



Welcome to the June 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.

*Sometimes it is easy to forget what a rich and diverse school that we have. This School newsletter acknowledged many recent achievements from members of the school community. We have also tried to present some of the recent changes in the delivery and administration of teaching and research.*

*I realised the other day that it has been nearly 5 years since I became Head of School. Over that time the School has needed to adjust to new budget models, administrative hubs, academic strengthening and deregulation. We have bid*

*farewell to many administrative staff and welcomed a School Manager and 4 new Heads of Department. Apart from its stellar achievements, the School is now profitable, secure and, hopefully, increasingly transparent. That stability allows us to increase our focus on the wellbeing of the school community. Over the next few months the School Executive is aiming to ensure this.*

*Firstly we are working closely with Dan Newman, our HR Business Partner, to help promote and facilitate professional behaviour. We begin with a workshop in the next few weeks, after which we will be trying to maximise and acknowledge the rights and responsibilities we owe to each other, to the University, and to the context in which Monash exists.*

*Second, as many would be aware, plans are emerging for the University to increase the facilities at the Peninsula campus. A series of consultations have commenced, particularly with our Peninsula based Departments, – all with a vision of making a campus that can come to be a meaningful home for staff and students – with common spaces, better facilities and improvements in the teaching spaces. Details on the overall strategy should be released in the next few months.*

*One of the privileges of being Head of School is that I get to learn of how the “slings and arrows of outrageous fortune” can affect members of the school community. It is always humbling to see how colleagues can help out those in need. On that, I want to wish Margaret Alston for a speedy recovery from her recent surgery. Mind you there has been barely a gap in her emails, so I am pretty sure things are going well! - Professor Grant Russell*

### Occupational Therapy and Physiotherapy 10 year celebration

Earlier this year we celebrated the 10 year anniversary of the establishment of the Occupational Therapy and Physiotherapy departments at the Peninsula Campus. Guests included the Honorable Bruce Billson MP, along with the founding heads of departments Professor Jenny Keating and A/Professor Lou Farnworth, Emeritus Professor Phillip Steele, the Dean of Medicine Professor Christina Mitchell, PVC Professor Leon Piterman and many other past and present members of staff and industry partners. Well done to everyone involved in the establishment and ongoing success of these esteemed programs.



**Valedictory for Social Work colleague**  
Professor Margaret Alston recently attended and did the valedictory address at Western Sydney University for Professor Natalie Bolzan's retirement. Professor Bolzan is the inaugural holder of the Margaret Whitlam Chair of Social Work.

### STUDENT SERVICES

Have you got a Student Services related question? Contact the Nursing and Allied Health Student Services reception on 44282 or email [mednahss@monash.edu](mailto:mednahss@monash.edu). Alternatively staff can log a job on the [NAHSS jobdesk](#).



### Nursing and Allied Health Student Services update

The NAHSS team are currently working their way through "In Semester Special Consideration" applications. They are also managing the assessment of all 'in semester special consideration' applications for the Department of Social Work.

The Credit application process is complete. The team have reviewed the 2016 process and documented 'what worked well' and 'what can be improved in 2017'. Feedback has been welcomed.

Semester 1 exam paper uploading has commenced and deadlines have been circulated to departments.

NAHSS staff will also be undertaking ESOS training during May/June. Interested academic staff were invited to attend.

Currently, the team are reviewing Monash Connect referral protocols and will offer re-training to Monash Connect staff in June.

The team have also been liaising with the Graduations branch for Graduations that took place last month.

### Getting to know...Shelby Potter

Shelby Potter is the Team Leader of the Postgraduate Student Services Team in the Nursing and Allied Health Student Services office. Shelby is based at the Caulfield campus (Building C, room C4.05) but visits Peninsula campus (Building E, room E1.39) each week.

Shelby can assist with the following tasks:

- Management of escalated and complex student issues.
- Coordinating planning for enrolments, orientation and open day.
- Providing supervision, support and guidance to the multi-disciplinary Postgraduate NAHSS team
- Networking across all campuses with varying stakeholders to provide best service.
- Project planning and coordination

Shelby can assist with any Postgraduate queries from staff or students from Nursing, Midwifery, Paramedics, Occupational Therapy, Social Work and Physiotherapy.

If you have any questions, please don't hesitate to contact Shelby on 32610.



#### Changes to credit policy

There have been changes to the [Credit policy](#) particularly around reduction to the maximum allowable credit limits. Please [click here](#) for further information.

