

# HEALTH EDUCATION & TRAINING INSTITUTE

Supporting Activity Based Management  
through Education



# HETI



- Established in April 2012 as part of the new government's changes to NSW Health governance
- Leads, coordinates and advocates for quality education and training for the NSW public health system
- One of 4 Pillars for Health Reform
  - working with the Clinical Excellence Commission, Agency for Clinical Innovation and the Bureau of Health Information, as well as the Ministry of Health and all Local Health Districts and Specialty Hospital Networks
- Works closely with other entities to add value and ensure alignment of activities.



Collaboration  
Openness  
Respect  
Empowerment

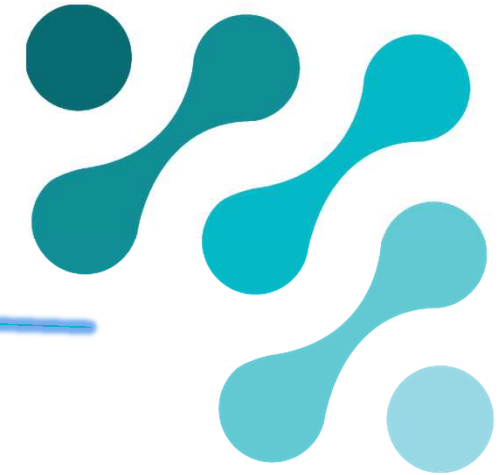
# HETI's Vision...



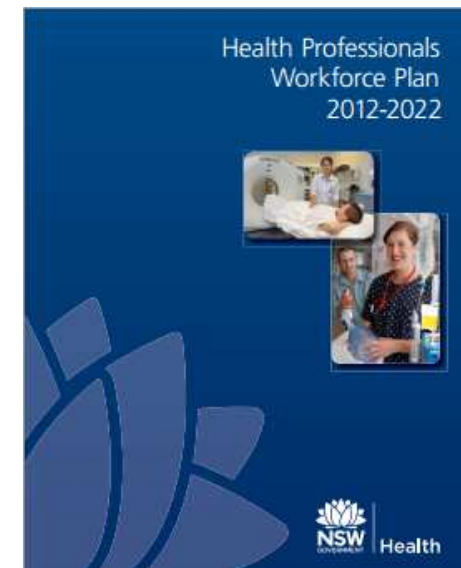
‘A world class NSW Health workforce supporting excellent patient centred care.’



# Partnership with ABF Taskforce



- Since late 2012
- Identify and develop education strategies and approaches
- Enhance and add value to existing education strategies and approaches
- NSW Health Professionals Workforce Plan 2012-2022



# Health professionals workforce plan 2012-2022



## 5. Support local decision making

How we will get there...

What we are striving for...

No	Strategy	Major Lead(s)	Stakeholders/ Partners	Key Supporting Strategies	In 1-2 years	In 2-5 years	In 10 years
5.1	Provide health professionals with the financial management skills to effectively manage services and participate in local decision making.	HETI LHDN	<ul style="list-style-type: none"> <li>■ MoH</li> <li>■ Education providers</li> </ul>	2.1 2.3	<p>Financial Management Education Program training provided to clinical managers responsible for budget or financial management</p> <p>Up-skilling of health professionals to function effectively in an Activity Based Funding environment</p> <p>Clinical coding included in all JMO and other clinician orientation programs</p>	<p>All health professionals with responsibilities for budget management provided with training in effective Financial Management Education Program</p> <p>Inclusion of clinical coding and operating in an Activity Based Funding environment in health professional curricula</p>	<p>All current health professional managers have the financial skills to adequately manage resources for effective service delivery</p> <p>Activity Based Funding (including Clinical Coding) information embedded in all clinician orientation programs and last year university clinical course curricula</p>



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# Activity Based Management



Activity Based Management – what does it mean for all staff?

