



Clinical Education Report

2023



Peninsula
Health

LEARNING HUB

Clinical Education Report 2023

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,
- postgraduate education, and
- continuing education programs.

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.

Post graduate vocational medical training has not been included in this report and will be included in the following report.

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Training, development activity, funding and growth

Activity and funding

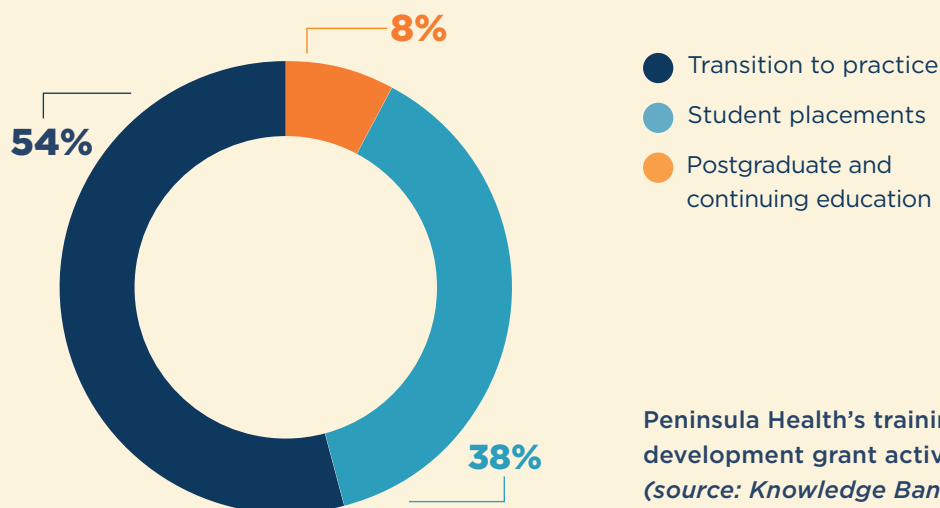
The Department of Health provides the Training and Development Grant to Victorian public health services to contribute to the costs associated with teaching, training, and research. Funding allocations are adjusted annually according to teaching and training activity.

Peninsula Health attracted **\$7,205,850** in funding via this grant in **2021-22** (source: Knowledge Bank - Victoria's Health and Human Services Workforce Information Portal). Education providers also make co-contributions to support clinical placements specifically.

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

- Student placements (*all professional-entry courses including allied health therapies and sciences, medical, nursing & midwifery*)
- Transition to practice - early graduate funding (*medical PGY1 & PGY2, nursing & midwifery and allied health*)
- Postgraduate and continuing education (*nursing and midwifery*)

In **2021-22**, **54%** of Peninsula Health's training and development grant allocation was attracted via transition to practice stream activity.



Peninsula Health's training and development grant activity 2021-22 (source: Knowledge Bank)



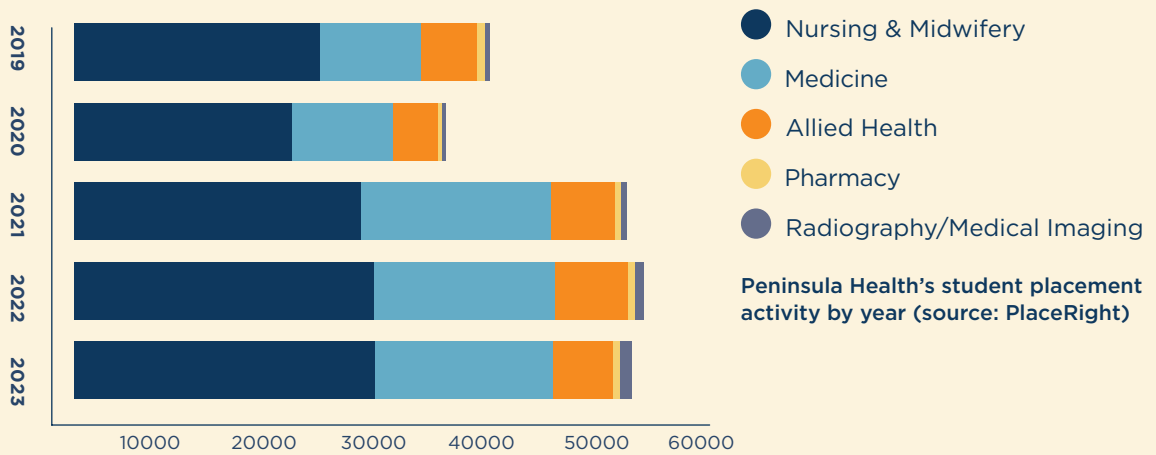
Image: Nursing/Midwifery learner performing peripheral intravenous cannulation on a mannikin

Growth

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

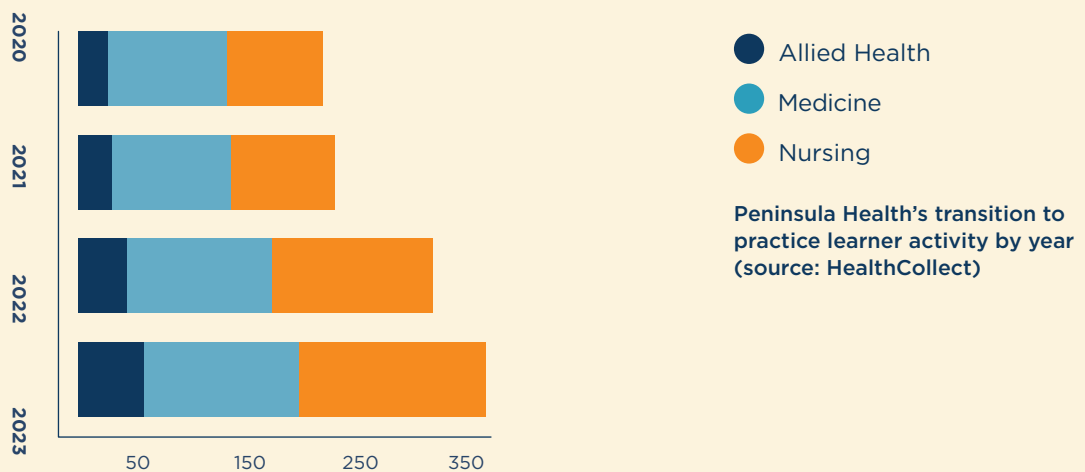
Following significant increases, placement activity has begun to stabilise and is currently meeting our Education Provider requirements.

