



Government of **Western Australia**
Department of **Health**

Graduate Focus

2023

WA Health Graduate Development Program 2023



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Director General's foreword

Since 2004, our health system has sought talented university graduates from across WA for the Graduate Development Program.

This represents an invaluable opportunity to recruit highly talented students, who are passionate about public health outcomes, and provide them with a strong launching point for their careers in the public sector.

Over the course of 12 months, featuring a series of 3 varied placements across the system, our graduates build their skills and gain experience in a range of fields, all while contributing to the health and wellbeing of Western Australians.

This year, we welcomed 14 successful candidates, each one well-rounded and collectively representing a broad spectrum of backgrounds. The graduates fell into 4 streams:

- General Corporate
- Finance and Business
- Information and Communications Technology
- Data Analytics and Information Management.

While this number is lower than previous years, I am pleased to note that graduates undertook placements at every Health Service Provider.

Across the cohort, the graduates' work included analysing patient transport data, reporting on patient experiences, building our cybersecurity resilience, implementing our sustainability strategies, drafting materials for environmental health practitioners and conducting research into occupational therapy.

In addition to these rich insights into the variety and inner working of our health system, the graduates also received:

- personal mentoring and coaching to enhance their professional development, including high-level executive shadowing
- a specialised support network for the program, including a dedicated coordinator, a past graduate buddy and committed placement supervisors – as well as building strong connections with each other for advice and assistance

- a fully-funded, industry-recognised Diploma of Leadership and Management.

I am pleased to see that our graduates have not only risen to the occasion and excelled across their respective placements, but found the time to take part in a number of other initiatives.

These included charitable endeavours, such as volunteering opportunities and taking part in the HBF Run for a Reason, as well as professional activities such as attending the Innovative Future Leaders event hosted by the Department of Jobs, Tourism, Science and Innovation, and assisting at the End of Life Care Collaborative Forum.

I commend the graduates for their many accomplishments during their tenure with us, and would also like to extend my thanks to the many individuals and teams who hosted a graduate, or assisted in making the program possible.

Congratulations to the 2023 cohort – I look forward to seeing what you will achieve in years to come, and hope you will join me in welcoming the graduates of 2024.



Dr D J Russell-Weisz
Director General

Editor's note

On a bright, sunny Monday in January, the 2023 Graduate Development Program (GDP) kicked off with 14 recent graduates, eager to learn more about the WA health system. The graduates were spread across four streams: General Corporate, Data Analytics and Information Management, ICT, and Finance and Business. Through the course of the next 12 months, we have had the chance to explore different career paths by rotating through three four-month placements in different areas of the health system. From working in the Science and Policy unit at the Department of Health to PathWest in the Microbial Surveillance Unit, this year's cohort have truly had some diverse experiences!

On top of diverse work experiences and meeting useful contacts throughout this past year, the graduates have spent time together as a cohort outside work. Completing a Diploma of Leadership and Management was a great professional development opportunity for us all to participate in education days outside of work. We also took up some amazing community engagement opportunities, partook in a community clean up through Clean Up Australia, and completed the HBF Run for a Reason. And of course, we caught up socially for dinners, drinks, and perhaps most notably, a group trip to see the Barbie movie.



On behalf of the 2023 Graduate Cohort, I would like to extend a huge thank you to our Graduate Coordinator from the Institute of Health Leadership, Kerry-Lee Jacobsen, for making this year possible, and for always providing such quick responses to all our questions! Your support and willingness to help was always greatly appreciated. To all our amazing mentors, buddies, colleagues, and supervisors, we thank you for all your support throughout the year. And finally, I would like to thank my co-editors, Zoe Lawrence-Haughey and Catherine Qiu, who have put in an immense amount of effort gathering information, editing submissions, and working out fabulous layouts. They have truly done an amazing job!

Overall, this Graduate Focus publication highlights the skills and accomplishments of this year's graduates and acknowledges the wonderful opportunities offered by the Graduate Development Program. The 2023 Graduate Cohort is extremely grateful for the program and look forward to whatever the future may bring, knowing that the learnings and experiences throughout this year have truly been invaluable.

Estelle Schinkel

Graduate Coordinator Q&A

Kerry-Lee Jacobsen



Tell us a bit about yourself

I started my career at the Department of Health only earlier this year, and prior to that worked in the university sector coordinating peer-based support initiatives. Given that background, the Graduate Development Program was a great match for me, as I now get to work with brilliant people on the other side of their graduation!

