



Teaching and Workforce Advisory Group Meeting

Deakin+ DHS Partnership

Monday 23rd February 2009
DHS State Government Offices

Minutes

Co Chairs: Mr John Hedditch, Dr Iain Butterworth,

Present:

Mr John Hedditch, Dr Iain Butterworth, Dr Michael Ackland, Ms Anne Somerville, Mr Matthew Ebdon, Ms Therese Gerber, Ms Kay Mills, Mr Chris Loughnan, Ms Karen Pritchard, Mr Paul O'Connor, Ms Petrina Conway, Mr Greg Waddell, Dr Anita Peerson, Ms Belinda Salvatico.

Apologies:

Mr John Devereaux, Ms Robyn Everist, Mr Matthew Chamberlain, Ms Liz Coles, Mr Peter Day, Ms Kerri Eler, Mr David Essex, Ms Chris Ferguson, Ms Yolanda Esteban, Ms Chris Faulkner, Mr Chad Foulkes, Mr Mark Harris, Prof David Lowe, Ms Janet Owens, Ms Irene McGinnigle, Ms Anne O'Callaghan, Dr John Rollo, Dr Adrian Schoo, Ms Andrina Mitchell, Ms Lucinda Rodrigue, Ms Sarah Milne, Dr Darren Palmer, Ms Jan Moore, Ms Libby Mears, Ms Leanne Johnson.

1. Welcome and Introduction:

Mr John Hedditch welcomed group members to the Teaching and Workforce advisory group meeting. Participants were invited to introduce themselves to the group.

2. Terms of Reference tabled:

Dr Iain Butterworth tabled and restated the aim of the Teaching and Workforce strategy <http://www.deakin.edu.au/dhs/advisory-groups.php#hwag> "To improve the capacity of the human services sector workforce to respond to changing sector and professional needs by collaborating on professional training and placement activities". The role of the Advisory Group is to support and advise the partnership team in setting its Teaching and Workforce priority areas for 2009.



3. Teaching and Workforce Progress Report:

Mr Chris Loughnan tabled a **summary report** of Teaching and Workforce advisory group activities to date including ([see attached](#))

- Distribution of **DHS + Deakin Student Placement Guidelines** to a wide range of relevant stakeholders. These guidelines are available as a foundation reference document for adaptation to the particular needs of funded DHS Agencies, Health Services and Primary Care Partnerships.
- Placement of Teaching and Workforce resources on the **Partnership webpage** including Student Placement Guidelines and Deakin Jobshop and Career Services links.
- Continued partnership facilitation of student placement and research collaboration between Deakin and DHS BSW
- Widening workforce connections between Deakin and DHS by facilitating engagement between Careers and Employment Services at Deakin and DHS Human Resources and funded agencies workforce requirements

Mr John Hedditch tabled two recent submissions by the partnership team for **DHS Workforce Innovation Grants**. ([see attached](#))

- To develop an innovative, overarching Rural Human Services Workforce Planning and Development Framework
- Review and modernize DHS Student Placement systems and practices in the Barwon South West Region

These applications were unsuccessful in this funding round but remain foundation Teaching and Workforce documents for future consideration and modification.

4. Teaching and Workforce issues presented by Advisory Group members:

Dr Michael Ackland presented a request for Deakin support regarding a pilot proposal for a multi-disciplinary approach to public health training in connection with the National Centre for Farmers Health in Hamilton. Michael is seeking assistance from the School of Health and Social Development regarding a suitable student (health promotion or public health) for placement opportunity at the National Centre for Farmers Health. Michael tabled two discussion papers relevant to this proposal

- Public Health Opportunities: A draft discussion paper being prepared by Ms Susan Brumby, Director National Centre for Farmers Health
- Discussion papers for the accreditation of placement sites for the Advanced Training Program of the Australasian Faculty of Public Health Medicine.



Key Deakin contacts to facilitate this request were suggested by advisory group members including Professor Susan Kilpatrick, Associate Professor Bernie Marshall, Mr Matthew Ebden, and Dr Anita Peerson

Dr Anita Peerson tabled an outline of Student Placement Coordination and Resource needs for the Bachelor of Health Sciences degree Human Services Major ([see attached](#)). There is an urgent need for Deakin to resource placement coordination at a level similar to other faculties with well established placement models. Suggested key contacts for support include: Associate Professor Bernie Marshall, Professor Osborne: Chair of Public Health

Mr Matthew Ebden highlighted the importance of a formalized communication process with DHS to coordinate and deliver a high standard placement experience. Issues to consider include

- Investigation of skills and competencies needed by DHS to ensure students are more work ready
- Incorporating field experience into assessment
- Surveying DHS student placement requirements
- Mapping and regular surveying of placements

5. Current Teaching and Workforce issues and comment:

Mr Greg Waddell noted the recent substantial increases in Commonwealth and State funding for VET (Vocational Education and Training) courses which will increase TAFE course profiles and places. It is a priority for both DHS and TAFE to collaborate in planning and coordination with Health Workforce training a major priority in the TAFE sector. The upcoming VET Forum will be an important briefing on VET Reform and its implications for DHS workforce issues. VET Reform now incorporates a market led approach to funding.

Ms Therese Gerber emphasized the importance of a DHS Workforce Strategy coordinating training with both the VET and Tertiary sectors and noted the NHS (National Health Service) in the UK has developed well established workforce models worthy of consideration. Therese recommended workforce planning needed to be undertaken at multiple levels beginning at an agency level to regional and central organization.

Mr Paul O'Connor has given priority to workforce issues at Bellarine Community Health by setting up a Workforce Planning Subgroup to consider Workforce challenges at an agency level. John Hedditch suggested incorporating Teaching and Workforce issues in future Service Planning outlines.

Ms Kay Mills (in response to briefing from Ms Robyn Everist) outlined the key planks of the recently developed DHS People Strategy 2009-2012. These headings include: attracting, recruiting, training and retention of staff. Robyn will be able to inform Advisory Group of progress on this strategy due to her ongoing role.



6. Teaching and Workforce Priorities for 2009:

The following key Teaching and Workforce priorities were identified and ratified by the group

- To develop a Strategic Framework for DHS Workforce planning (with an emphasis on capacity, capability, sustainability)
- To develop a Student Placement model with the capacity to map and enhance student placement opportunities across the region.

Recommendations to progress these priorities

- Convene a working group to develop a Position Paper around Workforce Planning and Student Placement issues for Deakin and DHS Executive consideration. (Membership: Dr Iain Butterworth, Mr John Hedditch, Ms Kay Mills, Ms Anne Somerville, Ms Therese Gerber)
- To pursue research funding opportunities to scope and develop Workforce Planning and Student Placement models

Identified expertise and best practice to support the advisory group working party

- Mr Stuart Auckland, University Department of Rural Health (UDRH) Faculty of Health Science, University of Tasmania. The Tasmanian model has developed key Workforce Strategy Areas as well as funding a Student Placement Regional coordination position.
- Professor Kathryn Von Treuer, Head of School of Psychology. Research and expert advice on Workforce planning issues

Next Meeting: July 2009. Date and venue to be advised