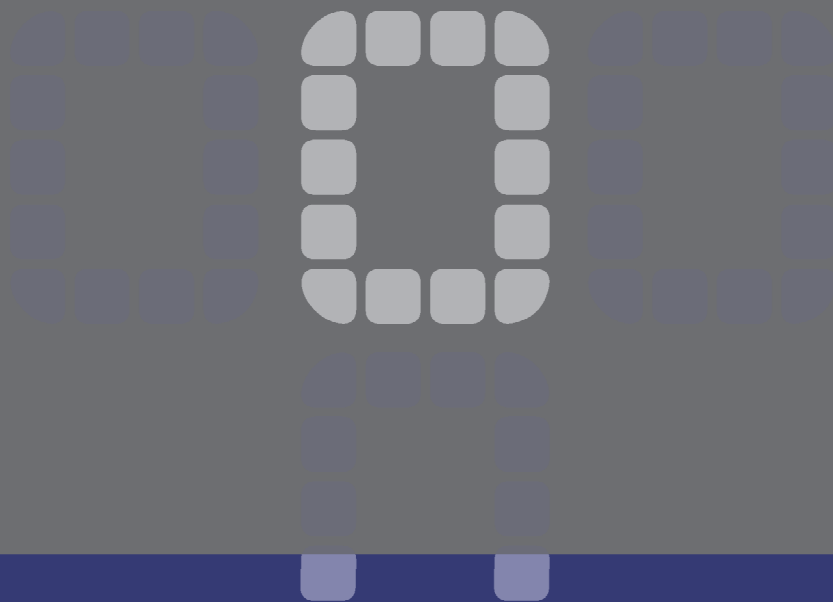


# **Sexual Health and Blood-borne Virus Program Workforce Development and Training Plan 2009-2013**

## **A Capacity Building Approach**



Sexual Health and Blood-borne Virus Program  
2009

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## **Introduction**

In 2006, the Sexual Health and Blood-borne Virus Program (SHBBVP) reviewed the training needs of professionals working across the continuum of care in HIV/AIDS, hepatitis C and sexual health. The purpose of the review was to better inform planning in workforce development initiatives and strengthen the sexual health and blood-borne virus workforce across the continuum of care.

One hundred and thirty-five respondents participated in the on-line survey or face-to-face interviews. Of the respondents:

- 58% worked in the metropolitan area, 36% in regional areas and 6% worked statewide
- The majority of the respondents were female and aged 36-55 years
- 10% of the respondents self identified as being Aboriginal or Torres Strait Islander
- The two most highly represented professionals groups were managers/team leaders/coordinators (15%) and general or clinical nurses (9%).

The majority of respondents (75%) encountered barriers in accessing workforce development and the top five reasons included:

- Competing organisational priorities
- Distance and cost of travelling to attend courses
- Competing individual priorities (i.e. lack of time/other work to complete)
- Cost associated with backfilling positions
- Lack of support or encouragement from management to attend training.

The aim of this plan to identify the Department of Health's investment and priorities in sexual health and blood-borne virus (BBV) workforce education and development; and improve workforce recruitment and retention within the sexual health and BBV service sector.

The expected outcomes from this plan are:

- Increased recruitment and retention of workforce within the service sector;
- Increased workforce capacity;
- Implement new and innovative approaches to workforce education and training, especially for rural and remote practitioners; and
- Identification of dedicated resources and workforce education programs to enhance access to workforce education and training opportunities.

The sexual health and BBV workforce includes anyone who comes into contact with sexual health or BBV issues as part of their work role and includes medical specialists, general practitioners, nurses, pharmacists, pharmacy assistants, Aboriginal health workers, teachers, youth workers, health promotion officers, psychologists, prison officers, managers, students and volunteers.

## **Workforce Development and Training**

Workforce development is defined as including “policies, guidelines, management support and supervision and the legitimization of initiatives through organisational and structural supports” (Roche, A. 2002).

Using this definition, it is recognized that there are a range of factors that affect work practice that includes:

- Education and training strategies that address knowledge, attitudes and skills;
- Support strategies for skills and knowledge that incorporate information systems, mentoring, discussion opportunities and research; and
- Workplace structure and policy that incorporate incentives, performance monitoring systems, job specifications, resource allocation and management priorities.