How would you describe this year's graduate cohort?

This year's cohort has truly been a resilient one. They had a change of Coordinator early in the year, which can be difficult when your new Coordinator is newer than you are, but they never missed a beat and even helped me understand the program as I started. It's been so wonderful to watch how hard they have worked on their projects and the powerful impressions they have left on their colleagues across the WA health system. I can't wait to see what they all do after the program!

What does a typical day look like for you?

There is no typical day, and that's one of the most enjoyable parts. Depending on the time of year, I could be organising upcoming placements for each of the Graduates, liaising with supervisors, planning and conducting recruitment for the next year's graduates, or organising key events. I also coordinate a few other programs outside of the Graduate Development Program, so every day is different.

Which part of WA Health would you like to do a placement at?

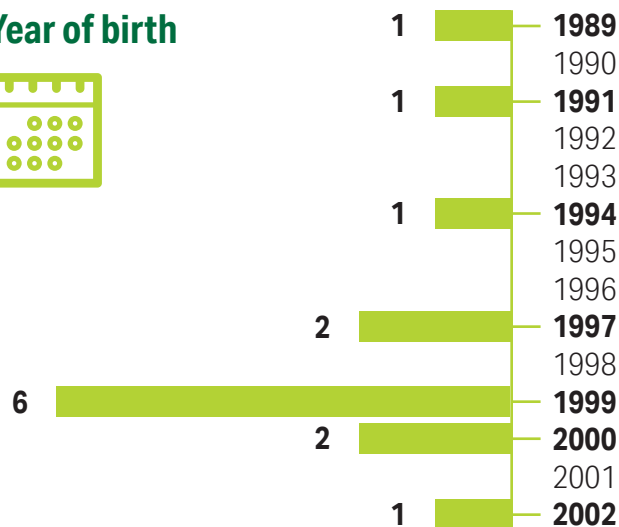
Being so new to the Department of Health, it's tough to pick just one because everything is fresh to me. However, I'd love to try a placement in an innovation team. I think it would be such an inspiring way to learn about the process of innovative problem solving in a healthcare setting and to get a front row seat to all the amazing advancements currently being worked on. I'm not too creative so I'm sure I'd find it challenging, but the beauty of placements is that each one is an opportunity to push yourself, learn, and grow.

What is the best bit of advice you have for the graduates going forward?

They are all so incredibly capable with exceedingly bright futures ahead, so my advice to them is to remember how much value they have as they apply for and select their next roles. Change can be scary for anyone, and it's all too easy to limit yourself with self-doubts. I hope they recognise that they would be assets to any team lucky enough to have them, stay connected with their many supporters who can remind them of how wonderful they are, and always ask questions so they keep learning.

Graduate diversity

Year of birth



Qualifications of cohort

- 1 Graduate Certificate
- 1 Graduate Diploma
- 13 Bachelors
- 3 Honours
- 5 Masters

Degrees achieved

- 1 Graduate Certificate of Data Science
- 1 Graduate Diploma of Public Health
- 1 Bachelor of Cybersecurity
- 4 Bachelor of Science – Biochemistry, Molecular Biology, Health Promotion, Biomedical Science
- 1 Bachelor of Science (Honours)
- 4 Bachelor of Biomedical Science – Medical Sciences, Medical Research, Microbiology, Immunology
- 1 Bachelor of Biomedical Science (Honours)
- 2 Bachelor of Arts – Music, Psychology, Population Health, Political Science, International Relations
- 1 Bachelor of Music (Honours)
- 2 Bachelor of Commerce – Finance, Economics, IT and Information Systems
- 1 Bachelor of Chinese Medicine
- 1 Master of Teaching (Primary)
- 1 Master of IT and Information Systems
- 3 Master of Public Health



Universities attended

- 2 Curtin University
- 1 Charles Darwin University
- 2 Edith Cowan University
- 1 Notre Dame
- 8 University of Western Australia
- 1 Beijing University of Chinese Medicine
- 1 Nanyang Technological University



Languages spoken

- 14 English
- 3 Mandarin
- 1 French (Intermediate level)
- 1 Japanese
- 1 Norwegian words (x6)

Are you of Aboriginal and/or Torres Strait Islander descent?

Yes **1** No **13**

Do you consider yourself to have a disability?

