

CSDS | Clinical Skills
Development Service

Honorary Fellowship Program Prospectus

csds.qld.edu.au/fellowship

Metro North
Health



Queensland
Government



Acknowledgement

CSDS would like to respectfully acknowledge the Traditional Owners of this land, the Turrbal and Yugara peoples. We recognise that we live, work, and walk on their ancestral lands, and we pay our respects to Elders past, present, and emerging. CSDS and Metro North Health's dedication and values are committed to the health equity of Aboriginal and Torres Strait Islander peoples.



Artwork created for the Royal Brisbane and Women's Hospital by proud Aboriginal artist, Elalne Chambers Hegarty.

Message from the Nursing Director



The Clinical Skills Development Service (CSDS) was founded in 2004 and is one of the largest healthcare simulation providers in the southern hemisphere. We take an evidence-based approach to the development and rigorous evaluation of training initiatives on a statewide level across Queensland.

We support over 130 satellite simulation centres in Hospital and Health Services across regional, rural, and remote Queensland. The service designs and develops digital products and solutions to address complex challenges throughout the health service. CSDS co-designs contextualised courses to enhance both individual and team performance, thereby supporting staff to improve patient outcomes.

We are committed to developing education in healthcare to support the provision of a first-class healthcare system on a statewide, national, and international basis. The Honorary Fellowship is one key component of this strategic direction. If you are keen to extend your skills in healthcare simulation education and management, to seize an opportunity and think outside your comfort zone, I invite you to apply to our Honorary Fellowship program.

Sincerely,

Belinda Faulkner

Nursing Director
Clinical Skills Development Service

About the program

The CSDS Honorary Fellowship Program empowers healthcare professionals to drive innovative change within healthcare through tailored and immersive learning experiences and exposure to educational tools, viewpoints, and methodologies. Fellows are able to develop skills in leadership, instruction, and research through quality improvement and patient safety. They work with leading educators, innovators, and change-makers to design, deliver, and evaluate healthcare education and training.

Whilst the program focuses on simulation-based education, Fellows are encouraged to align the direction of the program with their specific interests and professional goals.

The six-month program offers flexible working arrangements, including negotiable days and hours. These arrangements can be discussed during the interview process. Participation is voluntary with no financial remuneration. However, registrations to all CSDS courses are fully covered.

Upon completion of the program, Fellows will form part of the CSDS alumni network and be supported to engage in future partnerships and collaborations.

Highlights and opportunities

Mastering simulation

Understand the philosophy of simulation-based transformation in education and simulation-based interventions for quality education, clinician resilience, and patient safety.

Hands-on engagement and learning experience

Learn and apply scenario design principles for healthcare providers, analyse and engage in scenarios aimed at enhancing interprofessional communication, emotional intelligence, and collaboration, and design innovative, evidence-based simulation-based solutions

Tailored learning pathways

Our program offers tailored learning pathways that align with each Fellow's career goals and professional interests, allowing for a focused and individualised development experience that caters to their specific aspirations.

Opportunities for innovation and making a real impact

Contribute to meaningful projects that aim to enhance patient care and healthcare systems, positioning them at the forefront of healthcare innovation and improvement initiatives.

Networking with leaders and experts

Gain access to a vast network of simulation leaders, educators and quality champions, offering unparalleled opportunities for mentoring, collaboration, and career advancement.

Develop leadership and collaboration skills

The program focuses on the cultivation of leadership and collaborative skills, preparing our Fellows to manage healthcare projects, and drive positive changes in healthcare environments effectively.

Program's structure

The program runs for six months and is structured into three modules to facilitate growth and development.

Module 1: Foundation

Fellows undergo four essential courses to establish a solid foundational knowledge of simulation principles and methodologies.

- Improvement Science
- Simulation Education Event Design
- Fundamentals of Debriefing Course
- Technical Simulation Training

Equipped with skills and insights from these courses, Fellows are primed to design, develop and deliver simulation events.

Module 2: Immersion

Fellows have the flexibility to choose from a variety of our online learning programs, tailored to their specific learning needs and objectives.

Collaborating with the Nurse Educator - Innovation, Fellows select 12 courses from the program schedule, tailored to their specific needs. Fellows engage with these courses through various methods, including attendance, observation, and delivery, fostering a comprehensive understanding of simulation-based education and training. Our course catalogue is accessible through the CSDS website.

Module 3: Project

Each Fellow embarks on a personalised journey crafted to meet their professional development aspirations. Potential project pathways include:

- Human-centred design
- Instructional design
- Research, Human Factors, and evaluation
- Logistics, business, and administration
- Simulated environments
- Simulation-based education and training

Meet your collaborators

You will be working closely with a team of experienced professionals who provide guidance and support throughout your journey in the program. This collaborative environment ensures that Fellows receive comprehensive support and exposure to diverse perspectives, enhancing their overall learning experience.

