

# Investing in our Staff

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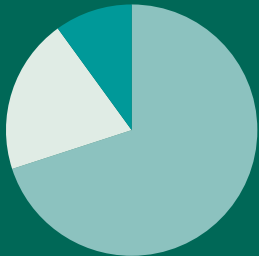
**Introduction:** The Austin Health Dietetics department has 34 dietitians ranging from new graduates to senior clinicians. Staff work across three sites servicing inpatients, outpatients and community programs. A range of staff support and development programs exist, and an Austin Health priority is 'An excellent place to work and learn'.

**Aim:** To achieve a model of dietetic education that increases knowledge, skills and professional behaviours that are integrated into practice.

**Methods & Results:** In 2007 we evaluated our staff development programs, leading to creation of standardised orientation, a clinical guideline template, and a framework for practical skill development, called "Practice Development Program" (PDP). PDPs include reflective practice and peer review, individual learning goals, literature review, tutorials and completion of defined tasks supervised by a support clinician. PDPs exist in 21 areas including clinical specialties, new graduate and grade 1 rotations, student supervision and food service.

In 2011 we introduced a supervision model, rearranged clinical teams, aligned PDPs with the 70:20:10 learning framework (Figure 1) and reviewed our continuing education program. Individual programs and the overall model were evaluated in 2013 (Tables 1 & 2).

**Figure 1. 70:20:10 Learning Framework**



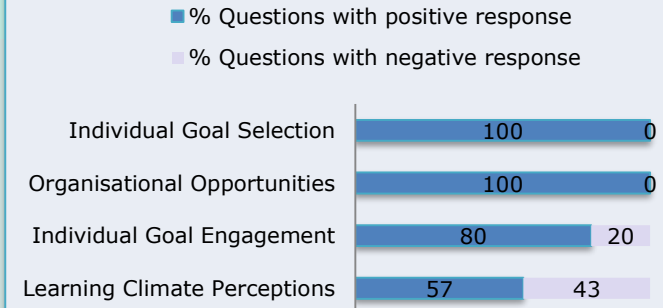
■ through experience

■ through others

■ formal programs and courses

Table 1. Program Evaluated	Outcomes
Professional Supervision	<ul style="list-style-type: none"> <li>•50% reported increased clinical knowledge</li> <li>•64% reported increased professional skills</li> <li>•57% reported enhanced clinical competence</li> <li>•71% reported increased job satisfaction</li> <li>•79% reported learning needs were met</li> </ul>
Practice Development (n=33)	<ul style="list-style-type: none"> <li>•98% of program goals were met</li> <li>•87% of staff identified need for practice changes</li> </ul>
Continuing Education	•Increased knowledge reported

**Table 2. Model Evaluated using "Learning Transfer System"**



**Conclusion :** Our teaching and training model is aligned, standardised and targeted and supports the integration of knowledge, skills and professional behaviours into practice. The Nutrition & Dietetics Department is "an excellent place to work and learn".