

Centre for Rural Education Simulation & Training

Roles, Functions and Organisational Structure

FEBRUARY 2024



Health
Western NSW
Local Health District

Functions - Summary

Education and Training Team

Roles / Functions

- Clinical education (Novice to Expert/Advanced)
- Educational design
- Student placements
- EN scholarships
- Education pathways (eg AIN-EN, EN-RN)
- Traineeships/Cadetships
- Rural Generalist Nurse Education and Training
- New Graduate Programs
- Post Graduate Education (eg Aged Care, Periop)
- Advanced and Specialty Practice (eg Critical Care, Mental Health)
- Mandatory Education – VPM and DETECT
- Mentorship
- Clinical Supervision
- Orientation
- Simulation education

Roles and Functions

Undergraduate Programs and Traineeships

Traineeships
Cadetships
Health Careers
EN Scholarships
Pathways (eg AIN to EN)

Student placements
Work experience
Education scholarships

New Graduate Programs

Coordination
Marketing and Recruitment
Orientation and study days
Competency and skills
Clinical supervision, mentoring and support
Transition to Rural and Remote
Professional Development

Postgraduate Education

RGN program
Aged Care
Competency assessments
Ward based education
Educator development
National standards
District wide education programs

Advanced Practice and Specialty Education

Development, curriculum design and coordination of district-wide classroom based education.
Assist/liaison with subject experts/owners

Critical care (FLECC, Triage, ALS)
Aged care
Perioperative
VPM
Professional Practice
Specialty Nursing

DETECT and Virtual Education

Coordination and development of virtual education sessions
Delivery of virtual education / education support (eg Triage, Deteriorating Patients)
After hours virtual CNE
Deteriorating Patient education

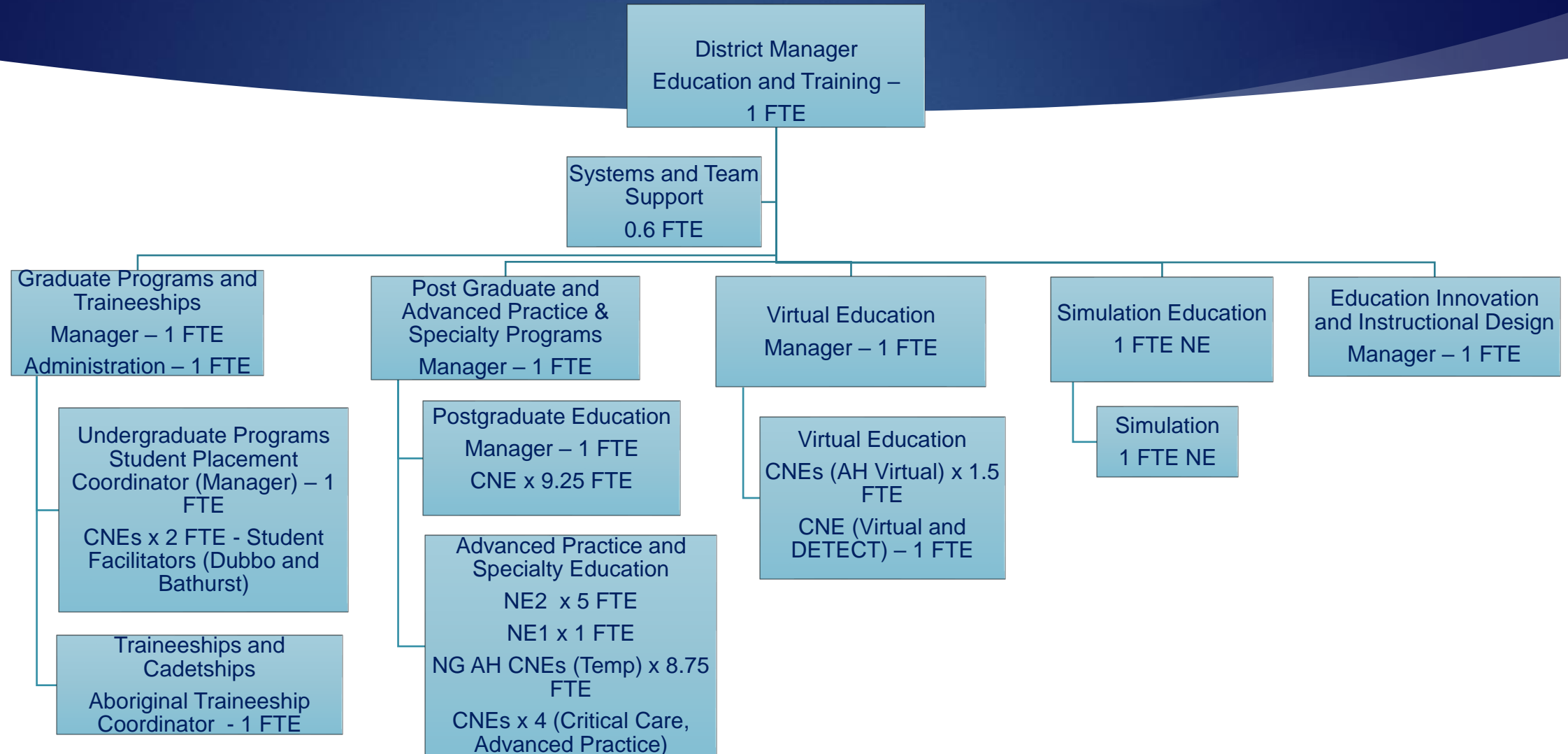
Simulation Education

Coordination and development of simulation based education (including simulation centre and mobile simulation)

