

Clinical Education Report 2024



Peninsula
Health

LEARNING HUB

Clinical Education Report 2024

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,
- traineeships,
- 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.

Cover Image: Clinical support nurse Cath with nursing graduates

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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 **\$7,771,028** in funding via this grant in **2023-24**. 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 (*nursing, midwifery and medical*) and continuing education (*nursing and midwifery*)

In **2023-24**, **67%** of Peninsula Health's training and development grant allocation was attracted via transition to practice stream activity.

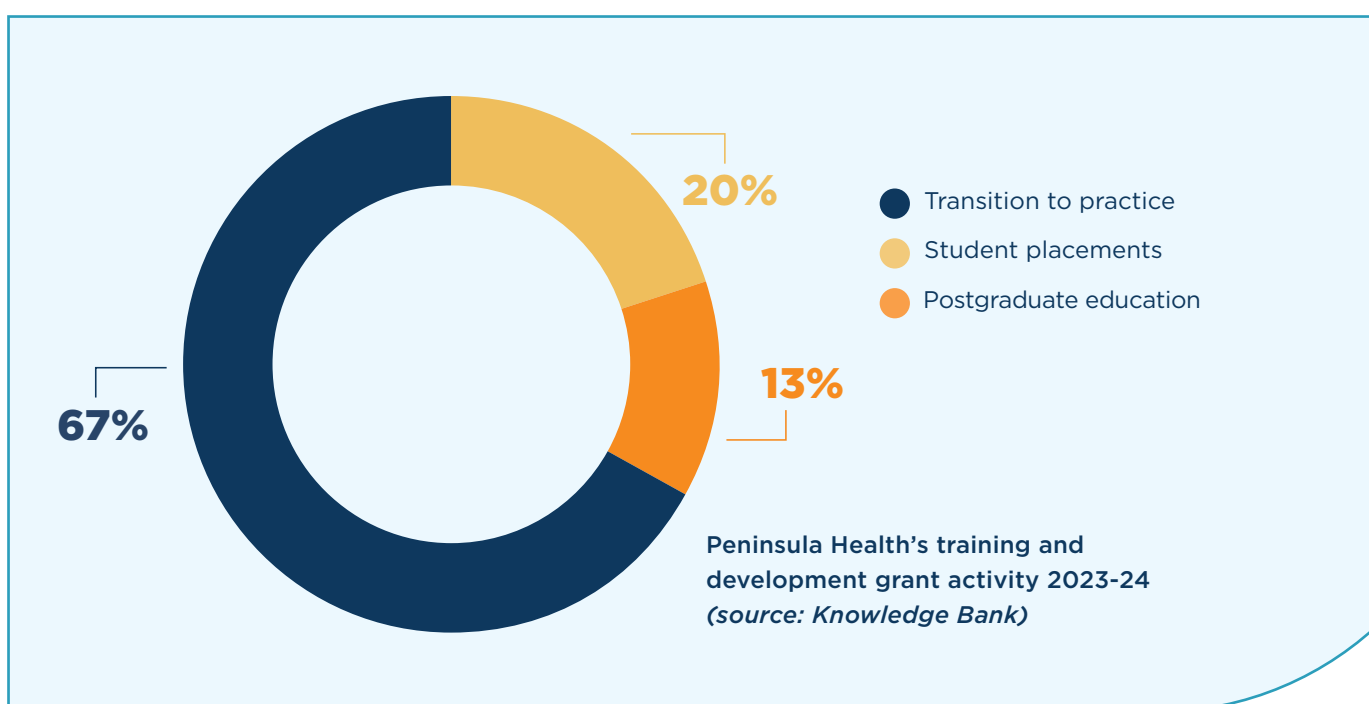




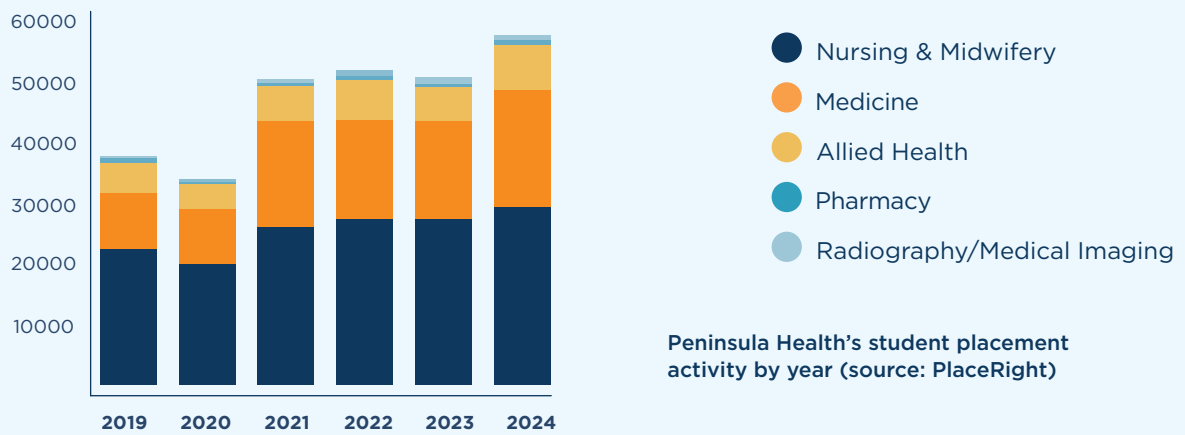
Image: Nursing student working on a ward

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.

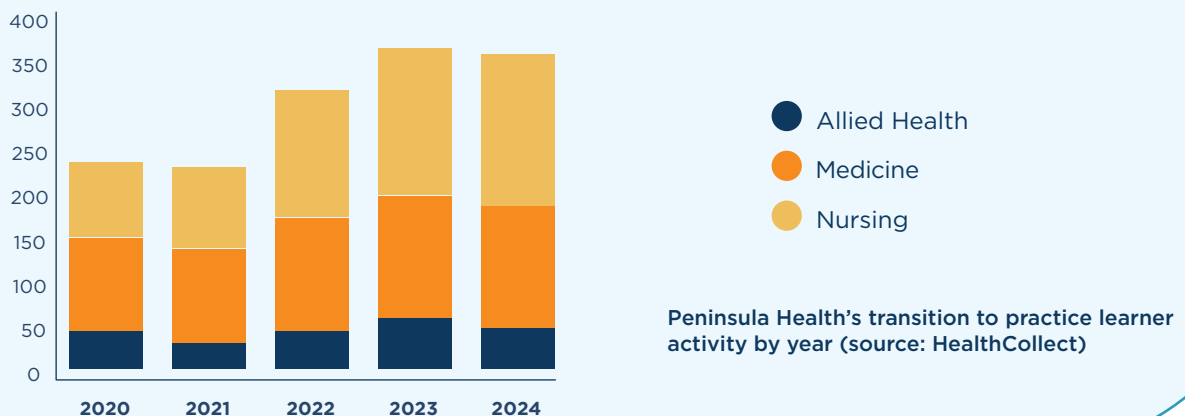
In 2020, placement activity was restricted due to the COVID-19 pandemic. In 2021, placement activity bounced back at higher than pre-pandemic levels, and stabilised throughout 2022 and 2023. In 2024 we have capitalised on a number of initiatives which has supported a 14% growth in placement activity compared to 2023. Nursing & Midwifery, Medicine and Allied Health all recorded their highest placement activity on record.