#### Guidelines for Peer assessment and MCQ's

The Faculty's [Peer Assessment Guidelines](#) and [Multiple Choice Question Guidelines](#) have been developed to assist and guide staff with these assessment types. The guidelines are located on the Deputy Dean Education webpage at: <http://www.med.monash.edu.au/policies/index.html>

#### Save the date

Open Day will be held at Peninsula campus on Saturday 6th August and Caulfield and Clayton campuses on Sunday 7th August. Please mark this in your calendar.

### Exciting News for Social Work Field Education

Exciting new partnerships have been established this year for social work clinical placement students, which include the addition of a new student unit at Gold Coast Community Legal Service, St Kilda Football Club, Corrections Victoria and international partners University of Sussex and Pengxing Social Work Services in China.

Two grant applications have also been successful, contributing to development work and a conference presentation later this year. Exciting news!



### Research Report

Congratulations to the following SPHC Research and Research Degrees Committee 2016 Grant Recipients:

#### Seeding Grant 2016

- ◆ Linda Barclay (Occupational Therapy)  
Project title "Social and community participation following spinal cord injury: toward development of an intervention to improve health, well-being and life satisfaction".
- ◆ Mong-Lin Yu (Occupational Therapy)  
Project Title "Less writing, more talking: Using Zoom videoconferencing to facilitate reflective learning during final year OT students' transition to practice".
- ◆ Brooke Vandenberg (School of Primary Health Care)  
Project title "Leadership in Primary Health Care: exploring the role of gender"
- ◆ Bernadette Saunders (Social Work)  
Project title "An exploration of health/allied health students' perceptions of law, legal systems, and legal professionals – informing education that enhances professional collaboration".

The next funding round will take place in March 2017.

#### Travel Grant 2016

- ◆ Dr Christian Osadnik (Physiotherapy)
- ◆ Dr Shapour Jaberzadeh (Physiotherapy)
- ◆ Dr Melissa Petrakis (Social Work)
- ◆ Dr Bernadette Saunders (Social Work)
- ◆ Dr Lisa O'Brien (Occupational Therapy)

Funding is available for three more travel grants for 2016 and will be advertised in June 2016.

#### 2016 Early Career Researcher Publication Award

Ebonie Rio has been awarded the 2016 SPHC Research and Research Degrees Committee Early Career Researcher (ECR) Publication Award for her publication

Scase, E.K., Kidgell, D., Purdam, C.R., Gaida, J.E., Moseley, G.L., Pearce, A., Cook, J.L., 2015, Isometric exercise induces analgesia and reduces inhibition in patellar tendinopathy, *British Journal of Sports Medicine [P]*, vol 49, issue 19, B M J Group, United Kingdom, pp. 1277-1283.

#### PACTS project

Congratulations to Jan Coles and the PACTS project team who have recently received wide spread media coverage for their work in developing the online open access teaching and learning program ([www.pactsproject.org](http://www.pactsproject.org)); a teaching of medical students and GPs about family violence.

As well as the stark clarity of facts and figures, the program offers a different slant on troublesome patient behaviours that doctors may encounter in daily practice but have never learned to properly interpret; the difficult patient who continually misses appointments, and the patient with the constant, unexplained headache that could be concealing a darker truth. [Read the full article here.](#)

#### Optimising refugee health

Congratulations to SAPCRU led by Grant Russell for securing a NHMRC Partnership grant of \$1.1million for the OPTIMISE project to improve primary health care delivery to refugees living in Australia. The work will be supported by a further \$1.1 million in cash and in-kind contributions from partner organisations. The team have received wide spread media coverage for this including a recent interview on ABC which you can listen to [here.](#)

#### Celebrating success - Physiotherapy

Congratulations to Professor Terry Haines from Physiotherapy and his team on their recent Victorian Cancer Agency grant success. The funding will allow work to continue in testing better ways to provide early intervention dietetic services for people with upper gastrointestinal cancer. - *2016-2019 Better quality of life for cancer patients through early e-health program Victorian Cancer Agency 299,981.00 T Haines, H Truby, C Huggins, J Bauer, M Silvers, J Savva, H Frawley, J Barnett, P Cashin, L Low*

Dr. Christian Osadnik, also from the Department of Physiotherapy, was recently announced as the sole recipient of the 2016/17 Lung Foundation Australia / Boehringer Ingelheim COPD Research Fellowship. This award will allow Christian to undertake a 2-year full-time research project based at Monash Lung and Sleep (Monash Health) under the supervision of Professor Phil Bardin (Department of Medicine, Monash University) and fellow Physiotherapy colleague Professor Terry Haines. The project will explore the relationship between recovery of physical function after acute exacerbation of chronic obstructive pulmonary disease and different exacerbation aetiologies.