Yes **3** No **11**



General Corporate Stream

The General Corporate stream enabled nine diverse, enthusiastic and motivated graduates to work across WA Health through three different placements. Graduates came from a multidisciplinary educational background, inclusive of music, public health, primary teaching and biomedical science. Their diverse backgrounds provided the invaluable addition of unique and innovative perspectives into WA Health.

Placement opportunities varied from working at major hospitals such as Royal Perth Hospital or Fiona Stanley Hospital, to being exposed to corporate health in the Department of Health and Health Support Services, enabling graduates to explore their interests and form meaningful relationships with multiple teams across WA Health. This further served to make them aware of how they fit into the larger health system and highlights the impact their work has on other teams and the community.

Each graduate has successfully diversified their skillsets in areas such as stakeholder engagement, digital innovation, capital works, data analysis, policy implementation, project management and risk management, just to name a few.

At the beginning of the graduate program, the graduates were advised to act like sponges, taking in as much information as possible and embracing all opportunities the graduate program offered. By the end of the program, each General Corporate graduate had taken heed of this advice, having honed their professional skillset, learned valuable lifelong lessons and formed close connections to those in Health. Each has had a positive tangible impact on the health of the WA community and can confidently tackle the everchanging demands of the healthcare system.

Shun Jie Joshua Khoo

Catherine Allen

Academic Qualifications

Bachelor of Biomedical Science,
University of Notre Dame

LinkedIn profile

<https://au.linkedin.com/in/catherine-allen-78a85a236>

Why the WA Health Graduate Program?

Catherine chose the program to gain hands-on experience working in a dynamic environment and to apply her knowledge from her previous studies through various placements across the WA health system.

How interests have influenced career choices

Catherine's interests in data analysis and population health motivated her to choose a diverse range of placements to gain further insights into clinical and non-clinical aspects of health care delivery.

Hobbies/interests outside of work

Spending time with family, listening to music, and playing the violin.

Fun fact

Catherine studied Japanese for six years and has travelled to Japan twice.

Mentors and buddies

Mentor: Jane van den Herik, Director, Industrial Relations, Workforce, East Metropolitan Health Service.

Buddy: Roisin Henry, Program Officer, Chief Nursing and Midwifery Office, Department of Health.

Placement 1 Summary

Department of Health
Public and Aboriginal Health Division
Environmental Health Directorate
Science and Policy Unit

Catherine's project was to review the national reference manual that informs Environmental Health Practitioners working with Indigenous communities. On commencement, Catherine had little knowledge of environmental health or working with Aboriginal people. Catherine's approach was to conduct research and consult with her team, which led to her developing a project plan and forming an advisory group. Catherine's skills in project management and stakeholder engagement grew in this role, and her written communication skills were put to good use to ensure that revised content was appropriate for the target audience. Catherine both coordinated and presented at meetings of the project advisory group which included members with expertise in Indigenous Environmental Health. She listened to and applied the advice of these and other experts when composing new material for the manual. This placement allowed Catherine to learn about preventative health, particularly environmental health and its importance in preventing disease.

Supervisors: Matthew Lester and Robert Mullane

Placement 2 Summary

South Metropolitan Health Service
Fiona Stanley Hospital Service 4
Emergency, Acute and Aged Care Services

Catherine's project was to investigate the frequency of alcohol-related liver disease (ALD) admissions pre- and post-COVID-19 at Fiona Stanley Hospital. The results of the project highlighted the increased frequency and severity of these admissions post-COVID-19, particularly from younger demographics. The recommendations from this project facilitated meaningful involvement of rehabilitation and counselling services to further assist those at risk of developing severe ALD.



This project was a great opportunity for Catherine to apply her data analysis skills and work with multidisciplinary teams, including finance professionals, clinicians, and senior executives. While Catherine found this challenging without having a finance background, she was able to overcome this with support from her team and previous graduates. Catherine learned different software including SQL and Power BI and used her knowledge to create dashboards and assist with data requests. Catherine enjoyed being involved in ad hoc and business as usual tasks and gaining hands-on experience working in a hospital environment.

Supervisors: Jagdave Singh and Dr Oyekoya Ayonrinde

Placement 3 Summary

WA Country Health Service (WACHS)
Central Office
Chronic Conditions

During her final placement, Catherine undertook a quality improvement project focused on the use of community supported home dialysis (CSHD) chairs. The purpose of this project was to investigate the barriers to the use of CSHD chairs in order to increase their uptake across WACHS sites.