The recommendations and actions outlined in this plan focus on the domain of the current and future workforce development and are largely directed toward education and training investment by the SHBBVP.

## **Policy Context**

Several WA and national strategies and policy documents address workforce development for sexual health and BBV service providers. The following documents are complementary and instructive to the SHBBVP workforce development plan and include:

- Aboriginal Blood-borne Virus Scoping Project: report on field work undertaken in Kalgoorlie and Bunbury (2008)
- Impact evaluation study on professional development course for teachers in sexuality education (2009)
- WA Needle and Syringe Program Review (2007)
- National Sexually Transmitted Infections Strategy 2009-2013 (draft)
- National HIV Strategy 2009-2013 (draft)
- National Hepatitis C Strategy 2009-2013 (draft)
- National Hepatitis B Strategy 2009-2013 (draft)
- National Indigenous STI and BBV Strategy 2009-2013 (draft)
- Sexual health education and young people in WA: a youth consultation (2007)
- WA HIV/AIDS Model of Care 2008
- WA Sexually Transmitted Infections Model of Care 2008
- WA Hepatitis C Model of Care (unpublished)
- WA Aboriginal STI and BBV Regional Implementation Plans (in draft)
- Workforce and Education Framework for STD Management. Explicit performance standards for a State-wide Plan to improve the quality of health outcomes for sexually transmitted diseases 1997.

### **Current and historically funded programs**

Workforce development is a central plank in the public health response to the control and prevention of STI and BBVs. A suitably skilled workforce with up-to-date knowledge about the prevention, control, treatment and care for STI and BBV is essential to minimize the impact of STI and BBV.

In 2008/09 SHBBVP invested approximately \$650,000 in workforce education and training. The majority of this funding was for recurrent education and training activity.

Workforce education and training currently or soon to be funded by the Department of Health is outlined in Table 1. In addition to initiatives listed in Table 1, the service agreements that SHBBVP holds with various non-government agencies include outputs related to the on-going provision of education and training to workers in sectors that may have contact with people who have or are at risk of STIs and BBVs. As this education and training may be provided on an on-demand basis or cost recovery basis, it is not included in Table 1.

### **Gaps in Workforce Training and Education**

Survey respondents (2006) were asked to identify perceived gaps in sexual health and/or BBV training. The main themes in training gaps included the lack of access for regionally based workforce; Indigenous focused and same-sex attracted youth training; up-to-date information and statistics; a systematic approach; clinical and psychological/emotional aspects of STI and BBV management.

Respondents suggested a range of opportunities that would address the perceived gaps in training and education and this included:

- Workshops, seminars and/or lectures;
- Written materials such as posters, pamphlets and manuals;
- Interactive web-sites;
- Comprehensive and active email list servers; and
- Easier access to specialist advice and support.

Since the workforce survey was published, SHBBVP has progressed a number of initiatives to improve access to training opportunities such as:

- interactive on-line training in hepatitis C shared care and prescriber training;
- interactive web-site for teachers and school nurses in sexual health and relationship education;
- updated and improved the on-line features of the STI management guidelines (the Silver Book);
- improved video-conferencing facilities for the Quarterly Sexual Health and BBV Forum to provide up-to-date epidemiology reports; and
- research findings and show case programs.

A more detailed listing of current workforce development initiatives are outlined in Appendix 1.

The survey participants recommended flexible learning and support to access training opportunities. In response to this, SHBBVP has increased investment in on-line training; Internet, multi-media seminars; and established a bursary and scholarship program to assist with attending workshop based training or courses. Competing organisational priorities were also cited as a barrier to training. SHBBVP has also established an organisation development grant program, to assist organisations and/or services build sexual health or BBV related work into core activity.

### **Priority Workforce Groups**

With this workforce development and training plan, it is recognised that there are specialist clinicians and practitioners who work exclusively with the sexual health and BBV domain, and that there is a generalist workforce that provide sexual health and BBV related service as part of a much broader body of work or activity. It is also recognised that the generalist workforce also account for a substantial body of work within the sector, for example, general practitioners account for the majority of chlamydia notifications and teachers are a primary source of sexual health education for Aboriginal and non-Aboriginal school aged youth within WA.