Student Placement Activity

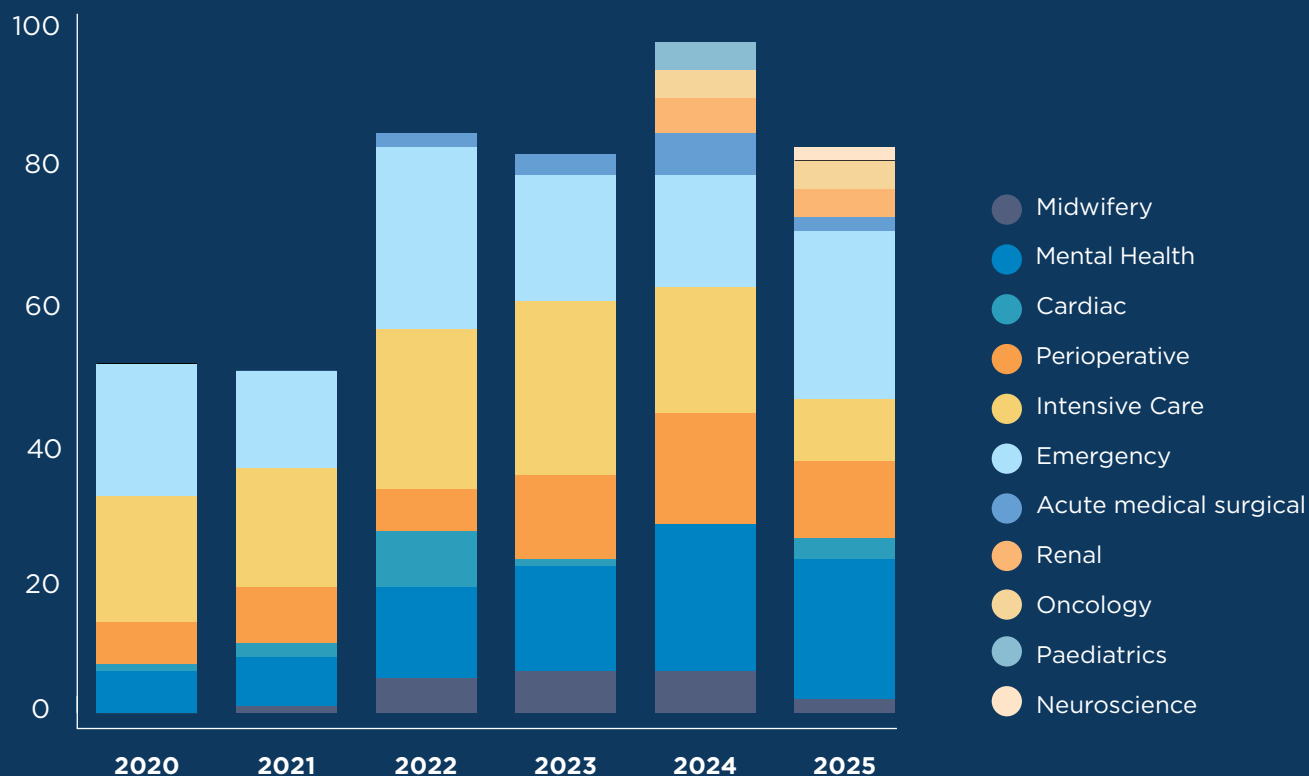


Increasing our capacity to support novice health professionals in their Transition to Practice year is an important component of Peninsula Health's workforce strategy. The total number of learners in this area increased by over 60% between 2020 and 2023 and has stabilised in 2024, with a high percentage of these learners retained in the organisation.

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 and the addition of new services on the Mornington Peninsula.

The COVID-19 pandemic and changes in activity had an impact on nursing staff uptake of postgraduate studies, but enrolments returned to expected levels in 2022 and 2023. Enrolment numbers grew 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. Projected postgraduate student numbers for 2025 have returned to 2022-2023 levels as a result of high retention of previous students and lower nursing staff attrition rates across the organisation.

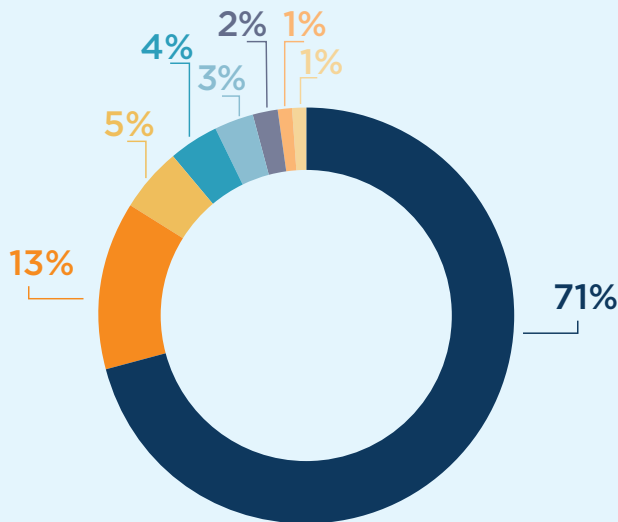
Pre-registration clinical placements

In **2024** we have capitalised on a number of initiatives which has supported a **14%** growth in placement activity compared to 2023. Nursing & Midwifery, Medicine and Allied Health all recorded their highest placement activity on record. 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.

Overview

Peninsula Health provided **57,785** clinical placement days for **3,169** students from **20** disciplines in partnership with **19** education providers in 2024. This is an increase of **357** students and **6,324** placement days compared to 2023. Placements were offered across all sites and we are continuing to work on expanding our placement activity into non-traditional areas.

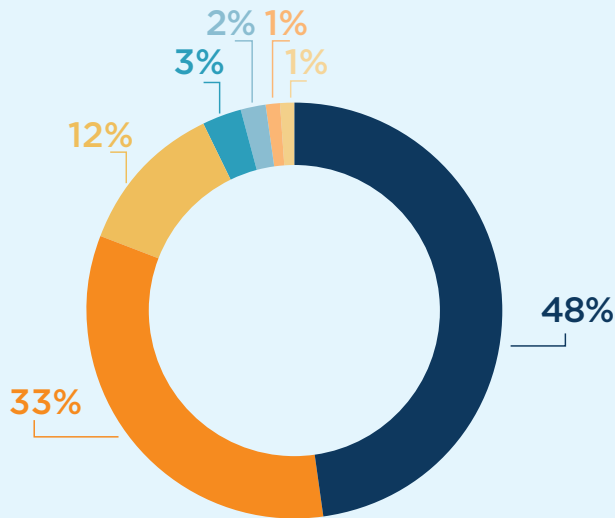
Seventy-one per cent of clinical placement days were completed by students studying with Monash University. This reflects Peninsula Health's strong primary partnership with Monash University, providing healthcare education to our community on the Mornington Peninsula. This is in addition to our increasing collaboration with them on 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 Peninsula Health.



2024 Clinical placement days by education provider
(source: PlaceRight)

- Monash University
- Chisholm Institute of TAFE
- Holmesglen
- Other
- Federation University Australia
- Charles Darwin University
- Deakin University
- RMIT University

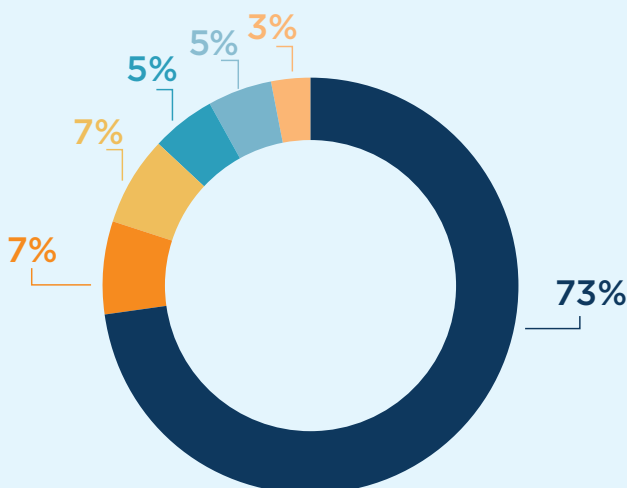
As large workforce groups with significant requirements for hospital-based training, it is not surprising that Nursing and Medicine account for a considerable portion of the placement days provided at Peninsula Health.