This project enabled Catherine to develop her understanding of quality improvement (QI) processes and apply her project management and stakeholder engagement skills she had learnt throughout the year. Catherine was responsible for developing project reports and the QI proposal, including a survey for distribution to consumers. Catherine enjoyed having the opportunity to learn about renal service provision across WACHS through attending meetings with the Renal Governance Group and Renal Nursing Advisory Forum. This placement was a great opportunity for Catherine to be involved with a project from its initiation phase and provided her with valuable insights into service provision across WACHS.

Supervisor: Melanie Epstein

Charles Barblett

Academic Qualifications

Bachelor of Arts (Music Studies;
Political Science and International Relations)

Bachelor of Music (Honours)
(with First Class Honours in Music)

LinkedIn profile

<https://www.linkedin.com/in/charles-barblett/>

Why the WA Health Graduate Program?

The WA Health graduate program offers a wide-spanning and comprehensive introduction to corporate health through a well-constructed development pathway. A no-brainer for graduates looking to enter the public sector!

How interests have influenced career choices

Charles' experience in the creative arts, alongside grassroot engagement, has allowed for the development of a skillset that favours collaboration and out-of-the-box thinking in the solving of complex problems.

Hobbies/interests outside of work

Outside of work, Charles enjoys sipping a tea while composing on a cold winter's day.

Fun fact

Charles previously worked as a professional musician (bagpipes), performing domestically and on the international stage.

Mentors and buddies

Mentor: Daniel Hawkins,
Manager Integrity Strategy, Systems and Policy,
Department of Health.

Buddy: Madeleine Chedid-Rose,
Development Officer, Health Networks,
Clinical Excellence, Department of Health.

Placement 1 Summary

Department of Health
Clinical Excellence
Health Networks

During his first placement with the Health Networks team in the Department of Health (DoH), Charles provided project support and evaluation services in the development of a toolkit that would enable the DoH to be more consistent and thoughtful in genuine engagement with consumers and carers. Alongside this, he produced an insights report on patient-reported experience and outcome measures – an introductory document that captures contemporary literature and the current landscape. Following this, Charles conducted a desktop review and created a framework for the development of scoping materials in this space. Furthermore, he worked collaboratively to produce and deliver an information session on a new consumer and carer paid participation policy.

Charles faced challenges emerging from moving landscapes, with scopes shifting across most of his deliverables. In response to this, Charles had the opportunity to expand his stakeholder management, critical analysis, creative and people-centred design skills, as well as proficiency in requisite application packages such as O365, Canva, and MS Project.

Supervisors: Debra Clements and Brooke Baxter

Placement 2 Summary

Health Support Services
Joornanginy: Transformation and Strategy (T&S)

In his time at T&S, Charles delivered a visual management board through an iterative design process to track program status alongside key project milestones. He also produced a set of case studies on completed T&S projects. This required the ability to report with clarity and brevity, and extensive consultation with various stakeholders to report accurately on key project processes and achievements. He undertook a gap analysis on the T&S change request template, developing a list of recommendations before delivering an improved



template and a high-level presentation framework to address the changes. Charles also completed strategic and operations-ready tasks, including contributing to strategic reporting for executives, analysis of KPIs, onboarding processes, secretariate support, interviewing a director in a well-attended live communications piece, and developing and operating Excel spreadsheets for quality assurance. Charles faced challenges prioritising in the face of competing timelines, however as a result he saw great development in his strategic and project management skills.

Supervisors: Kimberley Wynhorst, Hannah van Didden and Ashleigh Richards

Placement 3 Summary

North Metropolitan Health Service
Public Health
Health Promotion

Charles' third placement was with the North Metropolitan Health Service's (NMHS) Health Promotion team where he provided project support on the Healthway-funded City of Vincent (CoV) Smoke Free Town Centres (SFTC) Project. NMHS was responsible for the pre- and post-smoke-free (SF) auditing arm of this work, with Charles' involvement centring around the post-SF audits.