Selection of the priority workforce groups has taken into consideration both the specialist and generalist workforce groups. On this basis, the following groups have been identified:

- Specialist medical and nurse training
- General practitioners (rural and metropolitan)
- Practice nurses
- Teachers, school psychologists and school nurses
- Aboriginal health workers
- Youth workers
- Health promotion officers
- Allied health
- Needle and syringe program coordinators
- Educators, researchers and university lecturers
- Rural and remote nurses
- Undergraduate medical students

### **Key recommendations**

The listed recommendations in the following table arise from the priority workforce groups; workforce survey completed in 2006; evaluation of the WA STI, HIV/AIDS and hepatitis C action plans; and the STI, HIV/AIDS and Hepatitis C (unpublished) Models of Care.

The actions listed include historical and currently funded activities (summarized in Appendix 1) and planned activities in response to the barriers cited and recommendations of the workforce survey.

Recommendation	Action	Confirmed/ pending	Timeframe
Take a coordinated approach to the provision of sexual health and blood-borne virus workforce development and training.	Provide up-to-date information and listing of courses, seminars, events and workforce development opportunities on the SHBBVP Workforce Development web-page.	Confirmed	On-going
	Publish an on-line training calendar or calendar of events.	Confirmed	2010
Continue to provide funding for a range of workforce training and development opportunities (see Appendix 1).	Maintain current investment in multi-disciplinary workforce development initiatives for (but not limited to) nurses, general practitioners, youth workers, Aboriginal health workers, health promotion officers, allied health professionals and teachers.	Confirmed	On-going
	Continue to provide funding to support clinical placement of nurses and general practitioners within sexual health clinics.	Confirmed	On-going

Recommendation	Action	Confirmed/ pending	Timeframe
Expand the training opportunities available to staff, with a focus on regional and practice nurses, teachers, those in regional areas and those working with marginalized groups.	Establish a workforce development bursary program for course fees, travel and accommodation costs to assist with access to sexual health and BBV training opportunities.	Confirmed	2010
	Establish an organisational development grants program to assist service providers to access worksite-based training in sexual health and BBV training opportunities.	Confirmed	2010
	Pending amendment to the Poison Act, establish a flexible training program for advanced sexual health nurses.	Pending	
	Establish a scholarship program for registered nurses enrolled in sexual health or BBV related nurse practitioner training to enhance and improve clinical nurse leadership and expertise.	Confirmed	2010
	Establish a post-graduate scholarship supplement for post-graduate students within WA pursuing sexual health or BBV related public health or health promotion research.	Pending	2010
	Enhance current training for specialists in clinical immunology, infectious diseases and sexual health.	Confirmed – sexual health registrar	2010

Recommendation	Action	Confirmed/ pending funding	Timeframe
Explore and expand on the use of flexible training and education modalities such as video-conferencing, online materials, self-directed learning packages, workshops, forums and mentoring.	Continue and expand on-line training programs for a multi-disciplinary workforce.	Pending	
	Continue to provide the Quarterly Sexual Health and Blood-borne Virus Forum and enhance the accessibility of the forum through video-conferencing, live-Internet streaming and delayed pod-casts.	Confirmed	On-going
	Continue to support existing mentor programs and explore the feasibility of mentor programs for isolated practitioners such as teachers, regional Needle and Syringe Program coordinators and rural/remote nurses; and newly diagnosing GPs.	Pending  Confirmed (for newly diagnosing GPs)	
	Explore the feasibility and acceptability multi-media, video-conference forums and workshops for specific topics or disciplines, such as regional Needle and Syringe Program coordinators.	Pending	

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## Appendix 1: Current and planned sexual health and blood-borne virus workforce development initiatives