Student Placement Activity

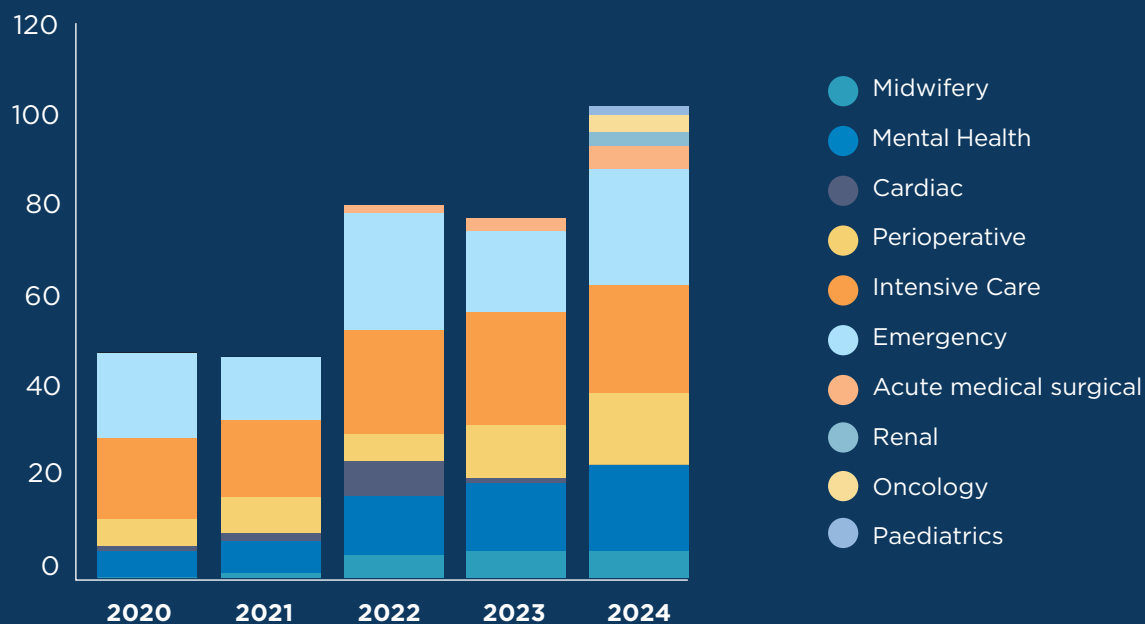


Increasing our capacity to support novice health professionals in their Transition to Practice year is an important component of Peninsula Health's workforce strategy. The total number of learners in this area has increased by over **60%** between **2020** and **2023**.

Transition to Practice



Student Contracts Postgraduate Nursing & Midwifery



Peninsula Health's postgraduate nursing and midwifery student contracts 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 as well as the addition of new services on the Mornington Peninsula.

The COVID-19 pandemic and changes in activity had an impact on staff uptake of postgraduate studies, but enrolments returned to expected levels in 2022 and 2023. Enrolment numbers have grown again in 2024, and the Learning Hub have added new programs to ensure Peninsula Health is well positioned to support service expansion associated with the Frankston Hospital redevelopment.

Pre-registration clinical placements

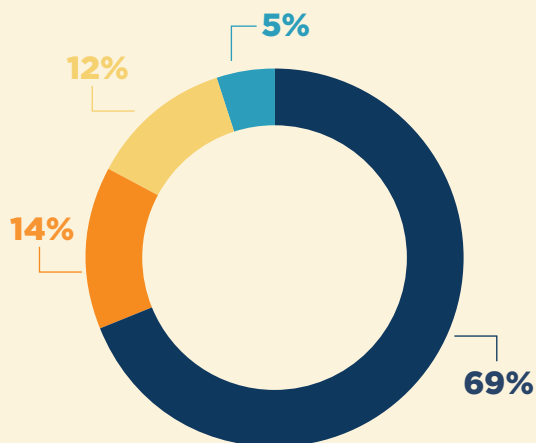
Overall, 2023 has seen placement teams returning to “business as usual” and consolidating following several years of pandemic related challenges. Feedback from students has validated the enormous input and dedication of all staff to ensure that students in all areas have had the best possible experience 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 at Peninsula Health.

As we emerge from the pandemic, Education Providers have reported challenges accurately predicting enrolment numbers, with students taking intermission to travel or discontinuing their studies. There has also continued to be a higher number of absences due to illness. This has been reflected in the variation of booked versus attended placement activity in most areas. New disciplines have been included in response to specific recruitment needs within the organisation and this has proved beneficial for targeted areas such as sterilisation (perioperative services).

Overview

Peninsula Health provided **51,461** clinical placement days for **2,812** students from **22** disciplines in partnership with **21** education providers in 2023. Placements were offered across all sites and student activity remained high for the year despite ongoing COVID-19 pandemic-related service delivery changes.