During his placement, Charles provided and actioned feedback on the draft pre-SF report. He then worked collaboratively to produce and alter post-SF audit training documentation. After this, he co-facilitated sessions to induct new team leaders and fieldworkers, ensuring that the audit methodology was communicated effectively. Following the post-SF audit, Charles helped to develop a framework for a report on gathered post-SF data before starting to populate this report. Alongside the SFTC Project, Charles also supported a local government network meeting run by the team on mental well-being. Overall, this placement saw Charles further develop skills in project management and stakeholder engagement.

Supervisor: Assunta Di Francesco

Shun Jie Joshua Khoo

Academic Qualifications

Bachelor of Biomedical Science (Microbiology; Immunology), University of Western Australia

Master of Public Health,
University of Western Australia

LinkedIn profile

<https://www.linkedin.com/in/joshua-khoo-a0260217b>

Why the WA Health Graduate Program?

Josh chose the Graduate Program due to the diverse placements it offers, the opportunity to integrate with health teams, and the ability to develop his technical and project management skills.

How interests have influenced career choices

Josh's interest in science, problem solving, and public health, combined with his desire to have a positive impact on the community led him to work in WA Health.

Hobbies/interests outside of work

Josh likes reading history, gaming, keeping fit through gym/running, and attempting to achieve mandarin fluency.

Fun fact

Josh once saw BTS and Post Malone on the same night.

Mentors and buddies

Mentor: Peter Easson, Area Director, Facilities Management, North Metropolitan Health Service.

Buddy: Mason Bogunovich, Project Officer, Infrastructure and Environment Directorate, WA Country Health Service.

Placement 1 Summary

WA Country Health Service (WACHS) –
Central Office
Infrastructure and Environment
Reporting and Systems

For his first placement, Josh worked in the Infrastructure and Environment directorate at WACHS where he developed an automated communication resource to support regional reporting requirements, and a training module for WACHS' asset management system. This required him to complete a desktop review to understand resource development procedures and policy requirements, as well as gain stakeholder feedback, design modules and competency assessments, and map out future state workflows for the training resource. Additionally, Josh worked on ad hoc items such as developing a centralised depository for data requests and an environmental form for regional sustainability initiatives.

Though Josh was challenged by the dynamic complexity of asset management and tailoring technical work to meet business rules and requirements, he found the experience improved his problem-solving capabilities.

Through this placement, Josh improved his proficiency in key applications such as Power Automate, Excel and Articulate360, and developed skills in communication, reporting and systems orientated thinking.

Supervisors: Devon Spaapen and Rachel Grice



Placement 2 Summary

Royal Perth Bentley Group
Office of the Executive Director
RPBG Strategic Projects

Josh's second placement was with RPBG Strategic Project's Emergency & Ambulatory Access portfolio. Through consultation with clinicians, medical coding, and the safety and quality team Josh designed an admission proforma for the new Ambulatory Unit (AU) and supervised its advancement through governance committees.

Josh then worked to improve hospital workflows using digital solutions, developing 'AMBIS' which digitally held the AU proforma and patient journey board. He also digitised the paper-based Patient Care Assistant (PCA) task system in the emergency department (ED). This served as a task visualisation and communication tool which also fed metrics into a Power BI dashboard to depict delays, blockages and successes in the ED.

Josh was challenged by the steep learning curve and needed to manage expectations and reduce scope creep so that projects could be attainable and completed in time. This placement highlighted the need for digital solutions in health and developed his skill in stakeholder engagement and project management while building his technical expertise in Microsoft Power Platform to enable change and workflow improvement.

Supervisor: Hayley Makuch

After completing Placement 2, Josh accepted a position with RPBG Strategic Projects as a Project Officer.

Praneetha Kurmala

Academic Qualifications

Bachelor of Science
(Biochemistry; Molecular Biology),
University of Western Australia

LinkedIn profile

<https://www.linkedin.com/in/praneetha-kurmala-2a88b7173>

Why the WA Health Graduate Program?

Praneetha joined the WA Health Graduate Development Program with the aim of using her skills and knowledge to create a positive and lasting impact on the community.

How interests have influenced career choices

Praneetha's passion for uncovering the root causes of health issues drives her to deeply understand and explore evidence-based data, optimising solutions with a holistic approach.

Hobbies/interests outside of work

Spending time with friends and family, keeping active, and listening to music.

Fun fact

Praneetha has lived in three different states of Australia.

Mentors and buddies

Mentor: Lucy Gent,
Nurse Director Corporate Nursing,
Research and Education Nursing Services,
North Metropolitan Health Service.