Training/course	Target Audience	Funding (recurrent/periodic)	Current Provider
<b>Recurrently funded training initiatives</b>			
Hepatitis C shared care and s100 prescriber training	General practitioners, nurses, allied health, pharmacists, public health practitioners, health consumers	Recurrent	School of Nursing, Midwifery and Post-graduate Medicine Edith Cowan University
Sexual health clinical placement	General practitioners and rural and remote nurses	Recurrent	Sexual Health Clinic, Royal Perth Hospital (GPs only) and B2 Clinic, Fremantle Hospital
Training workshops (in-person) in the use 'Growing and Developing Healthy Relationships' Curriculum Materials	Teachers, school nurses, school psychologists	Recurrent	WA Health Education Services
Regional sexual health orientation program	Regional hospital nurses, public health nurses, medical officers, Aboriginal health workers	Recurrent	Sexual Health and Blood-borne Virus Program/WA Country Health Services
Indigenous Educators Program	Aboriginal health worker or Aboriginal health educators	Recurrent	FPWA Sexual Health Services
Clinical training for nurses and general practitioners, sexual health educators, PASH, Nuts and Bolts, Mooditj	General practitioners, nurses, youth workers, social workers, Aboriginal health workers	Recurrent – core services	FPWA Sexual Health Services
Needle and Syringe Program Coordinators Annual 2-day face-to-face training	Needle and Syringe Program (NSP) Coordinators, particularly nurses nominated to be hospital NSP Coordinators and regionally based.	Recurrent	Drug and Alcohol Office
Public speaking	Community Volunteers	Recurrent	WA AIDS Council
HIP HOP Program facilitator training	Program facilitators	Recurrent	WA AIDS Council
Non-occupational Post-exposure Prophylaxis (PEP) Training	Nurses answering 24 hour PEP Line	Recurrent	WA AIDS Council/ Sexual Health Physicians
"Being Positive" package Training	Community health staff, drug educators, teachers	Recurrent	WA AIDS Council

## Appendix 1: Current and planned sexual health and blood-borne virus workforce development initiatives

Training/course	Target Audience	Funding (recurrent/periodic)	Current Provider
<b>Recurrently funded training initiatives</b>			
Needle and Syringe Program/BBV education and training sessions for pharmacies	Community pharmacists and pharmacy assistants	Recurrent	HepatitisWA
Quarterly Sexual Health and Blood-borne Virus Forum	Public health nurses, regionally based nurses, contact tracing nurses, community nurses, Aboriginal health workers, public health practitioners, government and non-government STI/BBV service providers	Recurrent	Sexual Health and Blood-borne Virus Program
<b>Periodic, pending or recently commenced training initiatives</b>			
On-line training in sexual health education and the use of the 'Growing and Developing Healthy Relationships' Curriculum Materials	Teachers, school nurses, school psychologists	Pending	Sexual Health and Blood-borne Virus Program
On-line training in hepatitis B shared care	General practitioners, nurses, allied health, pharmacists, public health practitioners, health consumers	Initiated 2009/10 - recurrent	School of Nursing, Midwifery and Post-graduate Medicine Edith Cowan University
Youth friendly doctor program: peer education in sexual health	General practitioners	Initiated in 2008/09 – pilot program	Australian Medical Association (WA)
3-day course in sexual health medicine	General practitioners	Periodic	Dependent on call for expression of interest
On-line contact tracing module	Public health nurses, regionally based nurses, contact tracing nurses, community nurses and Aboriginal health workers	Initiated in 2009/10	Australasian Society for HIV Medicine

## Appendix 1: Current and planned sexual health and blood-borne virus workforce development initiatives

Training/course	Target Audience	Funding (recurrent/periodic)	Current Provider
<b>Periodic, pending or recently commenced training initiatives</b>			
Advanced training course in HIV nursing	Immunology and HIV specialist nurses	Initiated in 2009/10 - periodic	Australasian Society for HIV Medicine
General practice HIV mentoring program	General practitioners newly diagnosing HIV	Initiated in 2009/10	Australasian Society for HIV Medicine
Peer education in the youth sector on sexual health & blood borne viruses	Youth workers and agencies which work with youth.	Initiated in 2009/10	Youth Affairs Council WA
On-line Needle and Syringe Program Training	Needle and Syringe Program Coordinators and workers, including community pharmacists and pharmacy assistants	Initiated in 2009/10	Drug and Alcohol Office
GP Partner Notification	General practitioners	Initiated in 2009/10	Australasian Society for HIV Medicine
Aboriginal Cultural Sensitivity Training for Sexual Health Clinical workers	Medical officers, public health nurses, regionally based nurses, contact tracing nurses, community nurses and Aboriginal health workers	Initiated in 2009/10	TBA

## **Appendix 2: Application for the Sexual Health and Blood-borne Virus Related Workforce Education and Training Bursary**

The Sexual Health and Blood-borne Virus Program (SHBBVP) has limited funds available to assist people employed within Government and non-government organisations to attend sexual health or blood-borne virus related workforce education and training. Only people working within Western Australia are eligible to apply for a training bursary. Conference attendance will **not** be considered under this bursary program.