2024 Clinical placement days by discipline
(source: PlaceRight)

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

73% 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, and community placement activity is up from **4%** in 2023 to **5%** in 2024.



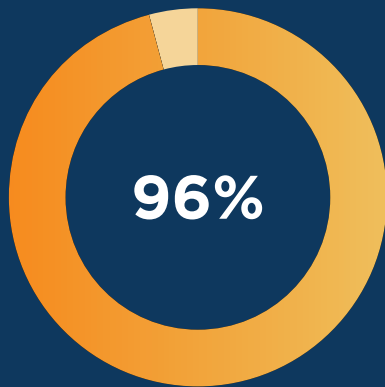
2024 Clinical placement days by site
(source: PlaceRight)

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

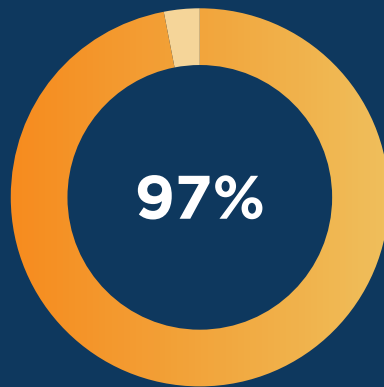
Learner Experience

Feedback on the learner experience is collected via an anonymous online survey link which is open all year for all students. In **2024** the response rate to the survey was **42%** (n=1334) and the feedback provided us with valuable insights into our learner's placement experience.

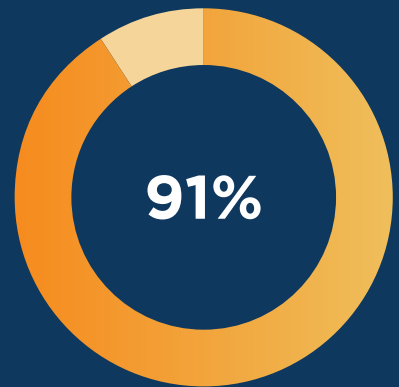
Staff are to be congratulated on the welcome, sense of safety and learning opportunities that were provided to our students:



agreed or strongly agreed that they were welcomed into the organisation

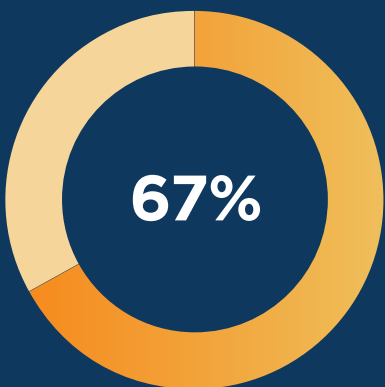


had an overall sense of safety

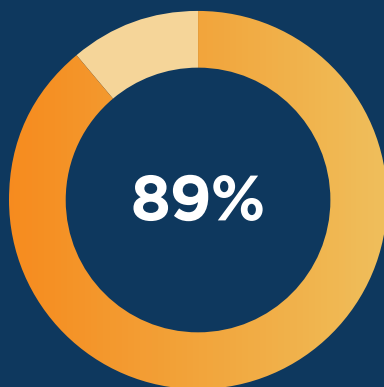


Agreed or strongly agreed that they were valued as a learner

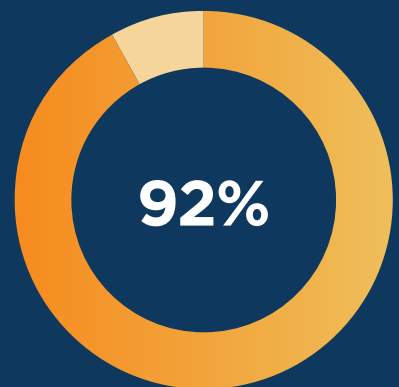
Yearly comparison of student access to sufficient resources



2022



2023



2024

What our learners say about their experience

On average, students rated the overall assessment of their clinical placement at **84 out of 100** and **88%** said they would pursue employment at Peninsula Health based on their placement experience.

"I really enjoyed this placement. The staff were very supportive and encouraging everyday! The Clinical Educators showed constant support and made us feel comfortable to approach them if we had any queries or concerns."

"Thank you for having me for placement. I had an amazing time. Everyone was so welcoming and engaging, I learned a lot and was able to experience so much."

"I wish I could stay longer."

"This placement has been one of my favourites. The staff have been absolutely amazing, I have never felt so welcomed and apart of the team. Thank you for having me!"

"All staff were so welcoming and supportive, super grateful to be able to learn so much and be surrounded by amazing people."

"I'd be over the moon to be considered for employment at the organisation! Staff are wonderful and the environment I found perfect for me!"

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 over the last three years. Car parking challenges were also noted by students.

"Maybe faster computers."

"Parking would be one of the main issues during the placement."

"It's quite difficult paying for parking while not getting paid."

"Swipe cards are very important and make us feel part of the team and feel like we can do more by ourselves."



Image: Student checks a consumer's injured arm

Allied Health Assistants

Peninsula Health increased the number of Allied Health Assistant (AHA) student placements offered in 2024 and planned for 2025 across a range of clinical settings and services including the Acute and Subacute inpatient wards, Community and Ambulatory services, the Transitional Care Program and the At Home Program. During 2024 there was a focus on providing opportunity and support for new AHA student supervisors with the aim of increasing Peninsula Health's capacity to offer student placements. The number of AHA student places offered in 2024 was increased by 29% compared to 2023 and plans for 2025 will see a further increase. Regular pre-placement planning meetings and post-placement reflection sessions began with the AHA supervisors in 2024, and resources were consolidated and made accessible for teams. This support was reflected in the student experience:

"I really enjoyed my placement with Peninsula Health. I was assigned under the supervision of an AHA who was extremely helpful in my learning, providing support and feedback. She also opened up a lot of opportunities for me to be able to make the most of my placement experience which I'm extremely grateful for."

Our AHA placement program continues to provide an important pathway to employment at Peninsula Health.

Dietetics

Nutrition and Dietetics hosted 37 students across clinical and community health sites for placements in food service management, individual case management and public health.

The food service projects undertaken by our students in 2024 included audits investigating:

- Food and oral nutrition supplement waste, with a particular focus on texture modified diet and fluids, and
- Oral nutrition supplement prescription.

Congratulations to the following staff who won awards for their contribution to student education:

Anneliese Twigg from the Health Promotion team won the student-nominated award for public health placement.

Gemma Bourke from the acute Dietetics team won the University-nominated award and highlighted her compassion and leadership in supporting students' mental health whilst on placement.

Medicine – The Peninsula Clinical School

One hundred and sixty-five Monash University medical students were placed at Peninsula Health in 2024, which equates to over 19,200 placement days. This increase of over 20% is a result of fluctuations in student numbers following the pandemic and the return of final year students from the Malaysian campus of Monash Medical School.

Forty-one year 3B medical students spent the year at Frankston Hospital rotating through the various medical and surgical units. There were 31 Year 4C students who completed four nine-week rotations within the Children's Health, Women's Health, Psychiatry and General Practice disciplines. Many thanks to the doctors who provide small and large group teaching throughout the year and assist with student assessments.