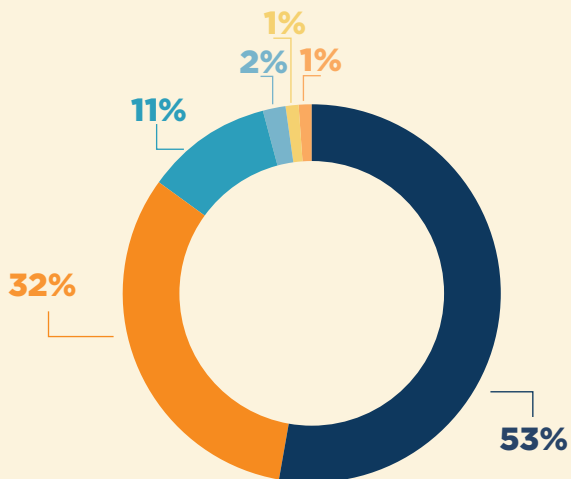
69% of clinical placement days were completed by students studying with Monash University. This reflects Peninsula Health’s strong primary partnership with Monash University, providing healthcare education to our community on the Mornington Peninsula. This is in addition to our increasing collaboration with them in research and education activities. As our secondary partner, Chisholm Institute provides access to clinical education for many students in our local community. The growing partnership with Holmesglen Institute is reflective of the increased capacity for nursing students within Peninsula Health.



2023 Clinical placement days by education provider
(source: PlaceRight)

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

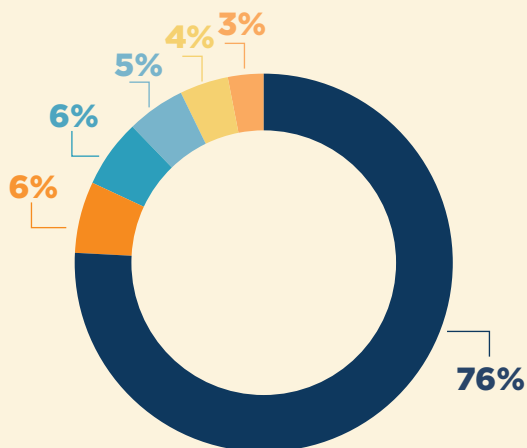
As large workforce groups with significant requirements for hospital-based training, it is not surprising that Nursing and Medicine account for a considerable portion of the placement days provided at Peninsula Health.



2023 Clinical placement days by discipline (source: PlaceRight)

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

76% of our clinical placement days were conducted at the Frankston Hospital site. Community placements continue to be expanded as an area of focus for the organisation.



2023 Clinical placement days by site (source: PlaceRight)

- Frankston Hospital
- Golf Links Road Rehabilitation Centre
- The Mornington Centre
- Rosebud Hospital
- Community Health
- Frankston Public Surgical Centre

Learner Experience

Feedback on the learner experience is collected via an anonymous online survey link which is open all year for all students. In **2023** we were pleased to improve again on our response rate to the survey (**n=1249, 44%**) and the feedback provided us with valuable insights into our learner's placement experience. Staff are to be congratulated on the welcome, sense of safety and learning opportunities that were provided to our students:



What our learners say about their experience

"It was a great learning experience and the staff were really supportive and encouraging and willing to teach."

"Had a great placement and felt really respected and valued as a student."

"My favourite placement - the friendly and knowledgeable staff made a huge difference, thank you."

"I had such an amazing placement... The staff are amazing and welcoming of students which made me feel confident to participate in as many tasks as I could. I was well supported through my whole placement and I'm honestly sad to be finishing here. I received great feedback which the staff discussed with me at the end of each shift. I am truly so pleased with my time here."

"I felt very supported by the staff and educators, was a great environment to work in and I loved all the learning opportunities I was given."

"Everything was great and exceeded my expectations as to what this placement had for me."

"Stop making placement so amazing - we want to come back! Thank you all so much, every staff member from Nursing to PSA to Maintenance. Everyone was wonderful."

Although the feedback was largely positive, there were some areas for improvement in relation to access to resources. This has been an area of focus for us and the percentage of students agreeing or strongly agreeing that they had sufficient access to resources has improved from 67% in 2022 to 89% in 2023. Car parking challenges were also noted by students.

"If students have access to toilets, ward entrance and store rooms, we will feel part of the team and can help more."

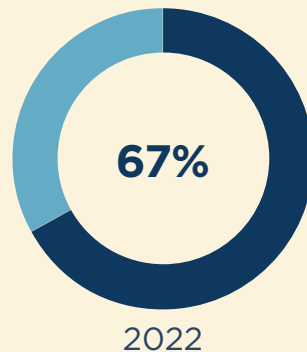
"There is a swipe card shortage, so it does make it hard to put my bag away or interrupting my peers to get their swipe card."

"There is a shortage of computers for everyone to access during handover."

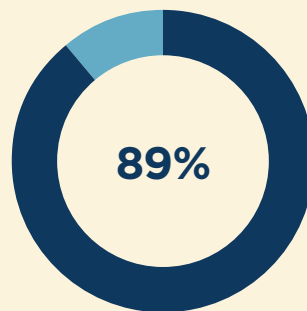
"Swipe cards would be helpful to get in and out of the break room. Parking vouchers would also be very beneficial."

84
OUT OF
100

Is what students on average, rated the overall assessment of their clinical placement.



2022



2023

Agreed or strongly agreed that they had sufficient access to resources



Image: Monash University student in the physiotherapy gym at Golf Links Road

Allied Health Assistants

Peninsula Health maintained the number of Allied Health Assistant (AHA) student placements offered in 2023 across a range of clinical settings including acute and sub-acute inpatient wards, community rehabilitation programs, the at home program and the transition care program. During 2023 the Peninsula Health AHA workforce engaged in a survey and subsequent education relating to supervising students. The number of AHA student places offered in 2024 was increased by **29%** compared to 2023 with further increases in capacity planned for 2025. Our AHA placement program continues to provide an important pathway to employment at Peninsula Health.

