



2009/10 NEMICS PROFESSIONAL DEVELOPMENT GRANT

NEMICS has allocated funds to support professional development and education to develop the oncology workforce to optimise cancer care.

The closing date for Applications is 26 March 2010.

Background

NEMICS has been established to provide the basis for an integrated approach to cancer care within the north-eastern metropolitan area of Melbourne. The aim is to achieve consistent high quality cancer care for all those affected by cancer.

The need for sustainable development and retention of a workforce to support oncology services into the future is well recognised. Future projections relating to cancer services indicate that demand for services will soon exceed the supply of trained health professionals available in this clinical area. In this context, further developing the skills of existing health professionals is essential.

Aims

Professional development (PD) grants are offered to build workforce capacity among medical, nursing and allied health professionals. Grants are also available for consumers.

The focus for applications should reflect the priority outcome areas of the Victorian cancer reform agenda. These are:

- multidisciplinary care
- care coordination and referral pathways
- supportive care and
- reducing unwarranted variations in care; e.g. evidence-based guidelines implementation and dissemination

The grants may be provided to facilitate PD activities in:

1. Cancer improvement priority outcome areas as outlined above
2. Quality improvement including evaluation
3. Workforce development in relevant areas

Funding Guidelines

In 2009/2010, applicants may access funds to support individual professional or group workforce development activities related to the four cancer improvement priority outcome areas:

- Multidisciplinary care
- Care coordination and referral pathways
- Supportive care and
- Reducing unwarranted variations in care; e.g. evidence-based implementation and dissemination

Funding

- Individual professional development: up to \$2,000
- Group workforce development: up to \$4,000

Aims

- To facilitate workforce development through professional education related to the four cancer improvement priority outcome areas as stated above.

Activities that may be supported by the grants

- Attending short courses, workshops, postgraduate study and meetings with clear linkages to cancer services improvement
- Participating in activities that encourage skill development in areas of communication, consumer advocacy and quality improvement
- Group/team workforce development activities
 - Applicants are required to identify needs of the group/team and specify the number of people included in the proposed activities; e.g. multidisciplinary team development and education
- Conference attendance
 - Priority will be given to applicants with accepted abstract or poster presentation and/or
 - Where benefit from conference attendance will demonstrably build a particular skill base; This may require attendance/participation at pre or post conference workshops.

All applicants in the 2009/10 funding rounds will be invited to participate in an evaluation at the end of the second year of the program. The arrangements for 2010/11 will be determined on the basis of these findings.

Eligibility criteria

1. Applicants must be either:
 - a. a health professional (medical, nursing, allied health or administration), currently working for a health service (hospitals, community and primary care) in the NEMICS region
 - b. a consumer (persons treated for cancer within the NEMICS region or their family or significant others)

2. Health professional applicants require the support of a line manager. This includes support in the form of approval for absence from the workplace and sharing of any additional costs of participation if required.
3. The fund must be used by September 30th 2010.

How the funds can be spent

The funds may be used to support short course / workshop fees, tuition fees for higher degrees, conference registration fees, economy airfares, land travel and accommodation.

Requirements of successful applicants

In line with NEMICS' aim to implement local cancer service improvement initiatives arising from this professional development program, it is expected that those receiving funds will seek opportunities to support and champion cancer improvement within their local health services and the wider NEMICS community. This includes sharing the lessons learned with colleagues and NEMICS Tumour Groups.

Reporting

All successful applicants **must** provide a short written report (up to 300 words), suitable for the NEMICS newsletter and website, to the NEMICS Directorate within one month of completing their professional development activity, outlining the key lessons learned. The NEMICS Directorate will invite all applicants to attend one group session to discuss the potential of translating the lessons learned into service improvements.

The successful applicant must also be available to present these findings to their tumour stream (if applicable), and/or to a broader NEMICS audience, as requested by the NEMICS Directorate for up to 12 months following receipt of the grant.

An evaluation of the grants program

All applicants will be required to participate in an evaluation process that will be conducted at the completion of the second year of the grants program (end of 2010). This will inform planning of future grants.

Variation to requirements

The NEMICS Directorate reserves the right to vary the funding requirements. Any change to the requirements will be openly communicated for the purposes of subsequent funding rounds.

Making an application

An application form can be downloaded [from here](#) or you can obtain a copy by calling Megan Dendle on 9496 3322.

Evaluation criteria

Each application will be assessed against the criteria below.

Preference will be given to:

- Applications that have the capacity to influence the practice of more than one individual
- First time applicants who have met the evaluation criteria

- Applicants who are current members of a NEMICS tumour group (including consumer members)
- Applicants who are able to demonstrate a capacity to participate in cancer service improvement activity within NEMICS.

Eligibility	Weighting
Applicant meet the eligibility criteria <ul style="list-style-type: none"> ▪ Health professional working in cancer care at a health service (hospitals or community and primary care) within the NEMICS region Or <ul style="list-style-type: none"> ▪ Consumer or carer 	Mandatory
Selection criteria	Weighting
Application demonstrates a commitment to improving the delivery of cancer care	10
Application demonstrates that the proposed activity relates to at least one of the NEMICS priority outcome areas; multidisciplinary care, care coordination and referral pathways, supportive care and reducing variations in practice	10
Application outlines a plan for integrating the skills/knowledge/information from the activity to develop other staff in the work place	10
Application outlines a plan for integrating the skills / knowledge / information from the activity into the applicant's role / local work area / wider NEMICS community	5
Written quality of the application: the application is clear, concise and logical, addresses all the questions and includes organisational support	5
Total	40

The selection process

- Step 1** Applications will be reviewed against the eligibility criteria
- Step 2** Eligible applications will be assessed against the selection criteria by a panel comprising maximum 3 members. Additional input may be co-opted from NEMICS Reference Group members as required during the selection process.
- Step 3** All applicants will be notified of the outcome of the selection process. The outcomes of the successful applicants may also be published on the NEMICS website.

Provision of funding

Successful applicants will be provided with a letter from NEMICS confirming the terms of their grant. Applicants may then claim the agreed expenses through their health services. NEMICS will reimburse health services on presentation of an invoice for the agreed amount from the health service.

Submitting an application

Applications may be submitted via on-line application, mail* or email to:

NEMICS Directorate Project Officer

c/- Austin Hospital

145 Studley Road

Heidelberg VIC 3084

Email. olive.lee@austin.org.au

***3 copies required** if submitting via postal mail

Application close at 5pm on Friday 26 March 2010

Applicants will be notified of the outcome of their application within 28 days of the closing date.

Questions about the grants program

Any questions relating to the grants program can be directed to:

Olive Lee

NEMICS Directorate Project Officer

P. (03) 9496 3322

Email. olive.lee@austin.org.au