The final year students complete six six-week rotations, focusing on Aged Care, ED, Medicine and Surgery across Frankston Hospital, Golf Links Road, The Mornington Centre and Rosebud Hospital. Peninsula Clinical School is very proud to welcome back a large number of our graduates as 2025 Interns.

In 2025 we aim to increase the variety of Scholarly Intensive Projects offered to the final year students for their six-week intensive research rotation. Students are a great resource for progressing research projects, systematic reviews and audits. A special thanks goes to the Surgical Research Team who is such a strong supporter of these projects.

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 to teach, encourage and provide constructive feedback. Increasingly, we are seeing students request a return for Year 4C and again for Year 5D which is a testament to the dedicated administrative and teaching staff, diverse placements and workplace culture.

Midwifery

In 2024 Peninsula Health Midwifery continued our partnership with Monash University and Federation University and supported 109 second, third and fourth year students to complete their required clinical hours across the childbearing continuum – in antenatal clinic, labour, and birth, postnatally and on discharge home. Student feedback reflected these experiences:

"I have loved this placement and found it an amazing experience. I was able to consolidate my birth suite knowledge and develop skills consistently."



Image: Midwifery student learning to perform newborn examination

Nursing

Nursing clinical placements across the organisation have increased in both student head count (+199) and total student days (+ 3,087) from 2023. This year the team have supported 1,979 nursing students for a total of 27,864 placement days.

Nursing placement capacity in 2024 has been allocated to our established partnerships and this has provided an opportunity to strengthen relationships and open communication between the clinical placement teams. Peninsula Health currently has membership on the Course Advisory Boards at Monash University, Chisholm Institute and Holmesglen.

We have continued to receive positive feedback and appreciation from education providers for the quality of support and reports provided to their students. They have also acknowledged the early recognition and timely escalation of concerns to enable the implementation of learning objectives to improve performance.

The clinical support structure has evolved and our current model of team allocation to clinical areas has received positive feedback from the staff, novices and learners:

“My overall experience was awesome... the staff and our Clinical Support Nurses were very helpful and supportive, that made our placement much easier.”

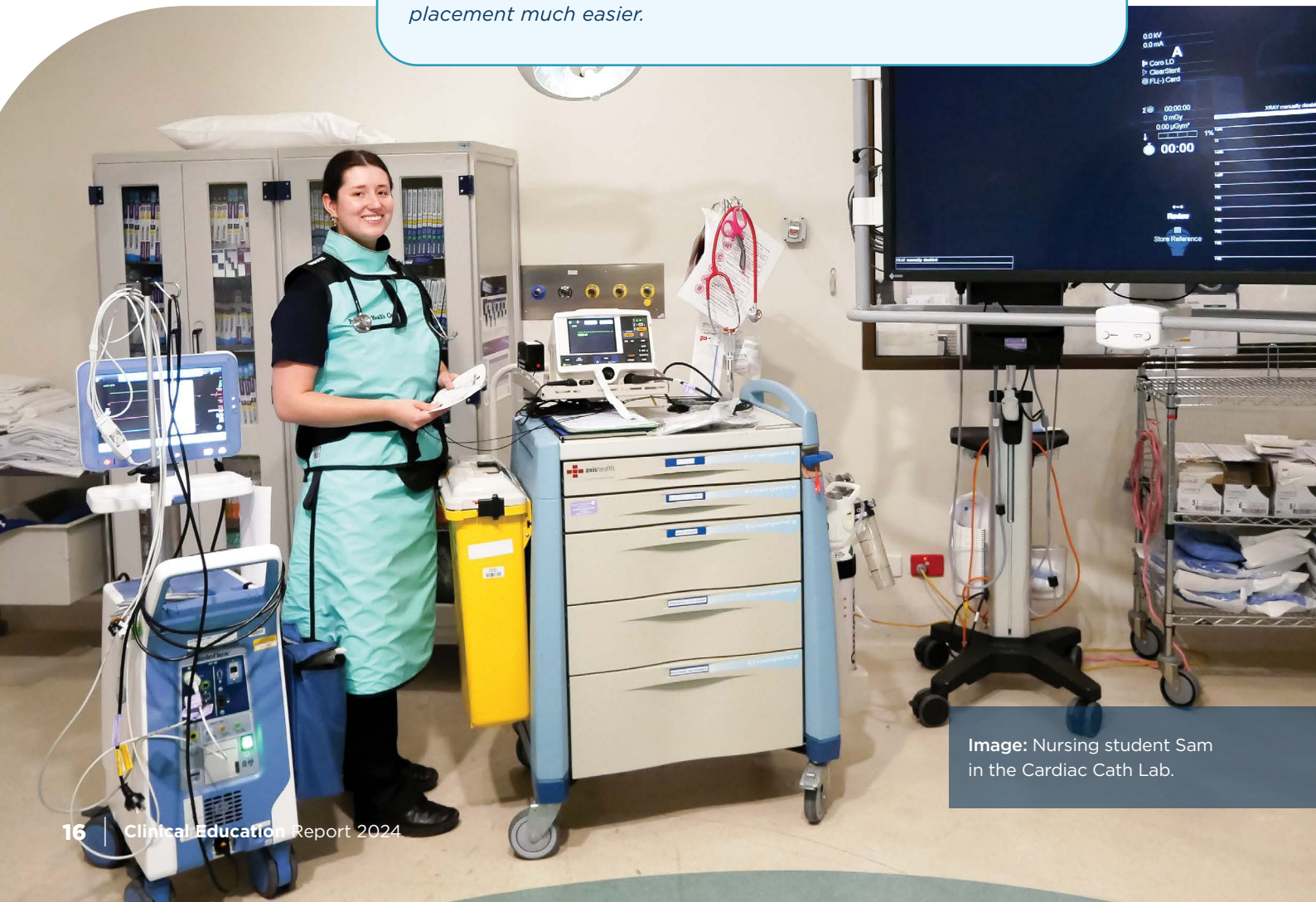


Image: Nursing student Sam in the Cardiac Cath Lab.

Occupational Therapy

In 2024, the Occupational Therapy department was able to deliver the planned increase in their student placement numbers, a 31% increase from 2023. This was made possible through increased commitment to student supervision and the positive uptake of many teams trialling a peer assisted learning supervision approach. Feedback from the students has supported this approach:

"I had a great experience at my placement, I was given so many opportunities to learn and develop my clinical skills, and my supervisors were very supportive and helpful throughout the entire placement."

The Occupational Therapy department hosted clinical placement students from Monash, Swinburne, Deakin and LaTrobe Universities; and project/ Honours placement students from Monash and Australian Catholic University. Once again, through our effective clinical education program, we have successfully recruited a talented group of final-year students into our grade one positions across the department, including rotational positions and the Mental Health Graduate Program.

To further introduce students to Public Health, we provided a number of Monash University first year Occupational Therapy students with an immersion day which has been reintroduced into their program. The students were placed across the organisation from emergency to acute and rehabilitation settings, community settings including paediatric, rehabilitation and mental health. The students valued the early-in-training exposure to our health network, seeing firsthand the health system in action and the wide array of Occupational Therapy roles within it.

With another busy year ahead, we look forward to strengthening our relationships with our university teams and students whilst working closely with our supervisors to continue to provide a diverse and well-rounded placement program.

Pharmacy

In 2024, student placement activity has increased by 25% with additional third or fourth year students of the course undertaking placements. The positive feedback from students continues to demonstrate the quality of placement delivered by the pharmacy team. One student cohort gave a shout out on LinkedIn to Peninsula Health:

"Just wrapped up my first placement at Peninsula Health...this placement strengthened my interest in mental health pharmacy and allowed me to explore the dispensary processes of another health organisation."