Exercise Physiology

Peninsula Health Exercise Physiology has expanded their partnerships and student placements were supported from a variety of education providers including Deakin University, Australian Catholic University and Latrobe University. Growth in the Exercise Physiology departments has allowed student placements to now be offered in the areas of Mental Health and Community Health.

Medicine – The Peninsula Clinical School

One hundred and thirty-eight Monash University medical students were placed at Peninsula Health in 2023, which equates to over **15,400** placement days. **Thirty-nine year three** medical students spent the year at Frankston Hospital rotating through the various Medical and Surgical Units.

Thirty-one year four medical students completed four nine week rotations learning about Children's Health, Women's Health, Psychiatry and General Practice disciplines. The strong collaboration between staff at Peninsula Clinical School, Peninsula Health and local GP Practices resulted in providing exceptional learning opportunities for all medical students. Peninsula Clinical School is committed to continually enhance and improve these learning opportunities and are very grateful for the input of all involved.

Final year medical students complete six week rotations, focusing on Aged Care, Emergency, Medicine and Surgery across Frankston Hospital, Golf Links Road, The Mornington Centre, and Rosebud Hospital. Peninsula Clinical School is very proud to welcome back many of our graduates as 2024 Interns. With the ever-expanding health precinct at Peninsula Health, we look forward to our graduates being the future leaders of the health service.

We were able to offer students a larger variety of Scholarly Intensive Projects as more teams embrace the idea of having a final year student helping with their research project, systematic reviews, and audits.

Students have been reporting high levels of satisfaction with their placements with the Peninsula Clinical School, which reflects the wonderful culture seen at Peninsula Health. This has resulted in demand exceeding capacity for year three placements in 2024. Increasingly, we are seeing students request a return for year four and again for year five which is a testament to the dedicated teaching staff, diverse placements, workplace culture and networking opportunities.

Midwifery

In 2023 Peninsula Health Midwifery continued our partnership with Monash University and supported second, third and fourth year double degree (nursing/midwifery) undergraduate students to complete their required clinical hours across the childbearing continuum – in antenatal clinics, labour, and birth, postnatally and on discharge home. We also commenced a new partnership with Federation University, which saw the commencement of several undergraduate and postgraduate midwifery students completing placements in Women's Health Unit.

In 2023, Peninsula Health recruited 100% of our final year 'Monash at Peninsula' (MAP) fellowship students to the 2024 graduate program. We have a further 22 MAP students from second and third year completing their learning with us at Peninsula Health Women's Health Unit.

Nursing

Nursing has continued to grow its partnerships and as a result of the significant efforts to replace cancelled placements, there has been the opportunity to offer more consistent placements to students from Holmesglen, Charles Darwin University, Federation University and Torrens University – Think Education.

The clinical support teams have continued to provide extensive support to all learners including undergraduate students, graduate nurses and midwives, as well as new staff coming to Peninsula Health from locally and abroad. The teams are actively participating in study days, simulation-based education sessions as well as supporting learning opportunities at the point of care.

In 2023, our teams have supported almost **2,000** students over **27,374** placement days, with many of these students returning to Peninsula Health for their graduate year. In response to learner feedback and improvement opportunities, we have increased the availability of swipe card access and revised the preceptor education program for staff interested in supporting our learners. Eighty-five staff attended the revised program.

Formal and informal feedback from students and Education Providers is consistently complimentary and appreciative of the Peninsula Health model of support and supervision provided to nursing students. Of note, the early recognition and escalation of concerns, the quality of reports and the rapport that had developed with our team has been highlighted.

Nutrition and Dietetics

Nutrition and Dietetics hosted 28 students for placement throughout 2023 across clinical, food service and community health sites. Physical space continued to be a challenge, however being able to utilise the Nganga Centre and the ability to set students up with remote access has been invaluable.

The food service projects undertaken by our students in 2023 included:

- Exploration of consumer presence and involvement in the organisation to support the food system and food provision
- Assessment of quality and suitability of the food provided
- Consumer experience of dignity and choice in food provision consisted of two parts:
 - › Food and oral nutrition supplement waste audit of applicable sites (Frankston Hospital)
 - › Oral nutrition supplement prescription audit

The community health students were involved in the development of a 'Nutrition for recovery Cascade' which is an interdisciplinary framework in the At Home program. Benchmarking completed as part of the project indicated this was a novel approach and Peninsula Health were leading the way in this space. The process has now been embedded into the Nursing staff orientation within the At Home program.

A number of our staff were nominated by students as Inspiring Educators. The winners were described as motivating, able to engage students and impart their expert knowledge and work as role models. Congratulations to the following nominees:

- **Jessica Xi - Food Service**
- **Jenna Riley - Clinical**
- **Emma Wagstaff - Clinical**
- **Georgie Barber - Clinical**
- **Nikola Alger - Clinical**
- **Milly Noonan - Clinical**



Image: Summer Placement Pharmacy Students, L-R: Divya, Alice (Minh), Millini and Ali

Occupational Therapy

In 2023, Occupational Therapy clinical placements were successfully completed, encompassing **55** placements. Notably, we achieved the successful recruitment of several final-year students into our graduate positions. A noteworthy addition to our practices was the implementation of the Peer Assisted Learning supervision model within the Golf Links Road Rehabilitation Team. This initiative not only increased student capacity but also enhanced the skills of supervisors in more complex supervision models.

With an eye on growth, Occupational Therapy has successfully increased its student intake to **113** for 2024. This was achieved by revising the student uptake requirements for all grade two and three clinicians. As we look ahead, we anticipate a busy year and are committed to nurturing our relationships with Monash, Deakin, and Swinburne Universities. Additionally, we plan to expand the Peer Assisted Learning program further, aiming to increase student capacity and foster continued development.