### Research Master and ROPES access

The next phase of myResearch will go live on 12 July with the launch of the new system, Pure, and the release of application forms for human ethics in Infonetica Ethics Review Manager (ERM).

myResearch will replace a number of current systems, including Research Master and ROPES. A large amount of data from current systems will be moved into the new ones, so that researchers will continue to have access to their past research activity information, and professional staff can continue to undertake administrative processes.

In order to provide sufficient time to migrate the data, editing rights to Research Master and ROPES will be removed. On Friday June 10, Researchers, faculty professional staff, and central business units will have their access removed. Staff will have read-only access to ROPES data from this date and will be able to edit and preview profiles in Pure from 12 July. These profiles will not be visible outside of Monash until 28 July, at which point they will replace the existing ROPES profiles.

From Friday 17 June professional staff will have read only access to Research Master (RM) until Pure has gone live. This impacts on entry of research outputs data.

From Thursday 30 June, all data entry into Research Master (RM) will cease and there will be read-only access until we go live with Pure. This impacts on:

- ◇ Final date for entry and amendment of data for funding applications and awards
- ◇ Finalisation of research outputs data

If you are a professional staff member, please check the dates and ensure that you plan to complete all data-related tasks by the deadline. If you are a researcher, please limit any edits to your ROPES profile and instead update your profile when Pure goes live on 12 July.

Researchers will have access to the system as soon as it opens, and so will those professional staff who have been granted user access.

You will be able to edit and preview your profile in Pure as soon as it is live on 12 July. These profiles will not be visible outside of Monash until 28 July, at which point they will replace the existing ROPES profiles.

Staff should contact the myResearch project team: [myresearch@monash.edu](mailto:myresearch@monash.edu) if you need data changing after the dates mentioned above. Requests will be assessed for importance and urgency.

Business Intelligence (BI) will reflect the information that is in Research Master as at 30 June. This data will remain unchanged until BI starts accessing information in Pure in September/ October 2016. For further information, please contact the myResearch project team via email: [myresearch@monash.edu](mailto:myresearch@monash.edu)



### Celebrating success

Congratulations to Ebonie Rio from the Department of Physiotherapy who recently won the Mollie Holman medal. The Mollie Holman Medal is awarded to PhD students who have fulfilled all requirements for the degree and are judged to have presented the best doctoral theses of the year for their Faculty. Ebonie's Thesis title was titled "Corticospinal changes associated with patellar tendinopathy and the effects of externally paced strength training", and her supervisors were Professor Jill Cook, Professor Lorimer Moseley, Dr. Dawson Kidgell, Dr Jamie Gaida. What a prestigious achievement!

### Research paper award for OT student

An Occupational Therapy student enrolled in the postgraduate unit OCC5111 - Advanced Hand Therapy Theory, Principles and Practice, was recently awarded the 2015 Best Research paper for an article originally submitted as a university assignment.

Frances Thomsen (nee Black) won a year's membership of the Australian Hand Therapy Association (AHTA) for her paper titled "Post-operative mobilization following volar plate fixation of distal radius fractures" which was published in the association's newsletter. She was encouraged to submit her assignment by Melissa Hirth, one of Monash's tutors in this course. Several graduates of this unit have now published their work in this newsletter, which is a great demonstration of the calibre of academic work completed by students.

### The Academic Promotion Round is now open

The deadline for the electronic upload of completed Academic Promotion applications is Friday 1<sup>st</sup> July.

For full details of the process please visit the [Academic Promotion website](#).

For information on how to request research and education supplementary report(s), please visit the [Academic Promotion Contact page](#).

For queries relating to promotion to Level C & D please contact the Academic Promotion Coordinator team at [hr-academic.promotion@monash.edu](mailto:hr-academic.promotion@monash.edu) or call x20400 (select option 2).

For information relating to promotion to Level E please contact Senior HR Advisor [Samana.Dadash@monash.edu](mailto:Samana.Dadash@monash.edu) and also discuss your intentions with the Dean.