Image: Pharmacy students.

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.

“It really broadened my understanding of pharmacological considerations that directly impact podiatric care.”

“The experience was high yield, highly informative and has positively shaped my approach to integrating pharmacological knowledge into my future practice.”

Monash University 2024 Inquiry Research students embarked on an eight week intensive project titled ‘Hydralazine versus labetalol for pre-thrombolysis hypertension for ischaemic stroke: a single centre retrospective study’. Lead investigator, Tsz Yan Lau (project supervisor Gillian Oates), successfully submitted and delivered an oral presentation at the Advanced Pharmacy Australia (AdPha) National Pharmacy Conference held in Adelaide, November 2024, highlighting the importance of the topic.

Physiotherapy

The Physiotherapy Department has continued to build partnerships with Monash University as well as extending observation placements to Federation and La Trobe University students. Clinical placement supervisors have embraced new professional development through the Learning Hub at Peninsula Health and with University partners focusing on communication and working with culturally and linguistically diverse students.

Staff have also worked with students on 26 research projects and supported Monash University accreditation processes, whilst some also found dual positions to support teaching as well as clinical work. The work experience program has grown significantly within Physiotherapy with the help of some combined experiences with other allied health areas such as Occupational Therapy and Prosthetics and Orthotics. Clinical placement supervisors have also adapted to frequent meetings sharing their own experiences and reviewing relevant evidence-based practice together on topics that arise from clinical supervision.

Psychology

In 2024, Peninsula Health expanded its provisional clinical psychology student placements across various settings, including acute hospital rehabilitation, community health counselling, youth mental health, and adult mental health. Activity almost doubled, growing from 176 placement days in 2023, to 324 placement days in 2024. This increase included two new placements in the counselling team and one new placement in the inpatient rehabilitation setting. We supported six clinical psychology students, collaborating with Australian Catholic University, La Trobe University, and Monash University.

This year marked the beginning of our partnership with Monash University for clinical psychology, and we are excited to nurture this relationship alongside our existing partnerships for future growth, collaborative work, and enhanced student and placement experiences. We also hosted one Clinical Neuropsychology placement within our Mental Health and Wellbeing Service. Our commitment to providing diverse and comprehensive training opportunities continues to ensure our students gain valuable experience in public health. We hope these experiences grow interest in and provide a foundation for a passion to work in public health in the future.

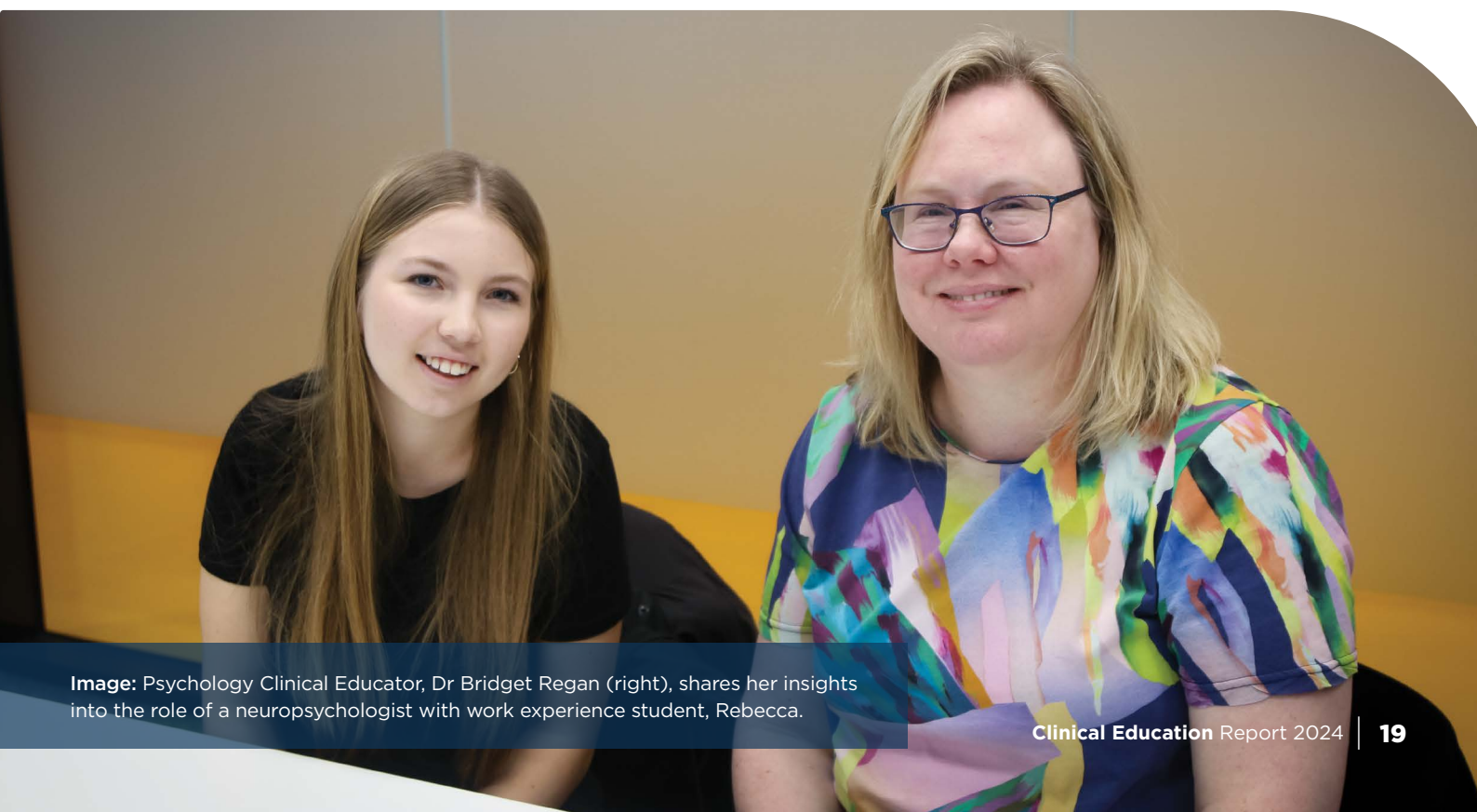


Image: Psychology Clinical Educator, Dr Bridget Regan (right), shares her insights into the role of a neuropsychologist with work experience student, Rebecca.

Podiatry

The podiatry department at Peninsula Health has experienced an incredible 2024, 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 developed in-house, 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

In 2024, Peninsula Health Radiology experienced a 27% increase in student placement activity. Radiology hosted 33 pre-registration placements in 2024, including three 4fourth year students completing their final placement. There was a total of 31 Radiography students, and two nuclear medicine students at Frankston Hospital. Towards the end of 2024, we dedicated efforts to increase our fourth year student program, including presentations to Monash University, Deakin University, and RMIT University. We will have increased placement numbers of eleven fourth year students across both semesters in 2025 as result of this, an increase of eight on 2024. We are optimistic that this increase will also result in an increase to staffing numbers for the new inpatient Radiology Department in 2026.

Social Work

It has been another busy 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, Melbourne, RMIT and Deakin Universities. This year, we have had students undertake placements across various settings and the feedback has been incredibly positive:

"I had the best placement I could've had. My supervisor was fantastic and shared so many opportunities and so much knowledge with me, in a supportive, encouraging and friendly way - I felt very supported and enjoyed coming in to placement every day!"