The applicant must abide by the terms and conditions of the bursary application process which include:

1. A limit of \$2000 per applicant is available. Applications will be considered on a case-by-case basis and the ability of the applicant to demonstrate application of the training within their day-to-day work. Applicants may only apply for one bursary per financial year.
2. The Applicant must provide evidence of employer approval to attend the training specified on submission of the application form to SHBBVP.
3. The funds will only be used for course fees, travel or accommodation.
4. Once the bursary is approved by SHBBVP, bookings for the nominated course, travel and accommodation are the responsibility of the Applicant or employer organisation.
5. The Applicant will provide a final and only invoice to the Department of Health for course fees, travel or accommodation and evidence of attending the course. Payment of the bursary will not be granted unless all supporting paperwork is provided to the Department of Health. Prepayment for course fees, travel and accommodation will not be granted.

The bursary can only be applied for prior to course enrolment or booking travel and accommodation. Only applicants from rural and remote areas will be eligible for travel and accommodation costs.

Only limited funds are available under the workforce training bursary program. Applications will be considered based on the applicants' ability to demonstrate a need in their work area and application of the skills and knowledge. Applications should be made on the (see link to application) form. Applicants are advised to read each of the Terms of Agreement and ensure evidence of employer approval is obtained before submitting an application form.

Applicants will be notified of the Department of Health's decision by mail within six weeks of applying.

Queries regarding the application process should be directed to:

**Miriam Venosa** | Personal Assistant | Sexual Health and Blood-borne Virus Program

t +61 8 9388 4841 | f +61 8 9388 4877

a Grace Vaughan House, 227 Stubbs Terrace, SHENTON PARK WA 6008

e [Miriam.venosa@health.wa.gov.au](mailto:Miriam.venosa@health.wa.gov.au) | w [www.public.health.wa.gov.au](http://www.public.health.wa.gov.au)

**Sexual Health and Blood-borne Virus  
Workforce Training Bursary Application**

**APPLICANT DETAILS**

Name: \_\_\_\_\_

Job Title: \_\_\_\_\_

Name of Organisation: \_\_\_\_\_

Postal address: \_\_\_\_\_

\_\_\_\_\_

Postcode: \_\_\_\_\_

Work Telephone Number: \_\_\_\_\_

Email: \_\_\_\_\_

**COURSE DETAILS**

Course Title: \_\_\_\_\_

Training Provider: \_\_\_\_\_

\_\_\_\_\_

Postal address: \_\_\_\_\_

\_\_\_\_\_

Postcode: \_\_\_\_\_

Are you applying for (tick a box):

Course fees      Yes [ ]    No [ ]      Amount: \_\_\_\_\_

Travel costs      Yes [ ]    No [ ]      Amount: \_\_\_\_\_

Accommodation    Yes [ ]    No [ ]      Amount: \_\_\_\_\_

Describe why you are seeking support to attend the course.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Describe how the skills and knowledge will be applied in your current role and work setting:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**WORKPLACE APPROVAL**

Name of Supervisor/Manager: \_\_\_\_\_

Title: \_\_\_\_\_

Application is approved: Yes [ ] No [ ]

Signature: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

**TERMS OF AGREEMENT**

I understand and acknowledge all the terms of agreement outlined below in relation to applying for a sexual health or blood-borne virus related workforce training bursary:

1. A limit of \$2000 per applicant is available. Applications will be considered on a case by case basis and the ability of the applicant to demonstrate application of the training. Only one course can be applied for per applicant per year.
2. The Applicant must provide evidence of employer approval to attend the training specified.
3. The funds will be used for course fees, travel or accommodation. The funds cannot be used for conference attendance.
4. Bookings for the nominated course, travel and accommodation are the responsibility of the Applicant or employer organisation.
5. Once the bursary is approved by SHBBVP, the Applicant will provide a final and only invoice to the Department of Health for course fees, travel or accommodation and evidence of attending the course. Payment of the bursary will not be granted unless all supporting paperwork is provided to the Department of Health.