Pharmacy

In 2023, **57** undergraduate pharmacy students attended placement at Peninsula Health equating to **723** placement days. Students were from Monash and RMIT Universities. We also welcomed Podiatry Students to complete observational placements, strengthening our inter-professional relationships.

Pharmacy's RMIT student group worked on a patient safety initiative with our Quality Use of Medicines Pharmacist Martha Turek looking at "Integration of venous thromboembolism (VTE) risk assessment documentation into medical workflows and prophylaxis prescribing: a major metropolitan health service audit".

The summer students are working on a collaborative project with Nursing Educators. Students developed targeted education presentation content and resources for delivery to frontline clinical nursing staff in 2023 on a range of high-risk medications by pharmacists. Some of the high risk medications include – rivaroxaban, dabigatran, apixaban, warfarin, calcium, digoxin, gentamicin, phenytoin, methotrexate, potassium, and insulin.

Five inquiry research student groups were led by oncology pharmacist Christy Sajan to tackle the research question: "Prevalence and consequences of fluoropyrimidine related toxicity in cancer patients at a metropolitan hospital – is there a place for DPD deficiency screening?"

Physiotherapy

In 2023, the Physiotherapy Department reported an increase in placement activity by **17%** from 2022, which is approaching pre-COVID levels. Primarily partnered with Monash University, we support both their Bachelor (BPT) and Doctor of Physiotherapy (DPT) programs; offering immersion, core, and elective placements. We also partnered with interstate universities to support placement opportunities and employment pathways for local students, as well as with new partners, such as Swinburne University with their Masters of Physiotherapy program. We built further capacity through areas such as the Transition Care program, patient flow team within the Emergency Department, as well as continued growth within the Frankston Public Surgical Centre.

The Physiotherapy Department has once again employed several graduates who completed placements with Peninsula Health across 2022-2023, including the first graduates of the Doctor of Physiotherapy program from Monash University. This year we also supported the progression of Australian physiotherapists into speciality areas with a Monash University Master of Advanced Paediatric Physiotherapy Practice student. We also recommenced supporting high school students in their career explorations through the work experience program, having been withheld the last two years due to COVID restrictions. Additionally, we supported students' research experience, with our clinical experts collaborating with students on their final year projects. This focused on immobilisation for fifth metatarsal fractures, with the results of this project reaffirming current management to all staff.

Podiatry

The Podiatry Department at Peninsula Health has experienced an incredible 2023, marked by several key achievements. We welcomed Monash University's inaugural Doctor of Podiatric Medicine students into our placement program, strengthening this key relationship with our closest educational partner. Staff have led the development and integration of peer assisted learning days, to grow the collaborative and reflective practice attributes of students. A suite of online, podiatric specific resources has been developed to further supplement students' hands-on learning.

The department further demonstrated its commitment to student success by broadening placement opportunities with supervision in niche subsets of podiatry practice including renal podiatry, children's podiatry, NDIS, in-home post discharge care and specialty diabetes services. In the latter half of the year, ongoing collaborations with the Pharmacy, Anaesthetics, Renal and Nursing departments supported delivery of our endorsement for scheduled medicines intensive week.

The Podiatry Department also grew its reach with representation and input at the Allied Health Student Coordinator Community of Practice Forum. One of our former placement students from 2021 successfully progressed from a new graduate role at Peninsula Health in 2022 to a grade two position in 2023, illustrating the value our placement program provides in nurturing ongoing learning and leadership. These accomplishments underscore the positive impact of the Podiatry Departments commitment to successful pre-registration student clinical placements every year.

Psychology

Student placements in psychology are always highly valued as an important contribution to the continuation of our field of practice. In 2023 changes within senior psychology positions meant that student placements were down from the previous year, however, accommodations were made to ensure that we continued to support our student population. In total the psychology department supported two Clinical Psychology students and one Clinical Neuropsychology student in 2023. The students represented Australian Catholic University and La Trobe University. Placements were within Mental Health, Rehab and for the first time in 10 years the counselling team in Community Health. It is great to have a growing variety of placement options for our students to learn about working in public health.

Radiology

In 2023, Peninsula Health Radiology experienced a notable surge in student enrolment, particularly with an increase in fourth year students. The addition of these fourth year students allowed us to contribute to partner universities by providing more undergraduate students with exposure to metropolitan hospital settings.

Radiology hosted 26 pre-registration placements in 2023 including five fourth year students. There was a total of 24 radiography students, and two nuclear medicine students which were the first nuclear medicine students to complete placement at Frankston Hospital.



Image: Social Worker, Susan Johnston with Social Work Student, Jacqui Hill, who has completed her Social Work Placement across Rosebud Walker and Hillview Wards in 2024.

Social Work

It has been a wonderful year in the Social Work Student Unit at Peninsula Health. We have continued to host Bachelor of Social Work and Master of Social Work Students on placement, from Monash, RMIT and Deakin Universities. We were also fortunate to be able to extend our partnerships, to include Melbourne University, hosting two students in 2023.

We look forward to this being an ever-growing partnership, with future allocations for Melbourne University Social Work students to occur across the health service.

Social Work Student Placements have continued to operate within our Hybrid Placement Model. This model supports students to work from home, one day per week, undertaking online learning (a seminar to support the learning that is occurring through direct practice each week, followed by structured group work discussions and student peer reflection).

The seminar topics in 2023 included Facilitating Family Meetings, Responding to Family Violence, Elder Abuse, Social Work in Mental Health, Chronic Illness, Loss, Grief and Bereavement, NDIS, Vulnerable Children, Aboriginal Health and Supporting Patients and Family Members through the Transition to Residential Aged Care.