The hybrid placement model continues to operate successfully, supporting Social Work students through a comprehensive framework that combines in-person practice with online learning. During the online component, students focus on completing university tasks and reflective exercises, ensuring they can fully engage in clinical tasks and responsibilities during their in-person placement days. At the end of each placement block, students consistently reflect that peer supervision is a key highlight in their learning experience. It provides them with valuable opportunities to engage in collaborative discussions, share insights, and receive constructive feedback, all of which significantly enhance their personal and professional growth.

We have some exciting plans for 2025, with new placement opportunities planned in Family Violence, Mornington Community Mental Health and the Youth Prevention and Recovery Centre. We are expecting to see a rise in demand for clinical placements, with the means-tested Commonwealth paid placements for Social Work students being implemented. We look forward to continuing to offer rich learning opportunities for social work students, in collaboration with our education partners.

Speech Pathology

It has been a successful year for student education in the Speech Pathology department. We are proud to have maintained a stable number of student placements and are excited to expand these numbers further in 2025, as our commitment to supporting the next generation of speech pathologists remains a top priority.

Our student education program is built on strong partnerships with leading universities, enabling us to provide high-quality learning experiences and ensure students are well-prepared for their future careers:

"This is my second placement with Peninsula Health and again I was so impressed with the staff. Taking on a student is a commitment and a bit of a juggle at times, however my educator worked hard to give me lots of wonderful learning opportunities, pushed me to develop my skills, while providing supportive and constructive feedback. Although there must be a steady stream of students throughout the year, the team made me feel very welcome and I felt comfortable asking them questions and learning from their experiences, as well as from my educator. I learnt so much! It's been a wonderful opportunity and I have now applied for a position to work at Peninsula Health!"

This year, we expanded the program by offering a diverse range of placements, broadening opportunities to expose students to the wide scope of practice within speech pathology.

Looking ahead to 2025, we are eager to continue our student education program, anticipating an even busier year with more placement days and expanded opportunities for students.

Student employment at Peninsula Health

In our Mental Health and Wellbeing service, Peninsula Health delivered a prequalification employment program supported by the Department of Health, for 23 students. Two Pre-qualified Enrolled Nurses (PQENs), eight Registered Undergraduate Students of Nursing (RUSONs) and thirteen Mental Health Officers were employed from nursing and allied health. These students work approximate one day a week for the duration of six months, either in a bed-based or community-based mental health setting, while completing their studies. The program allows learners to:

- obtain valuable insight into their chosen field,
- be exposed to the mental health setting as a career option,
- gain knowledge and skills to support consumers and carers, and
- have an overall positive experience within large multidisciplinary teams.

The program provides learners a strong understanding of the public mental health and wellbeing service. A number of participants are now looking towards a career in mental health, or applying for mental health graduate programs.

Registered Undergraduate Students of Nursing (RUSONs) and Registered Undergraduate Students of Midwifery (RUSOMs) were also employed in our inpatient wards, Emergency Departments and Women's Health Unit throughout 2024, with the program continuing in 2025.

Traineeships

In 2024, Peninsula Health was successful in securing funding for its inaugural 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. Two trainees rotated through our broad array of AoD services, including FaMDAS AoD Intake & Assessment, SHARPS Needle & Syringe Program, the ED Mental Health & AoD Hub and Youth AoD services, with buddy-mentors in each program and a dedicated AoD Trainee supervisor.



Image: Nursing graduates

Transition to practice programs

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

Three hundred and sixty one graduates, interns, and residents took part in transition to practice programs at Peninsula Health in Allied Health, Medicine, Mental Health, Midwifery, Nursing, Pharmacy and Radiology in 2024. 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

In 2024, Allied Health ran an inaugural graduate program which comprised a series of monthly sessions for over 20 early career clinicians representing seven allied health professions. Covering topics such as self-care and wellbeing, managing challenging interactions, and career pathways in allied health, the sessions enabled early career clinicians to share reflections on transitioning to their first Allied Health professional role, broaden their understanding of the scope and breadth of each other's professions, and build their peer and professional networks. The program complements existing profession-specific professional development such as clinical supervision, competency-based clinical rotations, workshops, and buddy programs.

In addition to traditional areas employing Allied Health graduates, programs such as the Transition Care Program and Community Rehabilitation Program employed graduates to support their workforce needs in 2024. These clinicians brought fresh enthusiasm and positivity to the team, along with a current evidence base for their practice. Existing team members had the opportunity to build their skills in supervising and mentoring junior colleagues.

In Mental Health, dedicated graduate clinical educator roles in Occupational Therapy and Social Work continued to gather momentum. 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.

The Psychology Registrar Program is an important part of developing our Psychology workforce. Specifically, the Psychology Registrar program is a 1-2 year structured applied learning program for fully registered psychologists who are seeking endorsement in Clinical Psychology or Clinical Neuropsychology. The participants in this program are registered psychologists who are undertaking additional supervised practice to specialise in either Clinical Psychology or Clinical Neuropsychology. Referred to as 'registrars', they work across many different Peninsula Health Programs including inpatient rehabilitation, the community counselling service, AoD and Mental Health and Wellbeing services.

Medicine

The past year has marked a period of significant transformation in the prevocational medical training space in Australia. The Australian Medical Council has initiated the most substantial change to prevocational medical training in decades with the introduction of the National Framework for Prevocational Medical Training (NFPMT) in 2024. This new framework applies to the training and assessment of our 43 interns (PGY1) and brings about notable changes in rotation allocations, supervision, learning, assessment, and feedback for junior doctors.

In April, Dr. Stella Sarlos was appointed Director of Clinical Training and, together with Justine Walsh, Medical Education and Wellbeing Officer, and Trista King (Administration support) established the Medical Education Unit with the core mission to support the training and education of our prevocational junior doctors – both interns (PGY1) and PGY2 doctors.

Now based in the Learning Hub, the Medical Education unit has been coordinating the implementation of the NFPMT at Peninsula Health. Throughout 2024 there have been several key initiatives to enhance the quality of medical education at Peninsula Health, including:

- Refined Intern Weekly Education Program: A structured program of lectures and tutorials for interns
- Deteriorating Patient Simulation: All interns have participated in simulations and supported by simulation centre staff and clinicians from ED, ICU and anaesthetics
- Monthly HMO/BPT1 Education Program: In partnership with physician and surgical education leads, providing targeted education for HMO/BPT1 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 (JMS).
- Formalised Learning Support Program: A structured initiative to offer additional support where needed

Prevocational Supervisor and Mentor Development

In addition to these program enhancements, the Medical Education Unit also delivered four practical workshops for Prevocational Supervisors throughout the year. These workshops covered crucial topics, including Effective Clinical Supervision, Feedback, and Supporting Underperforming Junior Medical Staff. Furthermore, the establishment of the Assessment Review Panel has been pivotal in monitoring intern progress throughout 2024, and will expand in scope to incorporate PGY2 doctors in 2025 in line with the NFPMT requirements.

National Engagement and Research

We represented Peninsula Health and joined the national conversation in evidence based medical education best practice through participation at national and international meetings, forums and conferences in 2024. Dr Sarlos presented her research findings on the application of education theory to enhance clinical reasoning among junior trainees in several settings including at the Annual ASM of Association Medical Education Europe in Switzerland and the 28th ANZ Prevocational Medical Education Forum in Darwin.