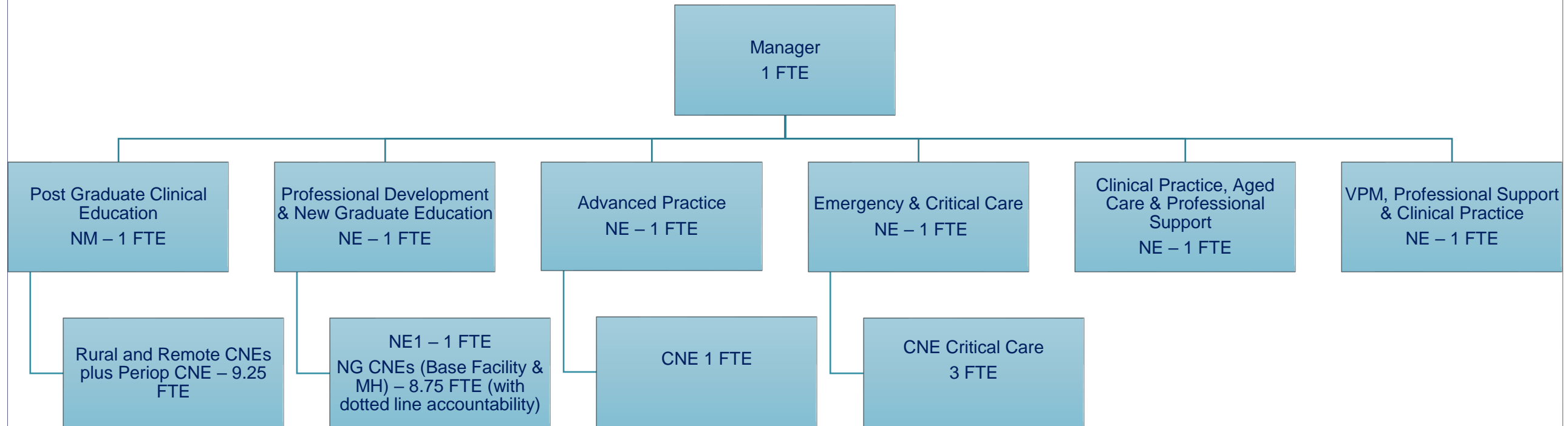
Education Innovation and Instructional Design

Development and design of education modalities and resources (eg online modules, videos)
Education innovation (eg VR, AR)

Organisational Structure



Postgraduate, Advanced Practice and Specialty Programs



Key Deliverables – Post-Graduate, Advanced Practice and Specialty Programs

Post Graduate Clinical Education	Professional Development & New Graduate Education	Advanced Practice	Emergency & Critical Care	Clinical Practice, Aged Care & Professional Support	Career Pathways, Clinical Supervision & VPM
<ul style="list-style-type: none"> Rural Generalist Nursing (RGN) Program Bedside clinical education, training and support (incl NG and OS) Competency assessments (incl MT) Educator Study days (x2) Educator Development Pathway VPM Instructor (TTT workshops) Implementation and delivery of District wide education programs LSP/ PIP SAER/ Harm score recommended education Aged care education National standard committees and education 	<ul style="list-style-type: none"> New graduate Orientation (2 weeks Feb/ June OHS & DHS; 1 week August OHS & DHS; 1 week October OHS & DHS; 4 cohorts per year) New graduate study days (x 20) Monthly In-services and Debriefing all new grad nurses NG Skill stations Comprehensive assessments Professional development of LHD nurses (resources development, in-services and workshops) Portfolio of Practice 2024 Enrolled Nurse transition to practice program NG CNE development and debrief Competency assessment assessor workshops 	<ul style="list-style-type: none"> Design, develop and implement advanced clinical nursing skills practice framework, pathway and resources Deliver advance clinical training and assessment across 36 facilities Design, develop and implement in-charge of hospital framework, pathway and resources Deliver in-charge of hospital workshops across 36 facilities Work alongside new/ novice in-charge RNs Emerging rural nurse leader series Dare to Nurse podcast Advanced rural nursing practice project (with Castlereagh cluster) 	<ul style="list-style-type: none"> Design, develop and implement emergency and critical care framework, pathway and resource EN/ RN ED pathway Develop and deliver in-services, workshops courses and assessment i.e., FLECC cohort, Triage and ALS across 36 facilities Weekly ED/ Crit care in-service series Carina Masterclasses Credentialing and re-credentialing of FLECC cohort and ALS ECAT (EPIC) preparation for rollout Development and delivery of high performing teams (1 per mth) across 36 facilities VCare education Critical care/ ED staff clinical support days Delivery Resus4Kids workshops International RNs – ALS/ TRIAGE training 	<ul style="list-style-type: none"> Design, develop and implement preceptorship framework, pathway and resources Deliver preceptor workshops across the LHD (Approx. 30 per yr) + preceptor debriefs and ongoing preceptor virtual education and development in-services Co-ordination of Aged Care education with Aged care stream Reflective Debriefing (incl. new graduates and LHD CNEs) Development of resources and delivery of education in aged care for AINs Support development of clinical practice Design and develop reflective practice framework, pathway and resources Development and implementation of reflective practice program and workshops Monthly staff wellbeing in-services 	<ul style="list-style-type: none"> Coordination of VPM program Deliver VPM training across the LHD (approx. 70 sessions per year) Clinical supervision Co-delivery of Preceptorship programs and other courses Design, develop resources and implement second year Transition to practice programs (Specialties i.e., critical care) Design, develop resources/ packages and implement clinical career progression pathways for nursing staff across a range of specialties (i.e., emergency, critical care, renal, rehab, aged care) Attend careers fairs Advise/ mentor staff on career pathway options Develop and provide career development plans/ templates/ resources