At the end of each placement block, our students complete a presentation to our supervisor group and their student peers - the focus of this is on their learning, as well as highlights and challenges that have occurred throughout placement.

A key highlight, consistently noted by the students, at the end of each placement, is the opportunity they had to learn and reflect, with their student peers each week, throughout the duration of their time learning with our Student Unit.

We have hosted Social Work Student Placements at Peninsula Health from February through until the end of December, with three 14-week placement blocks taking place, with all students completing a minimum of 500 hours with us. This year, we have had students complete some of their placement hours in services that have not previously hosted Social Work students. This included the At Home Sub-Acute Program and the HOPE Suicide Prevention Service. In 2024, we look forward to further extending our placement locations for Social Work Students. Some of the new practice areas for placements in 2024 include the Adult Counseling Program in Community Health. We will also be offering a split model placement between 2 West and the Psychiatric Assessment and Planning Unit. Two placements will also be offered in the Transitional Care Program, both in the residential and home-based service. Further to this, we will see some of our students have the opportunity to complete some of their shadowing and learning in the Advanced Care Planning Program. This will be a rich learning opportunity, particularly for those students undertaking placement in Oncology or Palliative Care Services.

We have continued to see Social Work students be employed in Social Work Allied Health Assistant roles and again, we have seen previous placement students return to Peninsula Health after graduation, for their first role, after obtaining their formal Social Work qualification. This remains a recruitment strategy that we are very proud of in Social Work.

We have also seen some Peninsula Health employees, who have chosen to study Social Work, commence their studies and take leave from their usual role, to undertake a Social Work placement with us. This has been a positive experience for these students, and it is wonderful to support Peninsula Health employees to complete one of their placements in the Student Unit.

Speech Pathology

The Speech Pathology team has successfully grown our clinical education program in 2023. We have achieved a **61%** increase in student placement days compared with the previous year.

There has been a concerted effort to expand the range of placement opportunities available to speech pathology students at Peninsula Health based on student feedback, offering students a more varied experience and well-rounded exposure to different aspects of speech pathology practice. Placements included acute and subacute inpatient settings, adult outpatients, adult and paediatric NDIS experience and paediatric community health, allowing students to apply their knowledge in diverse settings, enhancing their adaptability and broadening their skills.

By expanding placement opportunities, increasing our clinical educator workforce, and strengthening our clinical educator skills, we aimed to deliver a well-rounded and enriched clinical experience for the speech pathology students.



Image: Clinical support nurses teaching resuscitation skills in the simulation centre

Transition to practice programs



Image: Midwifery graduates practicing suturing skills

Three hundred and sixty seven 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 2023.

These programs support clinicians during their first years of practice, providing an environment where they can consolidate and further develop their knowledge, skills, and competence. The programs include group orientation, dedicated clinical support, targeted education, wellbeing and peer support and debriefing opportunities.

Allied Health

There were 50 allied health graduates at Peninsula Health in 2023 working in the professions of Dietetics, Occupational Therapy, Physiotherapy, Podiatry, Psychology, Social Work and Speech Pathology. Several graduates have held pre-registration roles as Allied Health Assistants (AHAs) prior to registration. This has assisted with workforce shortages and allowed new graduates the opportunity to start working within departments and clinical rotation settings prior to the commencement of their allied health professional roles.

In Mental Health, dedicated graduate clinical educator roles implemented in Occupational Therapy, Social Work and Psychology in 2022, continued to gather momentum in 2023. These roles have supported growth in the novice workforce in these areas and provided a much-needed boost to the mental health allied health workforce. Dedicated graduate clinical educators in Allied Health and Nursing collaborate to support graduates in Mental Health with an inter-professional program in addition to their profession-specific education and clinical supervision.

A new initiative for Dietetics has been the commencement of the Grade Three: Grade One huddles which cover a range of topics relevant to Grade One staff which includes our graduate Dietitians. We have also expanded the range of clinical competency areas in our buddying program that enables early career Dietitians to work towards Grade Two level clinical competence across a range of key specialty areas.

The Children's Services team welcomed the opportunity to employ several speech pathology and occupational therapy graduates in 2023. These roles enabled the graduates to learn and grow within a multidisciplinary team environment and draw upon a wider range of formal and informal supports. For the team, this provided opportunities to build their teaching and mentoring skills as well as opportunity to tap into up-to-date information from the graduates' coursework.

This year the psychology program was able to support three full-time registrar positions. One of our registrars had previously been a student at Peninsula Health in 2022 and we were delighted that they returned to an employed position with us in 2023. We also celebrated the growing partnership with La Trobe University. Having formed a research partnership with La Trobe investigating the benefits of ACT in public mental health encouraged the applications of two of our successful registrar positions for 2023.

Medicine

In January 2023 we welcomed 43 interns (PGY1) in their first postgraduate year and in February, we welcomed 97 Hospital Medical Officers (HMO's)(PGY2). 2023 saw the long-awaited return of face-to-face training for Interns and HMO's, which enabled opportunities to undertake simulation-based education sessions as well as weekly education in the Ngarnga Centre.



The Postgraduate Medical Council of Victoria (PMCV) introduced the new National Framework for PGY1 and PGY2 junior doctors two-year prevocational program commencing 2025. The Medical Workforce Unit (MWU) are preparing for assessment and supervision changes and introducing components intermittently throughout 2024.

PMCV accreditation took place in November and the results highlighted the Emergency Department's feedback mechanisms, the well-structured education program for PGY2's, and the MWU career expo. The MWU welcomed two new Medical Education and Wellbeing Officers to the team.