### OT students help the vision impaired to navigate their fridge

An innovative new braille fridge 'map' for the blind has been unveiled at Insight Education Centre in Berwick to help blind and vision impaired children become more confident in the kitchen. Developed by two Master of Occupational Therapy Practice students, the fridge map can be affixed to a fridge door, and aims to help blind and vision impaired children become more confident with food preparation and cooking. The map was developed in response to the current low educational outcomes and poor employment prospects for blind people, and is aimed to

encourage independence so blind people have the ability to know exactly where food is in the fridge.

"You would be amazed at the changes in the kids when they learn to do something for themselves," Judy Stampton, who was involved in the project said.

Kate Garam, also involved in the project, said she hoped the map would encourage children to cook or help others cook and hoped the idea could be adapted for blind and vision impaired people's homes to help them navigate their tool sheds, closets and other areas of the house. She said the idea took six months to develop and agreed it was surprising that such a thing was not already available.

"The kids say they really love it, they say it's really nice to be able to read it, and they love the fact that for the first part of the lesson they can read the recipe, work out what ingredients it needs and find them in the fridge," she said. Insight Principal Timothy Hemphil said the food-finder map would help enhance a range of like skills for the students, as well as build core education abilities.

"Presently, 70 per cent of blind adults are unemployed. The former 'integration' schools model has not provided the framework for life skills or future employment. We see Insight as providing a pathway to both of these, as well as meaningful independence and full participation in life."

What a fantastic innovation!

### Paramedic simulation

"A student is injured in the library after an accident in the shelves. She loses consciousness after a head injury. Another student receives leg fractures. The ambulance is called and paramedics attend."

This was the "scenario" created recently at Peninsula campus for third-year paramedic students. These real-life simulations provide an opportunity for the students to put together all they have learnt in theory, in as realistic a situation as possible. They are conducted in real time with students being dispatched via radio from the paramedic building. The students then travel by training ambulance to the location, treat the patient and transport them back to the paramedic building where they are handed over to a triage nurse. Scenarios like this are conducted weekly through Paramedic students responding to a practice "emergency scenario".



It's a busy scene with patients, paramedic students and their assessors battling for room, appropriately amongst the medical texts. Although we hope that nothing like the situation described actually ever occurs, it is comforting to know that paramedics of the future will be equipped to handle any situation, through practice and training from the Department of Community Emergency Health & Paramedic Practice.

### Celebrating success – General Practice

Congratulations to Craig Hassed, who's article "A Peer-Support and Mindfulness Program to Improve the Mental Health of Medical Students" has been published on Taylor & Francis Online. Read the abstract [here](#).

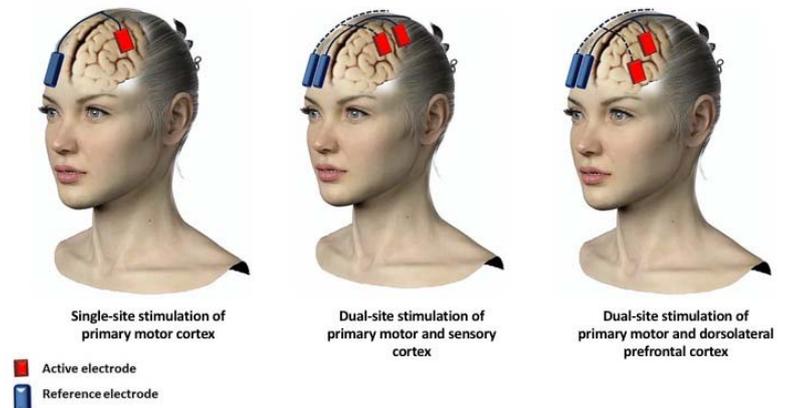
Congratulations also to Ron Schweitzer for his research in 'Identifying and responding to men who use violence in their intimate relationships' that was published in AFP recently. Read the article [here](#).



### New non-invasive brain stimulation technique for pain management

Researchers from the Department of Physiotherapy have discovered a new technique to enhance and maintain brain excitability that could increase sensory and pain threshold, which could be used to alleviate chronic pain in people who cannot take medication. The current treatment method used is single-site transcranial direct current simulation (tDCS), which is the application of a low intensity direct (constant) current between two surface electrodes on the head. The treatments are favoured, as they are non-invasive with no or minimal side effects.