Principal supervision

Principal supervision is provided by the Nurse Educator - Innovation, working under the direction of the Nursing Director.

Director engagement

Opportunities for one-on-one engagement with the Nursing Director are scheduled monthly, providing personalised leadership support and guidance.

Mentorship

Fellows receive ongoing supervision and mentoring from qualified faculty members. These mentors possess current qualifications, skills, and experience necessary for the tasks associated with the program.

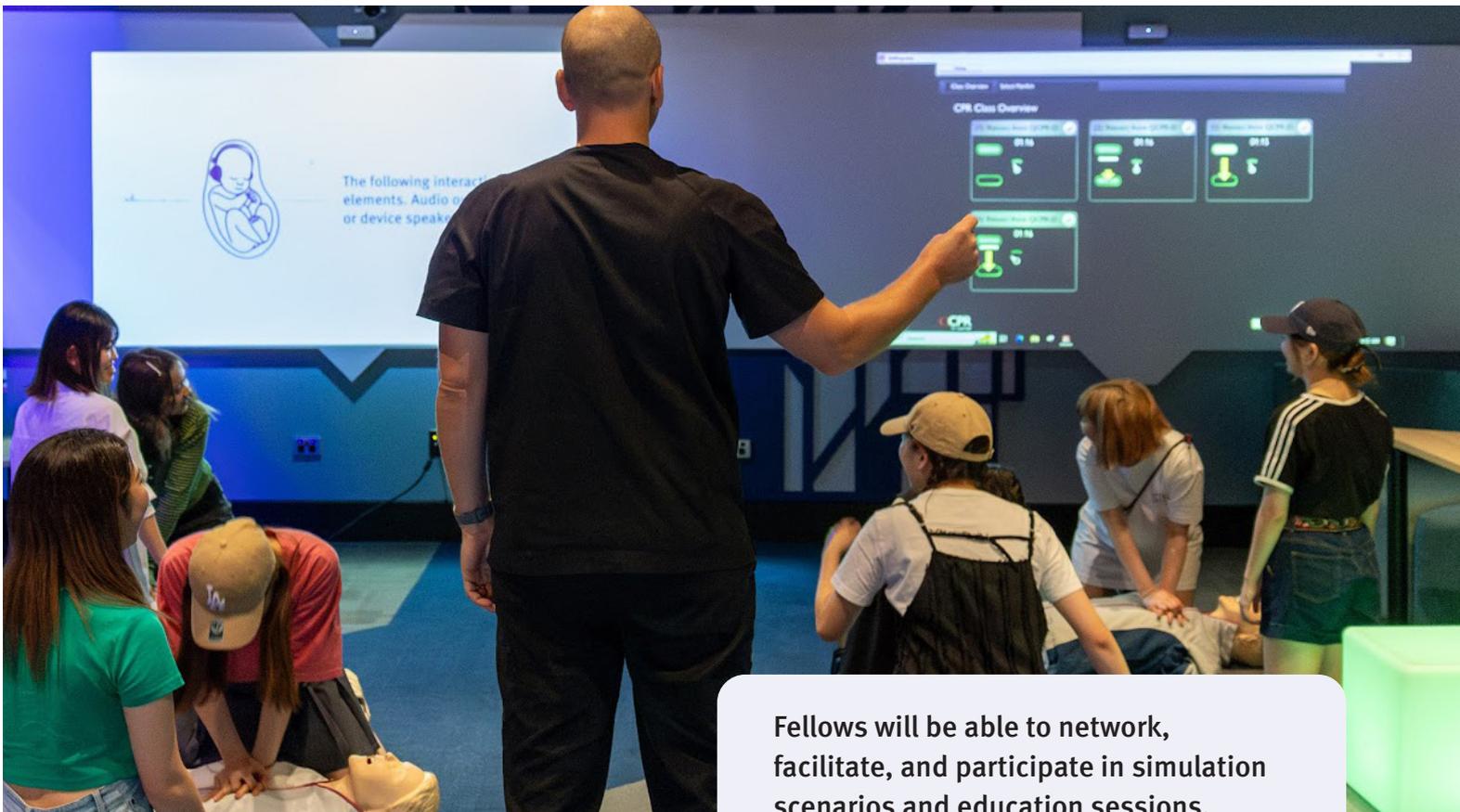
Key personnel

Throughout the program, Fellows participate in meetings with key personnel. These meetings aim to enhance understanding and exposure to various roles and responsibilities within the team.

Key personnel include:

- Senior Research Fellow
- Simulation Team Educator
- Online Learning Team Lead
- Marketing and Communications Coordinator
- Instructional Designer
- Product Designer
- Team Leader – Education and Training Administration
- Innovation Lead
- Engineering Team Lead
- Advanced Technical Services Specialist

What to expect?



