



Welcome to the May issue of the School of Primary Health Care newsletter. This is a bi-monthly bulletin covering the activities of the School in the community, academia and research.

Long ago, a senior GP spoke to me about the privilege he felt about being a family doctor. He valued the ever-present insight into the human condition and the very special opportunity to help individuals negotiate trauma and distress. It is the same sorts of privilege that is felt by many of us at the front lines of primary health care. Our professional lives bring us in contact with individuals at critical times of their lives – following an injury or illness, dealing with a loved one with a disability or helping a client find safety in the midst of personal upheaval.

With our professional attention focused on the needs of others, it is easy to forget that we are just as liable as anyone else to be confronted by grief or overwhelming circumstance. And circumstances have been indeed been sad across the school community in the last few weeks. In less than a month, four of our colleagues have lost parents or parents in law. Others have had to deal with serious illnesses in the family. For those who have been bereaved, I would like to extend our deepest condolences. For those whose loved ones are beginning a road to recovery, may the road be eased by the knowledge of the goodwill and support of those who work alongside us.

Did you know about the Employee Assistance Program?

The University provides access to confidential, professional counselling and support for all staff and their immediate families through the provision of the Employee Assistance Program (EAP). EAP is an internal and external professional, confidential counselling service available free-of-charge to all Monash staff members. Immediate family members can also access the external service, namely ResolutionsRTK which are an independent organisation with professional provider accreditation engaged by Monash. EAP offers counselling support to deal with: MensLine, Career issues, Depression, Marriage and family problems, Emotional stress or trauma, Alcohol, tobacco and other drug problems, Interpersonal conflict, Grief and bereavement, Gambling and addictions, Relationship difficulties, Financial problems, etc.

Appointments can be made by directly contacting either the [University Counselling Services](#) for on-campus appointments, or, for off-campus appointments, phone ResolutionsRTK on 1800 350 359.

DCEHPP Funding

The Department of Community Emergency Health and Paramedic Practice was recently awarded \$13,000 by the Department of Health, Victorian Government to undertake a systematic review on “What impact does simulation have on patient outcomes?” The aim of this review is to continue to better understand the impact simulation has on patient outcomes and add important data to the resources available on the Department’s resource website, [viCPortal](#). For further information, please contact Associate Professor Brett Williams.



Monash Health Award

Congratulations to Narelle Dalwood, Neurology Lecturer in the Department of Physiotherapy for her recent award presented by Monash Health.

Her award was under the category of 'Respect', one of Monash Health's five values that guide how staff interact with patients, families, as well as with each other.

Narelle, who also works as a clinician at Monash Health, was nominated alongside her Occupational Therapy colleague Holly Hale, to recognise outstanding performance when providing care for a palliative neurology inpatient. Demonstrating outstanding teamwork, Narelle and Holly worked together to implement a joint treatment and discharge plan for this gentleman to enable him to achieve his goals.

Narelle brings these exceptional skills of collegiality and patient centred care back to our students to inform her high quality education. Well done Narelle!



Monash HR Procedural Updates

The following Monash HR procedures have been revised and updated:

Academic Promotion

This procedure have been updated to reflect the following process improvements recently approved by Academic Board:

- Streamlined application materials
- Candidates can request up to two research reports sourced from University corporate systems, reducing administrative burden in manual completion of data already held by the University
- Clarified promotion criteria wording
- Introduction of interviews for level D candidates, at the committee's request.

For details, please refer to the [Academic Promotion Procedures](#) and the academic promotion [web page](#).

Staff interested in promotion are encouraged to contact the relevant [promotion coordinator](#) for assistance.

Family Violence

In accordance with the University's commitment to supporting staff experiencing family violence, the Wellbeing and Support Procedure - Family Violence has been amended to articulate a process for applying for family violence leave.

Staff experiencing family violence may access accrued sick leave or apply for paid family violence leave for attendance at medical appointments, legal proceedings, seeking safe housing and other activities related to dealing with family violence.

Monash HR will ensure that these requests are handled confidentially, with sensitivity and in accordance with the staff member's wishes. For details, please refer to the [Wellbeing and Support – Family Violence](#).

The University also provides access to confidential, professional counselling and support for all staff and their immediate families through the provision of the [Employee Assistance Program \(EAP\)](#), the [University counselling service](#) and [Safer Community Unit services](#).

A staff member who is experiencing family violence may request support by raising the issue with her/his immediate supervisor or a Family Violence Contact Officer through emailing the Safer Community Unit or calling them on 990 51599.