Signature: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

**OFFICE USE ONLY**

**APPLICATION APPROVAL**

[ ] Approved

[ ] Not approved

Comments on the application:

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Name: \_\_\_\_\_ Signature: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

**APPLICATION CHECKLIST**

Processing checklist and the date actioned:

[ ] Manager/organisational approval \_\_\_/\_\_\_/\_\_\_

[ ] Terms of Agreement \_\_\_/\_\_\_/\_\_\_

[ ] Applicant advised \_\_\_/\_\_\_/\_\_\_

[ ] Invoice received from applicant/organisation \_\_\_/\_\_\_/\_\_\_

[ ] Payment of invoice authorized \_\_\_/\_\_\_/\_\_\_

### **Appendix 3: Application for the Sexual Health and Blood-borne Virus Related Organisation Development Grant**

The Sexual Health and Blood-borne Virus Program (SHBBVP) has limited funds available to assist Government services and non-government organisations to apply for an organisation development grant, focused on improving or developing sexual health or blood-borne virus related workforce training or services. Only services based within Western Australia are eligible to apply for a grant. Conference attendance will **not** be considered under this grant program.

The organisation must agree to abide by the terms and conditions of the grant application process, which include:

1. A limit of \$5000 per applicant is available. Applications will be considered on a case-by-case basis and the ability of the service or organisation to demonstrate application of the training or organisation development on an on-going and sustainable basis. Services may only apply for one grant per financial year.
2. The Service must provide evidence of Chief Executive Officer's/Senior Management approval on the application form to SHBBVP.
3. The grant will only be used for sexual health or BBV-related workforce development or an organisational improvement initiative.
4. Once the application is approved by SHBBVP, payment of the activity-related costs are the responsibility of the Service or Organisation.
5. The Service will provide a final and only invoice to the Department of Health for the approved initiative. Payment of the grant will not be made unless all supporting paperwork is provided to the Department of Health. Prepayment for the approved activity will not be granted.

The grant can only be applied for prior to the proposed activity.

Only limited funds are available under the organisation development program. Applications will be considered based on the service/organisation's ability to demonstrate a need in their work area and application of the outcomes for the organisation development initiative. Applications should be made on the (see link to application) form. Applicants are advised to read each of the Terms of Agreement and ensure evidence of Chief Executive Officer/Senior Management approval is obtained before submitting an application form.

Applicants will be notified of the Department of Health's decision by mail within six weeks of applying.

Queries regarding the application process should be directed to:

**Miriam Venosa** | Personal Assistant | Sexual Health and Blood-borne Virus Program

t +61 8 9388 4841 | f +61 8 9388 4877

a Grace Vaughan House, 227 Stubbs Terrace, SHENTON PARK WA 6008

e [Miriam.venosa@health.wa.gov.au](mailto:Miriam.venosa@health.wa.gov.au) | w [www.public.health.wa.gov.au](http://www.public.health.wa.gov.au)

**Sexual Health and Blood-borne Virus  
Organisation Development Grant Application**

**APPLICANT DETAILS**

Name: \_\_\_\_\_

Job Title: \_\_\_\_\_

Name of Organisation: \_\_\_\_\_

Postal address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Postcode: \_\_\_\_\_

Work Telephone Number: \_\_\_\_\_

Email: \_\_\_\_\_

**WORKFORCE OR ORGANISATIONAL DEVELOPMENT INITIATIVE**

Describe why your organisation is seeking support to develop or improve sexual health or BBV related services.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Describe how the skills and knowledge will be applied or used to improve the organisation's current services:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Describe how the organisation will sustain the service improvement:

\_\_\_\_\_

\_\_\_\_\_

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\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**WORKPLACE APPROVAL**

Name of Chief Executive Officer /Manager: \_\_\_\_\_

Title: \_\_\_\_\_

Application is approved: Yes [ ] No [ ]

Signature: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

**TERMS OF AGREEMENT**

I understand and acknowledge all the terms of agreement outlined below in relation to applying for a sexual health or blood-borne virus related workforce training bursary:

1. A limit of \$5000 per applicant is available. Applications will be considered on a case-by-case basis and the ability of the service or organisation to demonstrate application of the training or organisation development on an on-going and sustainable basis. Services may only apply for one grant per financial year.
2. The Service must provide evidence of Chief Executive Officer's/Senior Management approval on the application form to SHBBVP.
3. The grant will only be used for sexual health or BBV-related workforce development or an organisational improvement initiative.
4. Once the application is approved by SHBBVP, payment of the activity-related costs are the responsibility of the Service or Organisation.
5. The Service will provide a final and only invoice to the Department of Health for the approved initiative. Payment of the grant will not be made, unless all supporting paperwork is provided to the Department of Health. Prepayment for the approved activity will not be granted.

Signature: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

**OFFICE USE ONLY**

**APPLICATION APPROVAL**

[ ] Approved

[ ] Not approved

Comments on the application:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Name: \_\_\_\_\_ Signature: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

**APPLICATION CHECKLIST**

Processing checklist and the date actioned:

[ ] Manager/organisational approval \_\_\_/\_\_\_/\_\_\_

[ ] Terms of Agreement \_\_\_/\_\_\_/\_\_\_

[ ] Applicant advised \_\_\_/\_\_\_/\_\_\_

[ ] Invoice received from applicant/organisation \_\_\_/\_\_\_/\_\_\_

[ ] Payment of invoice authorized \_\_\_/\_\_\_/\_\_\_

## **Appendix 4: Sexual Health and/or Blood-borne Virus Nurse Practitioner Scholarship Program**

Scholarships are available to assist registered nurses and midwives employed within the Western Australian public health system to undertake sexual health and/or blood-borne virus specialisation courses at a Nurse Practitioner level to advance knowledge and skills in their chosen field. The course must be undertaken at a Western Australian tertiary institution or recognised organisation. The value of these scholarships varies depending on the cost of the course and the number of successful applicants. However, if the demand for the scholarships exceeds available funding, priority will be given to nurses and midwives with greater than two years post registration experience.

### **Eligibility for the Scholarship**

Please see information under “Eligibility for DOH Postgraduate Scholarships”

### **Value**

Depending on the number of applicants and successful application for a Commonwealth funded Nurse Practitioner Scholarship, the Sexual Health and Blood-borne Virus Program (SHBBVP) will top-up funding to meet 100% of the unit cost.

### **Offer Dates**

To be advertised in September each year.

### **Eligibility for DOH Postgraduate Scholarships**

- Successful award of a Commonwealth supported place if available for the planned course
- Nurses/midwives must be working in the Western Australian public health system at the date of closure for applications.
- Nurses/midwives must be currently registered with the Nurses and Midwives Board of Western Australia.
- Nurses/midwives must have a minimum of 12 months post registration nursing experience at the date of closure of scholarship applications.
- Confirmation of enrolment at a Western Australian University for the units you plan to study in 1st and 2nd semesters 2010 must be provided. Failure to provide this by the closing date will disqualify you from receiving a scholarship.
- Applicants must be either an Australian citizen or a permanent resident, and currently residing in Western Australia.
- If the demand for scholarships exceeds funding, priority will be given to nurses and midwives with greater than two years post registration experience.

### **The following information applies to all of the above scholarships:**

The course must be an educational program that leads to a recognised qualification as a Nurse Practitioner i.e. masters level as provided by a Western Australian tertiary institution.

- Evidence of a Commonwealth funded place (if available for the course), an academic transcript indicating successful completion of a unit of study and a photocopy of receipt of payment for the unit.
- Scholarships will be awarded on merit and given to nurses/midwives working within the Western Australian public health system.
- Applicants may only apply for one DOH scholarship in each round of offers.
- These DOH scholarships apply for study in the year 2010. Funding is for one study year only, therefore applicants who plan to continue to study in the following year need to reapply if further funding is sought.
- Funding is not retrospective and is only available for studies commencing in 2010.

### **Value**

The value of the scholarships awarded varies according to the cost of the course and the number of successful applicants.

### **Please Note**

These scholarships are **not** available for seminar, workshop or conference attendance.

Applicants are advised to read each of the Terms of Agreement and ensure all relevant documents are included when submitting an application form.