Fellows will be able to network, facilitate, and participate in simulation scenarios and education sessions.

As a CSDS Fellow, you will be expected to:

- Attend all agreed contact hours at CSDS over six months.
- Participate in our day-to-day operational requirements.
- Uphold our strategic vision and Metro North Health values.
- Engage in regular mentoring and support from our Faculty.
- Attend simulation provider and clinical courses as a participant and facilitator.
- Complete the digital workbook documenting attendance, reflection, and program completion.
- Engage in program evaluation measures.
- Formally present your project to our peers and leadership team.

A photograph of Major Paul Krohn, a man with short grey hair and glasses, wearing a light blue t-shirt. He is standing in a brightly lit hallway with a blue carpet and white walls. The hallway has a railing on the right side and recessed ceiling lights. The background is slightly blurred, showing the depth of the hallway.

Hear from our past alumni

Major Paul Krohn, Clinical Facilitator of Immersive Professional Training, shares his journey through the CSDS Honorary Fellowship Program.

If you could use three words to describe the CSDS Fellowship, what would they be?

Developmental. Creative. Grounded.

Tell us about your fellowship experience – What was it like to work with the CSDS team?

Working with the various teams at CSDS was a source of amazing growth and development, personally, and professionally. Its legacy on shaping my current worldview around simulation in healthcare, cannot be understated. Having the ability to reach out to the professionals in each of these teams was vital to providing context around my fellowship journey, as well as heavily informing the development of my final project deliverable.

What did you enjoy about the program?

I enjoyed contemporising the fellowship workbook, and working with some formidable and caring individuals, in the profession of healthcare simulation.

Has the fellowship opened any opportunities for you?

The fellowship year was the inspiration I needed to commence a PhD at QUT, where I will be exploring the importance of context on skills acquisition and translation to clinical practice, to analyse the extent to which the simulated environment and real-world clinical environment approximate each other.



Paul created the Silicone Wounds and Prosthetics Workshop (SWAP-W), which is currently being offered at CSDS.

Do you have any advice for future Fellows?

The centre is an awesome creative space! It captures the art and science of ‘doing things better’ and being surrounded by people with a shared consciousness of working together for one purpose, it resonates with me and is something I see inestimable value in pursuing and indeed staying connected, post the fellowship completion.

What was the highlight of the program?

The highlight of the program was the opportunity to design, launch and deliver a moulage workshop that nests neatly in the suite of simulation provider courses at CSDS and represent CSDS by delivering a presentation at the Australasian Simulation Congress 2021.

Frequently asked questions

When does the Fellowship Program start?

The CSDS Honorary Fellowship Program does not have a set start date. This is determined when you're recruited and program commitments are confirmed.

Do I have to pay to attend the Fellowship Program?

No. Program participation is free, and you will even receive support to attend CSDS courses at no cost. However, there's no financial compensation for your involvement.

I can't commit to all components of the Fellowship Program, am I still eligible?

You are required to be able to fulfil all components of the Fellowship. The program runs for six months, but we are flexible whenever possible. We try to accommodate existing work and family commitments. If you have any specific concerns or need adjustments, please outline them in your application for the review panel to consider before evaluation.

My Line Manager is unsure whether to support me to complete the Fellowship Program, how should I navigate this?

All applicants need employer approval before applying for the Fellowship Program. While the program is unpaid, and program requirements are expected to be completed alongside your regular work duties, it is important for both you and your employer to understand the program's demands and potential workload increase. This is a professional development opportunity, and you will not be required to take time off from your main role unless you choose to do so (with your employer's usual approval process). If your application is successful, be sure to discuss a plan for managing your workload before starting the Fellowship.

I am unsure of the project pathway that I am interested in. Do I need to have a clear idea before I begin the Fellowship Program?

No - We will work closely with you to identify your interests and strengths. You might discover an interest in a single pathway, or perhaps several. Our role is to provide opportunities for you to explore different pathways and figure out which one aligns best with you through engagement and mentorship.

How to apply

1. Check if you are eligible.

- Background in nursing, midwifery, medicine, allied health, Queensland Ambulance Service or Australian Defence Force.
- Healthcare degree.
- Australian citizenship or valid Australian working visa.
- Unrestricted, current annual license from AHPRA.
- Minimum two years of clinical experience in your healthcare speciality.
- Permission and letter of recommendation from your employer to participate. (Please ensure you discuss a plan to manage your workload prior to undertaking the Fellowship, if your application is accepted.)
- Current curriculum vitae.

2. Complete application.

- Fill out an application form at csds.qld.edu.au/fellowship-program.
- Await an email that contains further information relating to your application and other relevant documents to support your application.

For more information about the program or for any questions, please contact:

Beth Wray

Nurse Educator - Innovation

P: (07) 3646 6543

E: csds-innovation@health.qld.gov.au