Recognising Excellence: 2024 Award Recipients

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

- **Supervisor Nominated Awards**
 - › Intern of the Year: Dr. Britanee Selwood
 - › HMO of the Year: Dr. Kamal Verma
- **Intern Nominated Awards**
 - › Clinical Teacher of the Year (Registrar): Dr. Braden Engelbogen
 - › Clinical Teacher of the Year (Consultant): Dr. Ben Cheung
 - › Supervisor/Mentor of the Year: Dr. Michael Choi
 - › Non-Medical Star: Justine Walsh (Medical Education Unit)
- **HMO Nominated Awards**
 - › Clinical Teacher of the Year (Registrar): Dr. Adrian Fong
 - › Clinical Teacher of the Year (Consultant): Dr. Antonio D'Costa
 - › Supervisor/Mentor of the Year: Dr. Kurvi Patwala
 - › Non-Medical Star: Jasmine Jekot (Medical Workforce)

These awards highlight the remarkable contributions of individuals who have gone above and beyond in fostering excellence in medical education and support.

As we move into 2025, we remain committed to continuous improvement in the prevocational training program, building on this year's successes and embracing the opportunities presented by the NFPMT.

Midwifery

The last year saw our Midwifery graduate cohort increase from 19 to 21, with 10 dual nursing/midwifery graduates and 11 straight midwifery graduates. We continued our focus on midwifery care across the perinatal continuum, with graduate midwives rotating to birth suite, women's health inpatient unit, antenatal clinic, midwifery homecare and Special Care Nursery.

Congratulations to the 2024 graduate midwife of the year, Quincy Seagren-Hughes, who reflected on the program:

"I love the supportive and collaborative environment on the wards where I have worked. As a junior midwife I feel so well supported by all my colleagues, and have learnt so much from them."

Our 2024 graduate study days saw a strong focus on collaborative and comprehensive care. Our midwifery graduates undertook professional development led by midwifery educators, alongside some of Peninsula Health's Allied Health and clinical professionals, including physiotherapists, lactation consultants, anaesthetists, diabetes educator and social workers. We also introduced the first extended scope of practice skill - perineal suturing - into our program. Two of our 2024 graduate midwives will be joining the midwifery group practice team next year, providing continuity of pregnancy care to the women of the Mornington Peninsula.



Image: Graduate midwife learning to auscultate a foetal heart rate



Image: 2024 Nursing graduates on orientation day

Nursing

In 2024, 137 nurses successfully completed Peninsula Health’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 enrolled nurse graduate program was also provided for both mental health and general nursing in 2024. This cohort consisted of 13 general and six mental health enrolled nurse graduates.

All programs provide a number of rotations across Peninsula Health sites based on graduate preference. Rotations provide a variety of experiences to build knowledge and skills in a safe and supportive environment. The aim is to facilitate learning to promote critical thinking to continually improve outcomes for consumers.

In 2024, the Transition to Practice team, in collaboration with the Learning Design team, launched an innovative online learning pathway tailored for all graduate nurses at Peninsula Health. Designed as a comprehensive and engaging learning journey, the program focuses on scaffolding graduates’ knowledge and skills over the course of 12 months. By incorporating diverse teaching methods, it provides a rich, multifaceted educational experience to support and enhance the graduates’ professional development.

Professional development days throughout the year equipped graduates with the skills, knowledge and ability to problem solve, required for clinical practice. A combination of workshops, simulation and online training provided a variety of teaching modalities. A focus on wellbeing of novice learners in 2024 included sessions from the Nursing and Midwifery Health Program to complement our current support including regular debrief, clinical supervision, preceptors and clinical education support in the clinical area. The final study day included our learner supervision workshop, providing graduates with the educational knowledge and systems to support next year's students and graduates.

We are thrilled to celebrate and extend our heartfelt congratulations to the award recipients honoured at our inaugural Learner Celebration Ceremony:

- **Graduate Award of Excellence in Nursing (Registered):**
Taryn Macbeth
- **Graduate Enrolled Nurse Early Career Award:** Emma Freeman
- **Graduate Award of Excellence in Mental Health Nursing:**
Isabelle Griesser

Pharmacy

It has been another successful year for our pharmacy internship program run in conjunction with the National Alliance for Pharmacy Education (NAPE) Intern Training Program and Intern Foundation Program through Monash University. The research projects conducted as part of the program were presented at Peninsula Health's Celebrating Research Week. Rachel (Man Chun) Chan's and Javier Araujo Rodriguez's posters were awarded first and second prize respectively. Well done to all our interns. In 2025, as the hospital redevelopment excitingly draws closer, the pharmacy department welcomes an expansion of the intern program, recruiting a fifth intern.

Radiology

Radiology had 11 staff successfully complete their first year of professional practice during 2024 after graduating from their undergraduate or postgraduate courses in 2023.

Transition to specialty practice programs

Allied Health

The Allied Health transition to specialty practice program in Mental Health was a new workforce initiative in 2022 and has continued throughout 2023 and 2024. 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. Senior leaders within Mental Health have seen the program as providing a valuable pathway into the mental health workforce and has supported candidates to develop into capable and confident Mental Health clinicians.

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, 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 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. 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 2024, Emergency, Intensive Care and Cardiac areas aligned their programs to incorporate shared study days. These learning opportunities promote teamwork, peer learning and consistency across programs. The standardisation of content across multiple areas improves efficiency for the education team, freeing them up to spend more time supporting learners at the bedside.

Thirty-five staff completed transition to specialty practice programs in 2024, learning skills required to provide specialty nursing care at Peninsula Health.

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

- **Intensive Care transition to specialty practice excellence award:** Rachel Winter
- **Mental Health nursing transition to specialty practice excellence award:** Deanne Ewer
- **Perioperative transition to specialty practice excellence award:** Kevin DeCosta



Image: Perioperative nursing learner practising instrument techniques



Image: End of year postgraduate midwifery and education team dinner

Postgraduate studies

Midwifery

Six nurses joined the Women's Health Unit to complete a 12-month postgraduate diploma of midwifery in 2024, working across the perinatal continuum to achieve the skills necessary to qualify as registered midwives and begin their midwifery careers. They will be joining the 2025 graduate program to continue consolidating their skills.

Congratulations to the 2024 postgraduate midwife of the year:
Mykaela Petrie.

Nursing

In collaboration with several education providers, Peninsula Health supports registered nurses to complete formal postgraduate advanced practice qualifications in Emergency, Intensive Care, Medical/Surgical, Mental Health, Midwifery, Oncology, Paediatrics, Perioperative, and Renal 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.

Sixty-three nursing staff completed postgraduate studies in structured workplace programs in 2024, with many of these supported with postgraduate scholarships. This year saw the expansion of the Medical/Surgical postgraduate nursing program, plus the addition of Oncology and Renal. Looking ahead, the collaboration with Monash University in 2025 presents exciting opportunities for staff to pursue postgraduate programs in Neuroscience and Cancer nursing, along with the reintroduction of the Cardiac program.

We also held our first combined critical care postgraduate study day, uniting postgraduate learners from Emergency, Intensive Care and Perioperative streams for a dynamic, respiratory-focused educational experience. The event, featured an interactive case scenario that tracked a consumer's journey through the Emergency Department, Operating Theatre and Intensive Care Unit. This approach allowed participants to deepen their understanding of critical care processes, apply theoretical knowledge, and enhance decision-making skills by addressing key clinical challenges at each stage.



Image: Combined critical care postgraduate study day

The integration of theory with a realistic scenario was a standout feature, emphasising the importance of interdisciplinary collaboration in achieving optimal outcomes. Participants expanded their expertise and strengthened their ability to work cohesively across critical care areas. Encouraged by the success of this initiative, we plan to incorporate this interdisciplinary study day into future postgraduate programs.

