

# SWSLHD Improvement Science Learning Pathway

(Referred to as the Pathway in this document)

## Principles:

- All staff will have basic, formal understanding of making improvement in the workplace through improvement science.
- E-learning modules should be able to serve as standalone offerings or as building blocks of a developmental learning pathway, this is currently being worked on by CEC.
- Improvement Science Coaches and Advisors will be engaged from across the district for delivery of education and to provide coaching support.
- Improvement Science Coaches and Advisors will contribute to the content development and the delivery coordinated through CEWD as SWSLHD's education hub.

SWSLHD Leadership Development Pathway					
Foundational		Intermediate	Advanced	Executive	
Level 1 (A)	Level 1 (B)	Level 2	Level 3	Level 4	
SWSLHD Line Manager Capability Professional Development Pathway Stage 1		SWSLHD Line Manager Capability Professional Development Pathway Stages 2 & 3		SWSLHD Line Manager Capability Professional Development Pathway Stage 3	
Focus Learning	<ul style="list-style-type: none"> <li>• “The Six Dimensions of Healthcare” (6 minute video) – an Introduction to Healthcare Quality and Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Foundations for Healthcare Safety and Quality e-Learning Pathway (2-hour e-learning pathway) [Pre requisite to enrol in Intermediate level 2 training] – a series of eight (8) e-Learning modules introducing the principles of Improvement Science that can be readily applied in day-to-day work environment</li> <li>• <i>*Mandated training for all staff*</i></li> </ul>	<ul style="list-style-type: none"> <li>• Improvement Science e-learning module [Pre requisite to enrol in one-day workshop] - Identifying the fourteen (14) steps of Improvement Science methodology.</li> <li>• Improvement Science One-Day Workshop [Pre requisite to enrol in Advanced Level training] (SWSLHD iteration of Clinical Excellence Commission (CEC) program). Incorporating the <i>Introduction to Improvement Science</i> e-learning module.</li> </ul>	<ul style="list-style-type: none"> <li>• Applied Healthcare and Patient Safety Program (SWSLHD Pilot) – commenced November 2020 [Pre requisite to enrol in Executive Level training]</li> <li>• Improvement Science One-Day Coaching Workshop</li> <li>• Clinical Excellence Commission (CEC) Quality Improvement Academy Programs</li> <li>• Clinical Redesign – Centre for Healthcare Redesign (Agency for Clinical Innovation (ACI))</li> </ul>	<ul style="list-style-type: none"> <li>• Equivalent Institute for Health Improvement (IHI) programs currently under development by CEC</li> </ul>
Target Audience	All new staff at orientation to SWSLHD (commenced)	All new and current staff at all levels of the organisation (clinical and non-clinical). <i>All new staff to complete within first six months of commencement at SWSLHD</i>	Staff (clinical and non-clinical) who are: <ul style="list-style-type: none"> <li>• Actively engaged in improvement projects including cross departmental improvement opportunities</li> <li>• Ready to commence and complete Improvement Science initiative/ project supported by their department/ facility</li> <li>• Involved in small teams who have an opportunity for improvement activity within their work environment</li> </ul>	Staff (clinical and non-clinical) who: <ul style="list-style-type: none"> <li>• Have completed the foundational and intermediate levels of the Pathway and are actively participating in quality improvement projects</li> <li>• Lead improvement projects and/or teams at a District level.</li> <li>• Have had structured education and significant experience in using quality improvement methodologies</li> </ul>	<ul style="list-style-type: none"> <li>• Staff (clinical and non-clinical) who have completed the foundational through to advanced levels of the Pathway</li> <li>• Staff who have had structured training and significant experience in using quality improvement methodologies.</li> <li>• Staff who have been selected and nominated</li> </ul>
Mode of Delivery	Video at LHD and facility staff orientation OR e-Learning module in My Health Learning (MHL) (when available)	e-Learning module in My Health Learning (MHL) (available)	One-day face to face workshop e-Learning modules in My Health Learning (MHL) (when available)	<ul style="list-style-type: none"> <li>• Face to Face</li> <li>• Projects</li> <li>• Coaching workshop</li> <li>• Clinical Excellence Commission Applied Healthcare Safety and Patient safety program (12 months) available July 2021</li> </ul>	<ul style="list-style-type: none"> <li>• Various</li> <li>• Clinical Excellence Commission Healthcare Safety and Patient safety fellowship program (12 months) available July 2022</li> </ul>