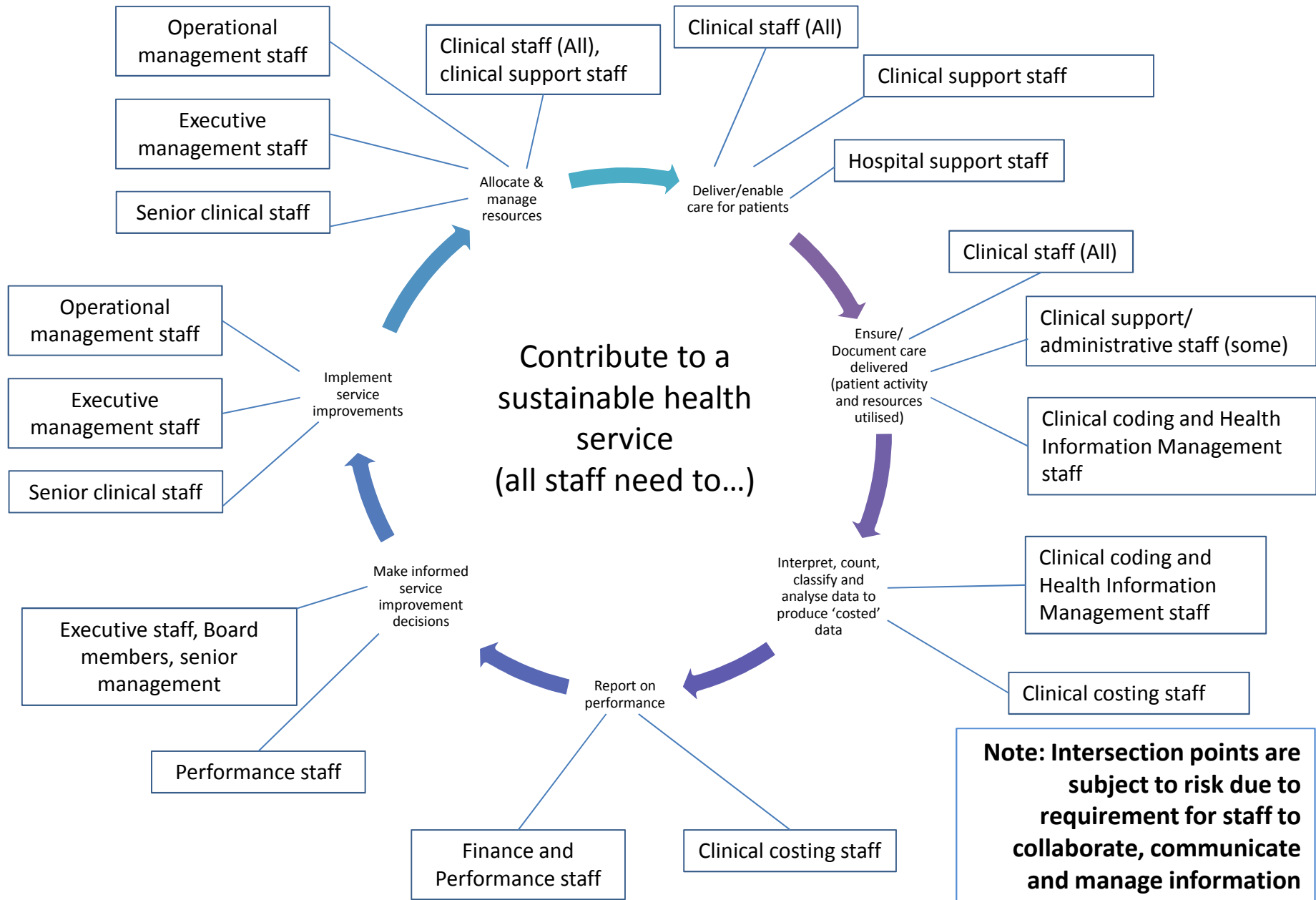
Essentially, the way we will ensure a sustainable health system

ABF – the way the system is funded:

Process, tools, systems, data

# Contributing to a sustainable health service/system – Activity Based Management (ABM)

## Which staff contribute where?



# Summary of needs

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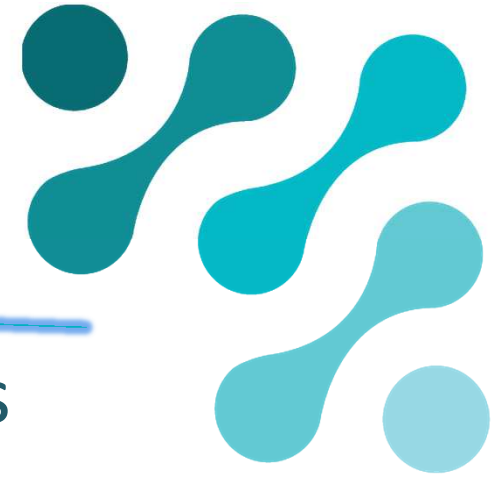


- Increased awareness / engagement
- Increased collaboration / communication
- Knowledge
- Skills and capabilities
- Workforce capacity



## Information and education modes

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- Handbooks, guidelines, frameworks
- As-needed presentations and workshops
- Online learning programs
- Blended learning programs
- Tools and learning aids

## eLearning modules



- Activity Based Funding
- Clinical documentation: Getting it right
- Documentation and ABF for clinicians
- Key principles of smooth patient flow
- Activity Based Management for better care (*to be released July*)
- Empowerment, Responsibility, Accountability (*to be released December*)
- ***Learning pathways***

# Blended learning programs



- Financial Management Education Program (FMEP)
- People Management Skills Program (PMSP)
- Take the Lead (for nurses and midwives)
- Clinical Coding Workforce Enhancement (CCWE) Project



# Increasing clinical coding capacity



- Clinical Coding Workforce Enhancement (CCWE) Project
- Major challenges – insufficient numbers, skills and key capabilities e.g. supervision
- 3 strategies to address
- Targeted recruitment, blended learning, recognition against formal qualifications
- Progress and outcomes

# Project objective: Enhancing the NSW Health Clinical Coder & HIM Workforce



## Strategy 1

- Recognise and develop the skills of existing clinical coding staff, to the national occupational standard

## Strategy 2

- Recruit and develop new entry-level clinical coders to the national occupational standard

## Strategy 3

- Increase the NSW Health HIM Workforce via professionally-recognised courses

# Progress and outcomes



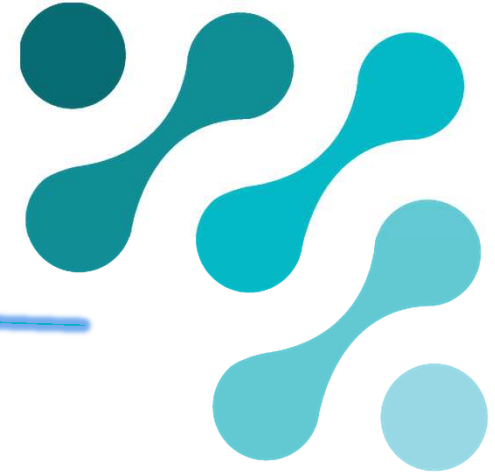
- 32 new entry-level clinical coders by December
- Approximately 120 existing staff have had their skills and knowledge formally recognised and gained additional skills
- Qualifications starting to be issued
- Developing new ‘learning culture’
- Conversations about career pathways

## Future directions

- New ABM learning resources – release and integration into other programs
  - Short ‘explainer video’
  - 30 minute eLearning module for all staff
- Continue to work in partnership to identify and address knowledge, skill and capacity needs for ABM



## For more information:



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