Key Deliverables – Virtual Education

Virtual Education Delivery	After Hours Virtual CNEs	Deteriorating Patient / Virtual CNE
<ul style="list-style-type: none"> • Coordinate delivery of education programs (with experts and program owners) – average number of: <ul style="list-style-type: none"> • sessions – 130 • participants – 183 • Manage calendar of virtual programs – >400 different topics have been offered • Recording/editing of education sessions for LHD staff to access at anytime • Development of bank of education resources for all LHD educators to access • Virtual Education is used to address identified priorities in a timelier manner increasing patient safety 	<ul style="list-style-type: none"> • Provide after hours clinical education, support, debriefing and mentoring to rural and remote facilities • Service available: <ul style="list-style-type: none"> • Mon-Fri 1230 – 2100 • Sat-Sun 1000 - 1830 • Proactive service – calls to facilities/staff to offer assistance and support (average 130 calls per month) • Responding to calls for assistance – average 35 per month • Delivery of After Hours virtual education programs – average 50 per month • Deliver Virtual Triage Workshop – 2-4 per month • Support International RN virtually at their facility once orientation complete 	<ul style="list-style-type: none"> • Deliver Deteriorating Patient programs <ul style="list-style-type: none"> • DETECT <ul style="list-style-type: none"> • F2F - 25 programs per year • Virtual – 30 programs per year • Virtual other Deteriorating Patient sessions average 15 per month • Delivery of virtual education programs average 40 per month • Proactive service – calling to facilities/staff to offer assistance and support (average 30 calls per month)

Key Deliverables - Simulation

- ▶ International RN Orientation Program (4 weeks)
 - ▶ 3 cohorts 2023 (12 weeks)
 - ▶ 7 cohorts anticipated 2024 (28 weeks)
- ▶ Transition to Peri operative Practice and Essential Elements to Anaesthetics
 - ▶ 4 cohorts 2023 (1-day course each)
- ▶ Caring for Critically Unwell Patient (High Performing Teams) (2-day course)
- ▶ Challenges of Caring for the Aged Patient (1-day course) – delivered in situ and at sites
- ▶ Deteriorating patient (1-day course) – delivered in situ and at sites
- ▶ Stimulate to Educate (1-day course) – delivered in situ and at sites

Key Deliverables – Graduate Programs & Traineeships

Graduate Programs	Traineeships	Student Placements
<ul style="list-style-type: none"> • Recruitment and onboarding new graduates (approx.155 RNs and 11 ENs 2023) • Rural Undergraduate Grow-Our-Own RN/RMs - 4 • EN-RN Program - 11 • Aboriginal Cadetships - 9 • EN Cadetships - 9 • CSU post graduate scholarships • Three Rivers scholarships 	<ul style="list-style-type: none"> • School Based Apprentices/Trainees (SBATs) – 31 students across Years 11 and 12 • Adult AIN Trainees – 19 • Adult Aboriginal Trainees • Work experience students – 56 	<ul style="list-style-type: none"> • Management and coordination of multidisciplinary undergraduate student placements (nursing, medical, allied health) • Student verification (police checks, vaccination clearance) • Contract management • Capacity of Health sites for placement • Models of facilitation/supervision for student placement • Facilitation of Students • Resources for students on placement • Invoicing • Managing student placement issues / pastoral care

Key Deliverables - Education Innovation & Instructional Design

▶ **Online Learning Modules**

- ▶ Developing bespoke online learning modules for LHD staff with over 11,000 completions in the last 24 months.

▶ **Education Videos**

- ▶ Producing educational videos with nearly 5,000 views in the last 24 months to improve clinical and corporate learning experiences.

▶ **Education Resources**

- ▶ Creating workbooks and posters for educational purposes, with over 4,000 views in the last 24 months.

▶ **Virtual Reality Education**

- ▶ Implementing district-wide virtual reality (VR) education to provide immersive and interactive learning experiences.

▶ **3D Printing for Simulation**

- ▶ Utilising 3D printing technology to create realistic, hands-on educational resources.



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