Congratulations to the following 2024 postgraduate nursing award winners:

- **Sharon White award for outstanding achievement in Emergency nursing:** Sarah Tymms
- **Margaret Brazier award for outstanding achievement in Intensive Care nursing:** Nicole Frawley
- **Medical/Surgical nursing postgraduate excellence award:** Erin Colgan
- **Mental Health nursing postgraduate excellence award:** Molly Stapleton
- **Paediatric nursing postgraduate excellence award:** Mintu John
- **Perioperative nursing postgraduate excellence award:** Brodie Sanderson

Physician training

In 2024, Peninsula Health employed a total of 99 junior doctors at various stages of training to become Fellows of the Royal Australian College of Physicians. Seventy-two of these junior doctors were part of the basic training program, a three-year program to develop foundational and specialist medical skills. This program also included a robust written examination program, with weekly tutorials to prepare candidates for the written examination. Additionally, Peninsula Health had 12 candidates sit the clinical examination, where bedside manner, clinical reasoning and diagnostic skills are put to the test. The remaining 27 doctors were employed in an advanced training program in various specialties, for example Cardiology, Respiratory Medicine and Gastroenterology. As part of their advanced training, these doctors are expected to commence and complete an advanced training research project, many of which are performed at Peninsula Health.

The 2025 cohort will include a total of 100 junior doctors employed and enrolled on a program through the Royal Australian College of Physicians, with ongoing focus on improving educational access and opportunities. We are thrilled to continue our focus on becoming a centre of excellence, and helping the growth and development of Australia's future medical workforce.

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 Peninsula Health staff increased by **14%** from **2023** to **2024**, 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 2024 AOD (Alcohol and Other Drugs) Clinical and Lived Experience Educators provided education to over 650 nursing and Allied Health staff across Mental Health and general medical wards to strengthen skills and confidence in caring for people experiencing alcohol and drug concerns. An evaluation of the program in 2024 identified the number of hospital referrals to AOD services had increased by 19% since the AOD education program commenced in Frankston hospital in 2022. Reducing drug-stigma and using contemporary destigmatising language has also been a focus of the education program across the service. Each year AOD educators deliver the 'Language Matters' campaign, to raise awareness of drug-stigma, and compliment this with in-services and online education. A highlight of 2024 was receiving an award at the International Mental Health Nursing conference for a presentation on this work.

Allied Health

Over the past two years, Peninsula Health has showcased the knowledge, experience and expertise of some of its senior Allied Health clinicians via the Allied Health Clinical Educators' Network (AHCEN) Complex Case Series of webinars for graduates and early career Allied Health clinicians across the state. Occupational Therapist Emily Waugh, Neuropsychologist Dr Bridget Regan, and Podiatrist Daryl Susigan have all participated as panellists, supporting the professional development of clinicians relating to NDIS, cognitive impairment, and disability.

The Podiatry Department has continued to extend its class-leading Endorsement for Scheduled Medicines program, with a further three staff undertaking this pathway. Their completion will add to the teams seven members already endorsed through this pathway for non-medical prescribing. This year also introduced an inaugural role within the team - Podiatry Clinical Educator - marking the team's dedication to fostering an ongoing learning culture.

Demonstrating the importance of ongoing professional development for Psychology, Peninsula Health has six Psychology Educators that work to develop, facilitate and evaluate education and training for Psychologists working across departments and other Peninsula Health staff who would benefit from such training. All these positions are held by Senior Psychologists with many years of experience across sectors. Aside from working closely with Psychology across programs, the Psychology Educators are also embedded within the broader Education and Training Department. Psychology Educators are committed to their own professional development as educators and work together to develop their competencies across six capability domains located within the Clinical Education Capability Framework.

Midwifery

Our midwifery education team has been undertaking their own studies throughout 2024, with Kristy Watson (Women's and Children's Team Leader) completing her Master of Advanced Midwifery Practice, Marie Salehi (Clinical Midwifery Educator) completing her Graduate Diploma in Child, Family and Community Nursing, Melanie Oliver (Clinical Midwifery Educator) continuing her Masters and Aimee Churcher (Clinical Midwifery Educator) continuing her Honours.

The team has also joined the new Trans-Tasman Midwifery Clinical Educators Consortium and is currently part of a research team within this group researching midwifery placement capacity across Australia, alongside their own research conducting a scoping review.

Nursing

In 2024, nine nursing educators and clinical support staff completed their certificate IV in training and assessment, five completed a graduate certificate in health professions education and a further four are completing a masters in health professions education. Along with progressing our clinical education expertise, we also have ten staff completing their masters in advanced clinical nursing, and one staff member looking to complete their PhD next year. Across the organisation, a total of 406 nurses accessed study leave to complete formal postgraduate qualifications.

Pharmacy

In late 2023, four pharmacy students on an Advanced Pharmacy Australia (AdPha) summer placement developed, with senior pharmacist input and edits, targeted education presentations on high-risk medications for delivery to ward nursing staff.

A collaborative education effort between pharmacy and nursing clinical educators has seen the delivery of a health service wide inter-professional program titled 'Medication Moments'.



Image: Pharmacy team at conference

In 2024, nine Medication Moments presentations have been delivered across 18 clinical wards with attendees consisting of student, graduate, early career and experienced nurses and pharmacists. Over 500 survey responses have demonstrated the overwhelmingly positive impact of the program. In addition to the Medication Moments presentations, the Pharmacy Department delivers an annual average of 147 education sessions across different clinical areas.

Our Pharmacy Technician team has also been busy this year. Five technicians volunteered to participate in a multisite research project looking at advanced scope of practice for pharmacy technicians 'Evaluation of an e-learning package for training Pharmacy Technicians to take a patient medication history in a hospital setting'. A poster presentation of results was showcased at the 2024 National Pharmacy Conference. Kamink Abercrombie, Technician Team Leader - Cancer Services, was invited to share her views, experience and advice as a panel member at an AdPha Victorian Branch Symposium 'Empowering Pharmacy Technicians - Insights and innovations in Victoria'. Her insights were much appreciated from the audience with members contacting Kamink for further information and assistance.

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 continued collaboration between Peninsula Health Radiology and Monash University enables our staff to complete two courses/units that can be credited toward a higher degree at Monash University while Peninsula Health offers increased support to undergraduate students from Monash University. Congratulations to Anoja Theivendradas who completed a Master of Medical Ultrasound, and to Naomi Andrzejewski who completed a Graduate Certificate of Magnetic Resonance Imaging.

Supporting staff to support learners

In 2024 Peninsula Health launched two new inter-professional seminars aiming to provide staff with the knowledge and skills required to support learning in the workplace. These two courses titled “Essentials for Working with Learners” and “Foundations of Supporting Learners in the Workplace” were designed collaboratively by a multidisciplinary group of experienced educators. This team has led and supported a multidisciplinary faculty of 12 educators who have co-facilitated 14 seminars for 236 participants across nursing, midwifery and allied health.

Feedback from the seminars has been overwhelmingly positive, with participants particularly noting the interactive nature of the session and the benefit of learning in a multidisciplinary group:

“I liked the fact that the workshop is run with a different health disciplines to help us all identify the same challenges and how to address them.”

“I really liked the interactive activities which helped consolidate this really important learning.”

“Interaction with other disciplines & understanding we all experience the same situations.”

“I enjoyed being able to connect with different teams & disciplines. I enjoyed the activities, they gave a lot of insight.”

This fantastic initiative, driven by the pre-registration student education subcommittee, has provided development opportunities for staff supporting learners and educators facilitating inter-professional seminars. We look forward to expanding the program further in 2025 and continuing to build our learner support capabilities and inter-professional teamwork.



Image: Clinical support nurse Georgia with nursing graduate in the medication room



Peninsula
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LEARNING HUB



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