International Travel

The International Staffing and Staff Mobility Procedure – International Travel (Australian-based staff) has been amended to include clear guidance on the two-step approval process that is managed via the University's Travel Management System.

The procedure is located at: [International Staffing and Staff Mobility - International Travel \(Australian-based staff\)](#).

Overtime and Time off in Lieu

A new procedure, Remuneration and Benefits – Overtime and Time Off in Lieu (Professional staff) has been developed to explain how overtime and time-off-in-lieu arrangements operate at the University.

The new procedure can be found at [Remuneration and Benefits –overtime and time off in lieu](#).

For any questions, please contact Access HR on ext. 20400 or at hr@monash.edu.

Vice-Chancellor's Diversity and Inclusion Awards

Applications are now open for the 2015 Vice-Chancellor's Diversity and Inclusion Awards.

These awards acknowledge those who have contributed to an inclusive environment and culture at Monash.

Applications may address equal opportunity for women, Indigenous engagement, people with disability, student equity, diverse genders and sexualities, intercultural competence, anti-racism or other social justice initiatives.

There are two categories:

- Diversity and Inclusion Award - open to staff and students, individuals or teams
- Diversity and Inclusion Design Award - open to students, individuals or teams

Applications close Friday 31 July 2015.

For more information please visit

<http://monash.edu/social-justice/vc-awards/>

Learning & Teaching Travel Grants

Learning & Teaching travel grants have now been released. The scheme is designed to assist academic staff to attend and/or present papers at conferences that will develop their educational skills and teaching and learning research activity.

The grants are allocated by the Office of the Deputy Dean (Education) on a competitive basis. It is anticipated that approximately 20 grants will be allocated in this round.

The guidelines and application form can be accessed via:

<http://www.med.monash.edu.au/intranet/education/>

The closing date for applications is 30 May 2015.

Round 2, 2015 will cover attendance at conferences commencing between: 1 July 2015 and 31 December 2015.



Victorian paramedics being lured to work in London

Two graduate students of 2014 from the Department of Community Emergency Health and Paramedic Practise, recently featured in an article in the Herald-Sun.

Since graduating from Monash, these students are now working for the London Ambulance Service.

An aggressive campaign to recruit Victorian paramedics to fill the gaps in the world's busiest ambulance service is luring young graduates to London.

The London Ambulance Service is promoting the chance for paramedics to care for a diverse array of patients.

Linda Ross, Lecturer from DCEHPP states that 13% of the university's paramedic graduates from last year got jobs with the service. Linda hopes that these students will one day return to Victoria with invaluable experience.

Monash graduate Kate Hardy is working in one of the oldest ambulance stations in the UK. She loves the city's history and the fact that so many buildings and people can be in such a small place, but she also misses Melbourne's sunny weather, her family and friends. Kate is still getting used to working full-time, but is lucky enough to be living with two other paramedics she trained with in Melbourne who have also taken jobs with the London Ambulance Service. Kate recommends that upon graduating, other Victorian paramedics should consider moving to London.

Fellow Monash graduate Julian Hannah believes that the career opportunities are as good, if not better, in England than back in Australia. He feels that there is no typical work day; one day he might be helping old ladies that have fallen over and the next he might be climbing under a train over body parts in the Underground.

Julian loves the fact that there is always something going on in London — a band to go see, a market to visit, the most amazing food and the most delicious assortment of boutique beers, but he obviously misses his family and friends. He especially misses Australia's beaches, the occasional sun, the friendly customer service, but most of all the Melbourne coffee puts the "pom" baristas to shame.



Victorian paramedics Julian Hannah, 23, and Kate Hardy, 25, near their southeast London ambulance base.

CELEBRATING SUCCESS - PHYSIOTHERAPY

A Cost-Effectiveness Analyses of Online versus Face-to-Face Delivery of Evidence-Based Medicine to Medical Students. Maloney S, Nicklen P, Rivers G, Ooi Y Y, Reeves S, Walsh K, Ilic D.

An Approach for Calculating Student-Centered Value in Education – The Link Between Quality, Efficiency, and the Learning Experience in the Health Professions. Nicklen P, Rivers G, Ooi Y Y, Ilic D, Reeves S, Walsh K, Maloney S.

Congratulations to Julia Hill who was awarded her Doctor of Philosophy recently. Her thesis was supervised by Professor Jenny Keating and was entitled: "Low back pain in children"

Congratulations also to Masters student Alethea Ang (supervised by Dr Maloney, Dr Osadnik and Lisa O'Brien), who recently won the Monash Health Emerging Researcher Fellowship, valued at \$15,000.