Intern and HMO awards were announced at the 2024 Intern Orientation with nominations exceeding 180 people across Peninsula Health. **Congratulations to the following award winners, as voted by the 2023 Interns:**

- **Intern of the year:** Idy Chukwu, Jonathon Tran, Kate Wilcox
- **Clinical Teacher of the year (Registrar):** Jack Chen
- **Clinical Teacher of the year (Consultant):** Ben Cheung
- **Supervisor/Mentor of the year:** Ben Cheung
- **Non-Medical Star:** Jai Wardale (Pharmacist)

Congratulations to the following award winners as voted by 2023 HMOs:

- **HMO of the year:** Hina Hakeem
- **Clinical Teacher of the year (Registrar):** James Davey
- **Clinical Teacher of the year (Consultant):** Ben Privett
- **Supervisor/Mentor of the year:** Abrar Waliuddin, Saravanakumar Viswantathan, Gayathri Aravinthan
- **Non-Medical Star:** Sarah Jung, ED Administration

Midwifery

2023 saw some big highlights for Peninsula Health's Transition to Midwifery Practice Program. It was the first year to have graduate midwives rotating through Midwifery Home Care. This has allowed graduates to provide care across the full scope of midwifery practice, and provide extended postnatal care to women and their families in the community.

"I really enjoyed my time in Midwifery home care and can already see how it helps me on the postnatal ward. It has been really good to see the impact that the advice or support we give on the ward impacts their care long term. I look forward to the opportunity to come back here in the future."
– Graduate midwife.

A structured practical program called 'focus months' was implemented in 2023 for graduate midwives. This has provided the opportunity to focus on theoretical and practical skills to complement their rotations throughout the year. Focus months have included: intrapartum skills, postpartum haemorrhage, newborn examination, intravenous cannulation, perineal suturing, vaginal breech birth, shoulder dystocia, hypoglycaemia in the newborn, eclampsia, and water birth.

For the 2023 year, the Transition to Midwifery Practice Program celebrated:

- **95% of graduates retained in the Peninsula Health Midwifery workforce.**
- **A 25% increase in the graduate midwifery cohort size compared to the previous year.**
- **137 babies welcomed into the world by graduate midwives.**

Nursing

146 Nurses completed Peninsula Health's graduate registered nursing programs in 2023. For the first time, we also offered a structured enrolled nurse graduate program in 2023. There has been fantastic feedback from the program and it remains oversubscribed. We have had **13** enrolled nurse graduates complete the program so far, with a further **19** due to finish in mid-2024.

The graduate nurse program aims to support newly registered nurses to develop knowledge, skills and confidence in a supportive safe environment. Our graduate nurse program includes rotations across Frankston Hospital, Rosebud Hospital, The Mornington Centre, Golf Links Road and Frankston Public Surgical Centre, providing a range of experiences in acute medical, surgical, subacute, mental health and specialty areas.

The graduate nurse program offers professional development days throughout the year, providing support to build skills and knowledge and apply these to clinical practice. Simulation training was an important part of these days, giving graduates the opportunity to develop capabilities in communication, problem solving, teamwork, and assessment and management. In 2023 we were able to return to face-to-face teaching sessions, which helped to further develop peer relationships amongst the group.

We have a strong support network for graduates in clinical areas provided by clinical support nurses, educators, preceptors, and experienced clinical staff. This year we have strengthened the relationships with, and support for preceptors through the introduction of preceptorship workshops, with **86** nurses attending.

Congratulations to the following award winners:

- **Award of Excellence in Nursing (Registered): Patrick O'Brien**
- **Award of Excellence in Nursing (Enrolled): Sherri Stephen**
- **Award of Excellence in Mental Health Nursing: Briana Robinson**
- **Award of Excellence in Midwifery: Rhiarna Ball**

Pharmacy

Our pharmacy interns had a busy and successful year with participation in National Alliance for Pharmacy Education Intern Training Program and Intern Foundation Program successfully graduating and becoming AHPRA registered.

Interns presented their research at the Monash University Intern Foundation Program Evening on 13th November 2023 at Parkville, Royal Parade, Melbourne. Four interns presented research work at Peninsula Health's Celebrating Research week and Joshua Lui and Jewel Pradeep were recognized with prizes. Christon Sequeira presented research at the National Medication Management Conference in Cairns in December 2023.

SHPA re-accreditation occurred on the 7th June 2023 for the Foundation Residency program. Peninsula Health and the Pharmacy Department is accredited until 2027.

Radiology

Towards the end of 2023, we dedicated efforts to enhance our new staff intake orientation program. We will have seven new graduate radiographers in 2024 as result of this. We are optimistic that these improvements will result in a smoother new staff orientation process in 2024.



Image: Midwifery graduates participating in a rupturing of membranes workshop

Transition to specialty practice programs

Nursing

Transition to specialty practice programs prepare registered nurses for post graduate studies in their specialty area. They aim to develop and advance the clinical expertise and practice of nurses working within specialty areas. These programs currently take place in Emergency, Intensive Care and Mental Health. Transition to specialty practice programs are a vital component of the professional development programs in the above specialty areas and help attract nurses and students to Peninsula Health. We offer mid-year intakes, to allow us to increase the number of learners completing transition to specialty practice programs and ultimately enrolling in post graduate studies in their area of specialty practice. Thirty four staff completed transition to specialty practice programs in 2023, learning skills required to provide specialty nursing care at Peninsula Health.

Congratulations to the following transition to specialty practice excellence award winners:

- **Emergency transition to specialty practice clinical excellence award: Elly Schiffer**
- **Emergency transition to specialty practice academic excellence award: Miranda May**
- **Intensive Care transition to specialty practice excellence award: Brianna Howell & Jijo Varghese**

Allied Health

The Allied Health transition to specialty practice program in Mental Health was a new workforce initiative in 2022 and has continued to grow in 2023. The program encourages Occupational Therapists and Social Workers with previous life experience and clinical skills in a setting other than mental health to come and work in a challenging but rewarding area of healthcare. Extra opportunities for learning, supervision, support and education are all core components of the program. The program has been significantly oversubscribed in 2023, demonstrating the value of this type of pathway for the future mental health workforce.

