapy in the Special Care Nursery, enhancing neonatal care and family involvement.

Pharmacy

Congratulations to Vorandi Kahandage and Julia Kang on completion of their Foundation Residency after two years of conscientious work and commitment. Pharmacy Residents demonstrate a robust foundation of knowledge, skills and expertise that enables them to navigate various patient demographics and clinical environments with confidence and competence. They use their proficiency in medicines management to support the multi-disciplinary team while drawing on the expertise and knowledge of others where appropriate. They have developed self-leadership qualities and recognise opportunities for change and innovation within the pharmacy profession, seeking to promote these and improve the clinical practices of themselves and their team.

This year our Pharmacy Educators were invited to assess prevocational doctors as part of a pilot in 2025 in preparation for mandatory introduction in 2026. The Pharmacy Educators completed Assessor training in March and have conducted ten assessments this year with interns. The feedback from prevocational doctors has been highly positive, citing the encounters have been of high educational value. The team were also invited to deliver a teaching session on pharmacology to medical trainees in preparation for the Basic Physician Trainee Exam.

Supporting staff to support learners

Following a successful launch in 2024, our multidisciplinary team once again facilitated interprofessional workshops throughout the year, aiming to provide staff with the knowledge and skills required to support learning in the workplace. This year 363 staff attended the optional workshops, reflecting the quality of the content and staff desire to optimise their learner support practice. Feedback from the seminars continued to be positive, with participants particularly noting the interactive nature of the session and the benefit of learning in a multidisciplinary group.

Learning Innovation

Allied Health Work Experience

Allied Health continue to support the organisation's work experience program for local secondary school students working towards a career in healthcare. Whilst once again participating in the traditional week-long immersions across inpatient and community-based programs, we also partnered with Toorak College to pilot an innovative, single-day immersion which offered 16 students the opportunity to:

- Actively participate in real-life training scenarios in the simulation centre
- Observe and speak with dietitians, exercise physiologists, hand therapists, physiotherapists, pharmacists, and speech pathologists
- Participate in a scenario-based panel discussion with the Allied Health team to learn how they work individually and collaboratively to provide Peninsula Care

Students completed research and guided reflection prior to, and after the visit to support their learning.

Student reflection

"It is a once in a lifetime experience that was an amazing insight into different career opportunities at Bayside Health Peninsula. Being able to visit different wards and see different professions was a personal highlight for me."

"I thought it was very useful to see how many different roles come into play with just a singular patient."

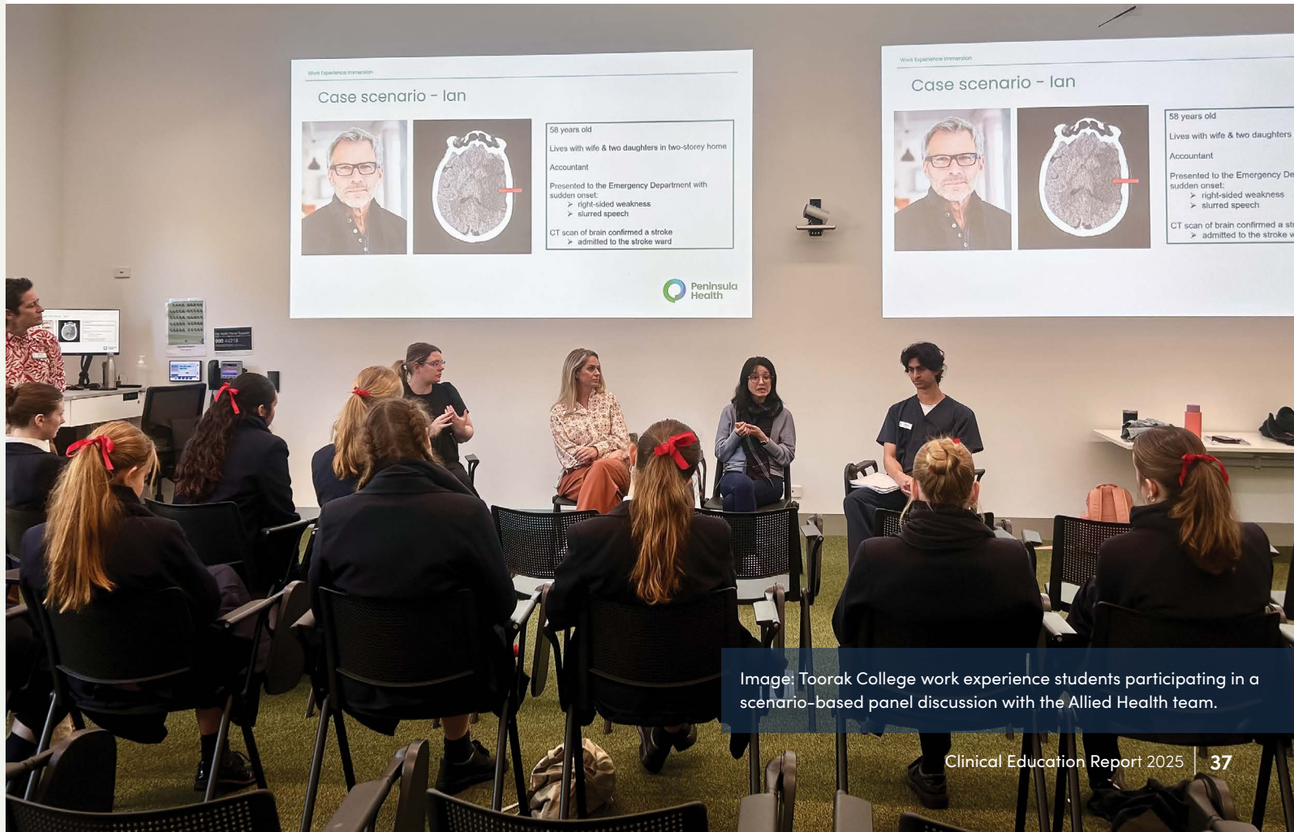


Image: Toorak College work experience students participating in a scenario-based panel discussion with the Allied Health team.

Using AI to enhance learning

This year our simulation and critical care educators were part of a feasibility study to determine if artificial intelligence (AI) and sensing technologies can augment the simulation debriefing process. By integrating microphones, cameras, wearable sensors, and AI-driven analytics into in-situ resuscitation simulations, the project aims to provide real-time, objective insights into teamwork, communication, and leadership during critical scenarios.

This innovative approach supports more effective debriefing and learning, helping facilitators and participants gain deeper understanding of team performance and clinical decision-making. The study, funded by the Laerdal Foundation and led by the Learning Hub in collaboration with Monash University, also explores the feasibility and impact of these technologies, with potential applications across other clinical areas to improve training, collaboration and care.

Closing statement

As we reflect on the milestones of 2025, it is clear that Bayside Health Peninsula's investment in clinical education is shaping a resilient, skilled, and compassionate workforce for the future. The growth in student placements, the success of our transition and specialty practice programs, and the positive feedback from learners all underscore the impact of our collective efforts.

Looking ahead, we remain focused on innovation, collaboration, and continuous improvement. By embracing new technologies, expanding partnerships, and supporting lifelong learning, Bayside Health Peninsula will continue to lead in clinical education and deliver outstanding care to our community.

Thank you to every educator, staff member, and partner for your unwavering dedication. Together, we are building a brighter future for healthcare across Frankston and the Mornington Peninsula.



Image: Emergency Department staff using AI and sensing technologies in a resuscitation simulation training exercise

Bayside Health Peninsula

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Learning Hub