Monash Education Academy Fellowship Scheme

An exciting new initiative to recognise excellence in education will be launched by the Monash Education Academy at the Caulfield campus on the 2 June from 12 – 14:30pm. To attend the event: [Book here](#).

The prestigious Monash Education Academy Fellowship Scheme will recognise exceptional leaders in education at Monash, and provide funding and career development opportunities across the university.

Academics interested in becoming a Monash Education Academy Fellow will need to apply and follow a selection process. Details about how to apply will be announced on the 2 June.

Benefits of being an MEA Fellow include:

- opportunities to shape the future direction of education
- recognition of contributions made to education
- enrichment of teaching practice
- career development support
- access to Fellow-only professional development projects and funding.

All staff involved in learning and teaching are encouraged to come along to find out more about the Fellowship Scheme.

The scheme is an opportunity to raise the profile of education and celebrate achievements and distinguished imprints in teaching and learning.

For further information visit: monash.edu/academy



Allied Health Conference

The 2015 Australian and New Zealand Association for Allied Health Professional Educators conference was recently held in Newcastle, NSW, bringing together educators and academics from across the region, including several from Asia. The event began with a warm and entertaining Welcome to Country by a representative of the local Awabakal people.

Alison Frances-Cracknel attended as one of the representatives of the Physiotherapy department, to present an oral presentation titled " Student Perspectives on Indigenous Health Curriculum - a pilot in Physiotherapy at Monash University" discussing the Year 4 student perspective on Aboriginal and Torres Strait Islander health curriculum content. Alison also assisted in running a workshop with Associate Professor Karen Adams from the medicine Faculty's Indigenous Engagement Unit titled "Becoming the Hunter: Hard Wiring Optimism in Aboriginal and Torres Strait Islander Health Education". The conference was opened by Cheryl Kernot with a thought provoking discussion on 'Social Entrepreneurship' with a challenge to us all to come up with new and ground breaking ways to promote health on a global scale. The conference was a great opportunity to listen to the diverse work going on in the allied health educator space and to make some new connections for potential future collaborations.



DCEHPP Summer Scholars (2015 Program)

The Department of Community Emergency Health and Paramedic Practice recently concluded its 2015 Summer Scholars Program culminating with the scholars presenting their projects at a presentations evening on 25 March. Student were asked to present their project work, what they had experienced during their scholarship and 'where to from here'?

The following scholars presented the following projects:

Megan Swannell: Optimal CPAP starting pressure for prehospital management of acute respiratory failure in the COPD patient.

Katelyn Hodgson: The prevalence of suicide in Australian emergency personnel

Tristan Adams: Methamphetamines in Australia: changing patterns of use and the impact on emergency ambulance services

Sarah Finlay: The health enhancement and longevity project

Laura Wirth: When to cease and withhold resuscitation in the out-of-hospital environment

Samantha Davis: Maths anxiety and medication calculation errors

Jane Song: Are simulated patients effective in facilitating development of clinical competence for healthcare students?

Priya Reddy: Can near-peer teaching improve clinical competence?

A great effort by all students!

UniSuper seminar - Managing your contributions – Peninsula Campus

The rules around contributing to super can be complex and confusing. This seminar aims to take away the confusion and explain the different types of contributions to super depending on membership category.

Suitable for DBD and Accumulation 2 members respectively topics covered include:

- The types of contributions available and how they are taxed
- The contribution caps that apply
- Incentives to contribute to super such as the spouse rebate
- Ways to manage your contributions
- Special rules for some Defined Benefit Division members

This seminar is only DBD members and Accumulation 2 members. There is no cost to attend this seminar. However registration is essential, to register visit

<http://www.unisuper.com.au/learning-centre/seminars> select the relevant topic and under Venue: select Monash University and then Filter by Victoria state.

Date and time: Tuesday 12th May, 1.00 pm to 2.00 pm in C1.02 Conference Room, Building C, Peninsula Campus

Registration closes on Monday 11th May 2015

If for some reason, if this seminar timings/date does not suit you, you can register for one of the UniSuper webinars at

<http://www.unisuper.com.au/learning-centre/webinars>

For further information, email superannuation@monash.edu



International Society for the Scholarship of Teaching and Learning Conference.

A prestigious international conference on the scholarship of teaching and learning will take place this October and will be co-hosted by Monash and RMIT. Now in its 12th year, the ISSOTL (International Society for the Scholarship of Teaching and Learning) conference provides academics with the opportunity to hear from, and interact with, scholars of teaching and learning from around the world. The 2015 conference theme, *Leading Learning and the Scholarship of Change*, will explore how teaching staff and students in universities can lead quality learning and teaching practice as we move inevitably towards more changes in higher education. The [Office for Learning and Teaching](#) (OLT) is sponsoring the conference and OLT National Learning and Teaching Fellows will be presenting their work via panels, workshops and symposiums.