Postgraduate studies

Midwifery

In 2023, Peninsula Health midwifery commenced a new partnership with Federation University and employed six registered nurses enrolled in the Postgraduate Diploma of Midwifery. These students work within an employment model on the Women's Health Unit for 12 months, studying to be midwives while working on the ward. During their studies, they were each part of the birthing journey for 30 women, welcoming 180 babies into the world between them! They cared for many women after giving birth and also experienced rotations in our Special Care Nursery and Antenatal Clinic.

As part of their course, the 2023 post graduate midwifery students were required to create an art piece that reflected their own cultural identity and role in providing culturally safe maternity care to Aboriginal and Torres Strait Islander Peoples. The art pieces were voted on by their peers, teachers and clinical educators and one of our students, Emma Perezza won the award for her art piece titled 'A Sum of all the Past's that make the Present'.

The 2023 postgraduate students will now join our 2024 graduate program, and we are thrilled to have them continue their midwifery journey with us.



L-R: Aimee Churcher (Midwifery Educator), Michelle Saxon (CSM), Renee Wijesighe (post grad student), Shannon Allwood (post grad student), Melanie Oliver (Midwifery Educator), Lizette Gerryts (post grad student), Jessica Kelly (post grad student), Jessica O'Callighan (post grad student), Kristy Watson (Womens and Children's Education Stream Lead), Emma Perezza (post grad student).

Nursing

In collaboration with several education providers, Peninsula Health supports registered nurses to complete formal postgraduate advanced practice qualifications in Emergency, Intensive Care, Perioperative, Midwifery, Mental Health, and Medical/Surgical nursing. Postgraduate studies are necessary to ensure registered nurses have the knowledge and skills required to provide best care to patients in their specialty areas. We also offer mid-year post graduate nursing student intakes, allowing us to significantly increase the number of post graduate 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. Seventy four nursing staff completed postgraduate studies in structured workplace programs in 2023, with many of these supported with postgraduate scholarships.

Congratulations to the following postgraduate nursing award winners:

- **Margaret Brazier award for outstanding achievement in intensive care nursing: Ramen Zwagerman**
- **Sharon White award for outstanding achievement in emergency nursing: Charlotte Grant**
- **Emergency Department Post Graduate Academic excellence award: Claire McCormack (Rosebud ED) and Melanie Prior (Frankston ED)**

Continuing Education

Supporting the learning and development of all of our staff, to deliver best care for our consumers, is a key priority for the Learning Hub. Professional development and study leave taken by staff increased by 13% from 2022 to 2023, demonstrating our commitment to lifelong learning. Our clinical education teams role model ongoing learning and many are involved in postgraduate studies and research.

During 2023 Peninsula Health continued their partnership with the Monash Centre for Scholarship in Health Education. Over 100 staff attended interprofessional workshops covering learner support and feedback, and the introduction of a new workshop based on supporting our culturally and linguistically diverse learners.

Allied Health

In 2023, Peninsula Health's Podiatry Department has achieved significant success in post graduate studies, reflecting our commitment to excellence in clinical education and professional development. Our department continued to extend its class-leading Endorsement for Scheduled Medicines program, with a further three staff added to this honour roll.

Furthermore, we have two tenured and one invited member of staff actively involved in teaching and research roles across two universities, a pivotal role in shaping the future of the profession.

In the second half of 2023 Peninsula Health employed five psychologists into Clinical Educator roles, demonstrating the weight of importance placed on continuing professional development for all psychologists across the service. The new team consists of two Principle Psychology Educators who share a role in overseeing and coordinating the strategic planning and development of the service. In addition to this there are two Clinical Psychology Educators and one Clinical Neuropsychology Educator. These roles have been designed to further support and drive the learning across registrar programs, as well as deliver psychological upskilling, mentoring and teaching for all psychologists across Peninsula Health, and the wider service. It will be great to watch how education for students, registrars and psychology as a whole benefits from the increased resourcing that has been championed.

Midwifery

Our midwifery education team has been undertaking their own studies throughout 2023, with both Kristy Watson (Women's and Children's team leader) and Melanie Oliver (Clinical Midwifery Educator) commencing their Masters in 2023. Aimee Churcher (Clinical Midwifery Educator) commenced her Honours in 2023, researching the experiences of midwives giving birth. Bernadette Pulis (Clinical Midwifery Educator and Graduate Coordinator) completed her Masters this year, with her Thesis titled 'Factors contributing to Women's Psychological Birth Trauma: Victorian Midwives Perspectives' due to be published in January 2024 in The Practicing Midwife Journal.

Nursing

Five Clinical Support Nurses completed their Certificate IV in Training and Assessment in 2023 with a further four currently enrolled in the Masters of Health Professions Education.

Pharmacy

Many of our staff have completed the Peninsula Health face to face training course to support them in their role as supervisors for both interns and undergraduates. Our team continue to access the high quality Monash Clinical Educator training available online over three week blocks which helps support our team to supervise undergraduates.

Radiology

Radiology is proud to have a number of staff members actively pursuing further education, both individually and as part of the Monash Advantage agreement in partnership with Monash University. This program enables our staff to complete units that can be credited toward a higher degree at Monash University. Congratulations to Michelle Leung who achieved her Master of Advanced Imaging Practice in 2023.



Peninsula
Health

LEARNING HUB



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Peninsula Health is child safe.



We are proudly inclusive.