However, in two papers, the most recent in the *European Journal of Neuroscience*, Dr [Shapour Jaberzadeh](#), Director of Non-invasive Brain Stimulation & Neuroplasticity Laboratory, Dr Bitu Vaseghi and Dr Mayam Zoghi, describes a technique, unihemispheric dual site tDCS, that significantly increases the brain excitability, and maintains it for significantly longer periods than current single site tDCS technique. This opens the way for these techniques to be used in the treatment of chronic pain without the risk of side or adverse effects of medication. According to Dr Shapour Jaberzadeh, it has long been known that cortical changes can influence behavioural changes. Pain is a behavioral variable which could be modified by tDCS induced cortical change. This has been shown by stimulating various areas of the cortex while assessing volunteers sensory and pain thresholds. However, the Physiotherapy researchers found, compared to single site tDCS, a 10 minute simultaneous application of anodal or cathodal tDCS over two cortical sites led to markedly increased excitation that lasted for 24 hours. Further tests revealed that this unique approach led to a significant increase in the participant's pain threshold. The novel discovery means that a treatment of just 10 minutes with new dual site stimulation using either anode or cathode could provide a valuable alternative for the treatment of chronic pain, which should be explored in future studies.



### Improved student disability support

A new and innovative system that will enhance the information sharing for students who require alternative arrangements for assessments (AAAs) has been launched. This dual stream approach is enabling staff to quickly and easily access student details as well as removing the onus on students to provide staff with a Disability Support Services (DSS) support letter for each teaching period. Staff who process special consideration requests will now receive a new detailed report and academics will receive the same information via their Moodle reports. Through Moodle, academics can view alternative arrangements for class tests and see which students have approved flexibility with assignment deadlines. Students will still need to confirm with their academics if alternative assessment arrangements are required. This dual approach also supports variations between schools and faculties in the staff positions which are responsible for managing the AAA and Special Consideration processes. An AAA Moodle user guide for staff has been developed and can [downloaded from the DSS intranet](#). For more information please email the DSS team at [disabilitysupportservices@monash.edu](mailto:disabilitysupportservices@monash.edu).

### Assistive Technology pilot program

The Department of Occupational Therapy, in partnership with Peninsula Health, has developed an assistive technology and equipment display center in the MPARC building (W building) on Peninsula campus. This will allow Domiciliary Care therapists to trial aides and equipment with community health clients. Part of this program will include therapists trailing mobility scooters with their clients, and utilizing a newly developed mobility scooter course located at the Peninsula campus. This course utilizes various spaces on campus, both indoor and outdoor, including car parks, footpaths, buildings and roads. You may therefore come across therapists and clients trailing scooters around campus.

This service and the scooter assessment trials will be occurring on Wednesdays. Please be mindful and considerate if you do come across therapists and clients participating in this program. For further information please contact either Lisa Knightbridge or Michael Watchorn.

### Celebrating Success

Congratulations to Dr Kelly-Ann Bowles from the Department of Physiotherapy for receiving a Researcher in Residence 3 month internship with Mary Wooldridge, Leader of the Opposition in the Legislative Council, Leader of the Liberal Party in the Legislative Council, Shadow Minister for Health in the Victorian Parliament.



### Mask study with third year Physio students

You could be forgiven for thinking you had walked into a hospital ward if you were wandering through the physiotherapy practical rooms recently. Third year physiotherapy students are donning masks and costumes to take part in an exciting new research project funded by a 2016 SPHC Learning and Teaching Grant and there have been lots of elderly 'patients' being put through their paces!

The research team, headed by Narelle Dalwood and involving Prue Morgan, Stephen Maloney, Cameron Gosling and Ruben Hopmans, are investigating low cost, low fidelity simulation as a method of preparing students for clinical placement and the realities of patient interaction. During the nine week pre-clinical programme students participate in peer simulation for four hours every Thursday morning. Clinical scenarios based on authentic patient presentations are used, and students take turns in playing the part of a 'patient' and a 'physiotherapist.' Tutors circulate the room and interact with the students as 'clinical supervisors'. The study is investigating whether the use of masks and costumes for the 'patients' increases the realism and educational benefits of the interaction. In the words of one student 'I felt more emotion towards patient, more empathy' and another 'thoroughly enjoyed the clinical simulation as it puts in perspective the real difficulties and problems that real life physiotherapists have to deal with'. The data from the randomised, controlled trial is currently being analysed and will provide important insights into the utility, feasibility and benefits of this exciting educational innovation.



### Men's Health Week

Men's Health Week will take place on June 13 – 19. The week provides a great opportunity to raise awareness and support the health and wellbeing of men in our local communities.

Men typically find personal issues difficult to talk about, especially when it comes to health concerns. It's important for men to know that if something is not quite right, or not working the way it should, they need to talk to a doctor.