[Confirmed speakers include](#) Professor Rosemary Deem, Royal Holloway, University of London; Associate Professor Chng Huang Hoon, National University of Singapore; Professor Vijay Kumar, MIT; and Professor Geoff Scott, University of Western Sydney.

Staff Development Updates and Opportunities - May / June / July 2015

The Staff development unit are running a number of training sessions in the coming months including:

ICT Skills Training

[Access 2010 module 1](#) - 5 & 6 May
[Access 2010 module 2](#) - 15 & 16 June
[Designing questionnaires and surveys](#) - 21 May
[Excel 2010 Level 1](#) - 26 May
[Excel 2010 Level 2](#) - 18 June
[Excel 2010 Level 3](#) - 20 May, 20 July
[Further analysis in NVivo](#) - 29 June
[NVivo Essentials](#) - 24 June
[Powerpoint 2010 Level 1](#) - 14 May
[Presenting the results of stat analyses](#) - 22 May
[SPSS module 1](#) - 28 July
[Taking the mystery out of stat analyses](#) - 22 May
[Using Nvivo for literature review](#) - 14 July
[Word 2010 Level 2](#) - 4 May
[Google Master Series 1](#) - 10 June
[Google Master Series 2](#) - 22 June
[Google Master Series 3](#) - 18 May, 22 July
[Writing for the web](#) - 15 May

Career Planning & Development

[Managing your work, yourself & your time](#) - 14 May

Communication and Teamwork

[Are you being heard](#) - 28 & 29 May
[Assertiveness in the workplace](#) - 5 June
[Communicating effectively at work](#) - 16 June
[Developing Mental Toughness](#) - 3 June
[Presenting for impact](#) - 23 June & 2 July

Leadership, Management & Supervision

[Coaching Skills](#) - 12 June
[Coaching Skills \(Senior Managers\)](#) - 28 July
[Invigorate](#) - 26, 27 May & 17 June
[Leadership & Management Development \(Level 1\)](#) - 30, 31 July & 18 August 2015
[Leadership & Management Development \(Level 2\)](#) - 22- 24 June
[Managing Self Through Change](#) - 11 June
[Team Leaders](#) - 10 June
[Turning Challenge into Opportunity](#) - 4 June

Performance Management

[Can we talk](#) - 9 June
[Feedback for improved performance](#) - 25 May
[Performance Conversations](#) - 26 June

[Staff Selection & Induction](#)
[Staff Selection Excellence](#) - 10 July
[Welcome to Monash](#) - 30 June
[Welcome to Student Administration](#) - 23 July
[Working at Monash](#)
[ESOS Level 1](#) - 18 June
[ESOS Level 2](#) - 22 June
[Management of threatening incidents](#) - 11 June
[Mindfulness for supervisors](#) - 24 July
[safeTALK](#) - 9 July

Occupational Health & Safety

[Biosafety \(Level 1\)](#) - 3 July
[Biosafety \(Level 2\)](#) - 3 July
[Breathing Apparatus](#) - 27 May
[Breathing Apparatus skills maintenance](#) - 1 July
[Chemwatch MSDS](#) - 7 July
[CPR Refresher Course](#) - 4 May, 13 May, 1 June, 9 June, 2 July
[Emergency Warden Training](#) - 11 May, 10 June, 15 June, 19 June, 26 June, 27 July
[Ergonomics & Manual Handling](#) - 6 May, 22 June
[Essential OHS \(OHS for Managers & Supervisors\)](#) - 26 May, 16 June, 15 July
[Fire Safety](#) - 27 July
[First Aid Level 2](#) - 3 & 4 June, 11 & 12 June, 29 & 30 June, 21 & 22 July
[First Aid level 2 \(Mixed Mode\)](#) - 13 July, 24 July
[Hazard & Incident Investigation](#) - 6 July, 17 July
[Hazardous Substances & Dangerous Goods](#) - 18 June
[Mental Health First Aid](#) - 30 June & 7 July, 2 & 3 July, 14 & 16 July
[Radiation Safety Officer refresher](#) - 10 July
[Radiation Safety Officer training](#) - 9 & 10 July
[Risk Management / Rick Management Specialised](#) - 13 May, 2 June, 29 July
[Workplace Safety Inspections](#) - 20 May, 6 July, 17 July