

# SA Health Better Placed: clinical placement guidelines


## Introduction

These guidelines have been developed by the SA Health Clinical Placement LHN Group when considering clinical placements within SA Health sites. These guidelines operate within and in conjunction with the overarching 'Clinical Placements Partnership Steering Group Principles'.

## SA Health will:

1. Support access for education providers with respect to requests for placements to SA Health sites, regardless of historical or previous arrangements.
2. Reserve the right to preference placements according to workforce need (for example students with rural background, Aboriginal / Torres Strait Islander students).
3. Determine its available capacity on an annual basis and communicate this to education providers in a transparent manner.
4. Work in partnership with private health sites to maximise student placement within South Australia to ensure students receive diverse clinical experience that also provides them with broad future employment opportunities.
5. Strive to maintain existing clinical placement capacity including during times of transition or change to sites or health services.
6. Be proactive in seeking information and planning for predicted workforce trends across professional groups and will use this information to guide capacity requirements for clinical placements.
7. Engage in broad engagement and active communication with stakeholders; with an emphasis on transparency of information and processes. This communication will also include timely discussions and negotiations regarding cancellations of placements and/or students and will be particularly important during times of transition or change to sites or health services.
8. Ensure that Education Providers comply with pre-placement requirements and other requirements as per the "deed" between SA Health and education providers.
9. Accept students independent of bi-lingual, bi-cultural and disability needs as long as processes are in place to support these students in the workplace and ensure patient safety.
10. Is committed to evaluation of both clinical placements and the processes used to obtain and develop quality clinical placements. This may include the development of





mutually agreeable Key Performance Indicators between SA Health and education providers.

Each LHN:

11. Has a responsibility to optimise clinical placement capacity and be creative and innovative in identifying alternative and different options to provide quality clinical placements particularly during times of change or transition.
12. Will also work collaboratively to optimise the available clinical placements across SA Health sites and will consider options for redistribution when required.

# Principles for Clinical Placement Partnerships

In the development of *Better Placed: Strengthening our Clinical Placement System*, stakeholders clearly identified the need for SA Health to work in partnership with education providers to continue to support clinical placements.

## Vision

Great clinical placement experiences for all

## Principles

The following principles underpin the partnerships between SA Health, health services and education providers (partners) in dealing with clinical placement issues:

### Quality and excellence

Partners will endeavour to provide students with high quality learning experiences while on their clinical placements.

The high standard of healthcare expected by South Australians will be ensured through the commitment of partners to continuous improvement and striving for excellence in clinical placements.

### Efficiency and sustainability

Clinical placements are a public good. The resources that support clinical placements are limited and must be used sustainably. It is incumbent on partners to ensure that clinical placements are used efficiently to meet the requirements of South Australia's future health workforce.

### Broad participation and inclusion

All clinical education stakeholders who provide courses or placements for professional entry students have an opportunity to engage with and participate in clinical placement partnerships.

This opportunity exists irrespective of clinical setting, organisation type, profession and nature of the engagement. In particular, this includes those stakeholders involved in training the Aboriginal health workforce.

This principle reflects that the clinical placement system, and by extension those within it, benefit from greater breadth and depth in the relationships between partners.

### Transparency and consistency

To support effective communication and ensure clinical placement activity is appropriately coordinated across South Australia, partners are expected to openly share accurate information.

This includes details of clinical placement demand, course requirements, availability, preferences, pre-existing arrangements and relevant policies.

All partners are to be afforded the same opportunities to participate in clinical placement activities. Further, the processes used should be consistent for all partners.



## Respect and understanding

It is recognised that many organisations have well-established and beneficial relationships with partners across the health and education sectors. These partnerships are founded on mutual respect and understanding for the views and interests of those organisations involved.

## Flexibility and responsiveness

Both the delivery of health care and education occur in dynamic environments. Accordingly, partners will endeavour to be flexible and responsive to meet the needs of all stakeholders.

## Collaboration and collegiality

Responsibility for clinical placements is shared between government, health services, education providers and clinicians. Partners will work collaboratively to achieve positive outcomes for all stakeholders and South Australia's future health workforce, notwithstanding the need to ensure individual organisation's views are represented.

## Supporting, not brokering

Education providers and health services retain control and responsibility for the nature of their partnerships. This includes clinical placement planning, requests, offers and administration.

*Better Placed* staff will assist by facilitating clinical placement planning, supporting governance arrangements and undertaking state-wide functions as appropriate. This may extend to working with partners to ensure the efficient use of available capacity.

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## For more information

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