Applicants will be notified of the Department of Health's decision by mail within six weeks of applying.

Queries regarding the application process should be directed to:

**Miriam Venosa** | Personal Assistant | Sexual Health and Blood-borne Virus Program

t +61 8 9388 4841 | f +61 8 9388 4877

a Grace Vaughan House, 227 Stubbs Terrace, SHENTON PARK WA 6008

e [Miriam.venosa@health.wa.gov.au](mailto:Miriam.venosa@health.wa.gov.au)

w [http://www.public.health.wa.gov.au/2/1005/0/bursaries\\_and\\_scholarships.pm](http://www.public.health.wa.gov.au/2/1005/0/bursaries_and_scholarships.pm)

## Sexual Health and Blood-borne Virus Program Nurse Practitioner Scholarship Application

### APPLICANT DETAILS

Name: \_\_\_\_\_

Job Title: \_\_\_\_\_

Name of Organisation: \_\_\_\_\_

Postal address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Postcode: \_\_\_\_\_

Preferred Daytime Telephone Number: \_\_\_\_\_

Email: \_\_\_\_\_

### COURSE DETAILS

Course Title: \_\_\_\_\_

Training Provider: \_\_\_\_\_

\_\_\_\_\_

Postal address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Postcode: \_\_\_\_\_

Are you applying for:

Course fees      Yes [ ]    No [ ]      Amount: \_\_\_\_\_

Have you attached (tick the box):

[ ] Evidence of a Commonwealth funded place within a Nurse Practitioner program

[ ] Academic transcript indicating successful completion of a unit of study

[ ] Photocopy of receipt of payment for the unit of study

The completed application form and supporting evidence should be directed to:

**Miriam Venosa** | Personal Assistant | Sexual Health and Blood-borne Virus Program

t +61 8 9388 4841 | f +61 8 9388 4877

a Grace Vaughan House, 227 Stubbs Terrace, SHENTON PARK WA 6008

e Miriam.venosa@health.wa.gov.au

**TERMS OF AGREEMENT**

I understand and acknowledge all the terms of agreement outlined below in relation to applying for a Sexual Health and Blood-borne Virus Nurse Practitioner Scholarship:

1. Successful Commonwealth supported place if available for the planned course.
2. Nurses/midwives must be working in the Western Australian public health system at the date of closure for applications.
3. Nurses/midwives must be currently registered with the Nurses and Midwives Board of Western Australia.
4. Nurses/midwives must have a minimum of 12 months post registration clinical experience at the time of closing of the scholarships.
5. Confirmation of enrolment at a Western Australian University for the units you plan to study in 1st and 2nd semesters 2010 must be provided. Failure to provide this by the closing date will disqualify you from receiving a scholarship.
6. Applicants must be an Australian citizen or permanent resident and currently residing in Western Australia.
7. Evidence of a Commonwealth funded place (if available for the course), an academic transcript indicating successful completion of a unit of study and a photocopy of receipt of payment for the unit.
8. Applicants may only apply for one DOH scholarship in each round of offers.
9. These DOH scholarships apply for study in the year 2010. Funding is for one study year only, therefore applicants who plan to continue to study in the following year need to reapply if further funding is sought.
10. Funding is not retrospective and is only available for studies commencing in 2010.

Signature: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

**OFFICE USE ONLY  
APPLICATION APPROVAL**

Approved

Not approved

Comments on the application:

\_\_\_\_\_  
\_\_\_\_\_

Name: \_\_\_\_\_ Signature: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

**APPLICATION CHECKLIST**

Processing checklist and the date actioned:

Signed terms of agreement \_\_\_/\_\_\_/\_\_\_

Evidence of a Commonwealth funded place within a Nurse Practitioner program  
\_\_\_/\_\_\_/\_\_\_

Academic transcript indicating successful completion of a unit of study \_\_\_/\_\_\_/\_\_\_

Photocopy of receipt of payment for the unit of study \_\_\_/\_\_\_/\_\_\_

Applicant advised \_\_\_/\_\_\_/\_\_\_

Payment authorized \_\_\_/\_\_\_/\_\_\_



Delivering a **Healthy WA**



**Government of Western Australia**  
Department of Health