Dr Geoff Broomhall, from Andrology Australia (The Australian Centre of Excellence in Male Reproductive Health) will be presenting men's health talks for Monash staff.

They will include a discussion on common male health issues at different ages, possible symptoms, and how to approach your doctor to discuss your concerns.

Particular emphasis will be on areas of confusion regarding prostate disease (both benign and malignant), preventative health care, and the role of Andrology Australia in male health.

Seminars will be held on the Clayton campus on 14 June, and at Caulfield on 15 June.

You can register for the seminars via the [Health and Wellbeing Events Booking System](#).

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

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.

- 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

More details regarding how to make a booking and further information, can be found [here](#).



### New Sourcing Services team

To help process the significant amount of purchases, Procure to Payment services now has a dedicated team to assist and support staff with all purchases between \$20,000 - \$200,000.

The team, known as Sourcing Services, can guide staff through the entire purchasing process, from gathering quotes and negotiating pricing, to arranging delivery and processing invoices.

They are also dedicated to ensuring you get the best service and value for money.

“When you make purchases over \$20k you need to get a minimum of three quotes, we know a lot of staff at Monash don’t have time to do this, let alone negotiate pricing, so we have a team of experts in all categories to take care of the entire purchasing process,” said Sourcing Manager Vesna Atelj.

Sourcing Services are planning to meet with staff across the University over the coming months to introduce themselves and give an overview of their services. If you are interested in having the team come and speak to you or your team, please contact [P2P-SourcingServices@monash.edu](mailto:P2P-SourcingServices@monash.edu).

Your local Purchasing team is also available to help you with all your purchasing needs under \$20k.

### Expand your teaching practice

Educators can now register for a range of exciting modules as part of the new professional education development framework, CEED.

Modules commencing soon include:

[Enhancing Teaching and Learning with Technology](#), [Presenting Syllabus through Video](#), [Supporting Student Success](#) and [Reflecting on your Teaching](#).

Covering seven themes, the modules are delivered using online and blended approaches and are offered throughout the year.

In addition to standard modules, an [express module](#), which academics can complete to demonstrate their engagement in professional development activities related to the Better Teaching, Better Learning Agenda is offered, as well as modules developed specifically for a faculty.

Completion of these short modules can also be used to support academics as they engage with the new Education Performance Standards.

Casual teaching associates and graduate researchers who teach are encouraged to engage with CEED through the modules within the Maximising Sessional Teaching Outcomes theme.

For further information, including FAQs, an [introduction to CEED video](#) and details on how to register, visit the [Continuing Education Excellence Development \(CEED\) page](#).

### Recruitment process streamlined

The recruitment process for HEW 1 to 9 professional roles has been streamlined to support the timely filling of vacancies and enhance the experience for both candidates and hiring managers. Previously, internal recruitment at Monash consisted of a two-stage process. All eligible candidates were provided with the opportunity to apply for internal roles via the Mobility@Monash program. Where no successful candidates were identified via the Mobility@Monash program, the role then moved to an internal advertising stage.

#### Streamlined recruitment stages

The internal recruitment process is now streamlined so that candidates are sourced simultaneously via internal advertising and the Mobility@Monash program. This change will significantly reduce the duration of the recruitment process. The Mobility@Monash program will continue to match the right candidate for the role, and candidates will be invited to apply for suitable roles that are being advertised internally. Mobility@Monash and internal candidates can submit application forms via [Jobs@Monash](#).

#### Reduced approval points

Additionally, heads of professional work functions now have the authority to approve external advertising at the commencement of the recruitment process, where appropriate. This amendment reduces administrative approval points, so that a role will move directly to external advertising in the event that no successful candidate is identified through the internal advertising stage.

#### Increased eligibility for casual staff

The policy requirements applying to Mobility@Monash and internal recruitment now align so that eligible casual staff with an average of six months employment at 0.5 or more, over the last 12 months can apply for internally-advertised roles. Casual staff will be notified when they become eligible.

#### Support and guidelines

Monash HR will continue to provide advice and support to hiring managers in all stages of the recruitment process, and will monitor the new process to identify further opportunities for improvement. The [Recruitment Selection and Appointment Procedure – Recruitment of fixed-term and continuing staff](#) has been updated to reflect the new recruitment process.

For queries, please refer to the frequently asked questions at: [ask.monash](http://ask.monash) or contact Access HR on ext. 20400 or at [hr@monash.edu](mailto:hr@monash.edu).