Buddy: Denisha Lee, Senior Project Officer,
Office of the Executive Director,
Child and Adolescent Health Service.

Placement 1 Summary

South Metropolitan Health Service
Fiona Stanley Hospital
Acute Surgical Unit

During her first placement within the acute surgical unit (ASU) at Fiona Stanley Hospital, Praneetha embarked on a project focused on establishing the effectiveness of the ASU's Hot-Clinic in reducing Emergency Department (ED) waiting times. Her project involved using Structured Query Language and Excel for extensive data collection and analysis, enabling the measurement and tracking of patient wait times in the ED before their transfer to the Hot-Clinic. Praneetha also conducted thorough research on the Hot-Clinic to gain a thorough understanding of its operations. As part of her project deliverables, she developed a comprehensive report summarising her findings. Throughout the placement, Praneetha encountered several challenges, primarily related to navigating unfamiliar data systems and gaining access to the required data. However, she effectively collaborated with colleagues and sought assistance when needed, allowing her to overcome these hurdles and uncover crucial information. Her experience in this role further developed her resilience and problem-solving skills.

Supervisor: Oscar Aldridge

Placement 2 Summary

South Metropolitan Health Service
Digital Health

Praneetha gained valuable experience in project management and data visualisation during her second placement. Her primary responsibilities included the setup of a Jira instance and Power BI Report aimed at optimising ad-hoc task management and facilitating efficient decision-making within her team. This project greatly improved business analysis support and workflow efficiency. Praneetha also played a crucial role in the transition of Power BI Dashboards and reports from one business unit to another. This experience honed her skills in defining



data models, ensuring data accuracy, and delivering actionable insights, while reinforcing her ability to develop data-driven solutions. Praneetha also led the development of several REDCAP projects, effectively translating stakeholder requirements into robust solutions.

Though challenged by not having a clinical health background, Praneetha effectively bridged knowledge gaps through proactive learning and collaboration with her team, allowing her to effectively apply her data analysis skills while working with multidisciplinary teams.

Supervisor: Deepti Shukla

Placement 3 Summary

Systems and Innovation
Epidemiology Directorate
Department of Health

During Praneetha's final placement in the Systems and Innovation team within the Epidemiology Directorate, she had the opportunity to delve into cutting-edge web mapping technology and project management. Praneetha gained comprehensive insights into modern web mapping and information systems, spanning from front-end web development to backend services and database systems. Her role involved managing spatial data using ArcGIS and SQL Server, contributing to the maintenance of spatial viewers built with geocortex software, and handling spatial-related datasets using tools like Excel and R. Through these experiences, Praneetha developed a deep appreciation for the intricacies of managing web map services. Despite initially facing challenges due to her limited experience, Praneetha viewed this as an opportunity to dedicate time and effort to her training. Her commitment not only expanded her knowledge but also sparked a profound interest in the field of spatial science and its applications within healthcare.

Supervisors: Grace Yun and Leo Liu

Academic Qualifications

Bachelor of Science (Biomedical Sciences),
Nanyang Technological University

Bachelor of Chinese Medicine,
Beijing University of Chinese Medicine

Master of Public Health,
University of Western Australia

Why the WA Health Graduate Program?

Leo chose the GDP due to the development opportunities, such as the Diploma of Leadership and Management, and being able to experience working in different parts of the health system.

How interests have influenced career choices

Leo's interest in understanding health from different perspectives has influenced the way he approaches problem solving.

Hobbies/interests outside of work

Leo enjoys hunting down a good cup of oat cappuccino on the weekends.

Fun fact

Leo recently learnt he enjoys going to horror houses in theme parks.

Mentors and buddies

Mentor: Vinesh Gupta, Medical Co-Director, Royal Perth Bentley Group, Mental Health Division, Mental Health Service, East Metropolitan Health Service.

Buddy: Sakshi Sindhwani, Senior Analyst, Purchasing and System Performance Division, Department of Health.

Placement 1 Summary

Department of Health
System Resourcing and Finance
Enterprise Resource Planning (ERP) Project

During his first placement, Leo was part of the Enterprise Resource Planning project team. He helped manage the project's risk register, drafted the stakeholder communication and engagement plan, and provided project support. Having no prior experience with project management, Leo quickly learnt the PRINCE2 methodology through his own research and help from colleagues. One of the challenges Leo faced was developing the risk register. He realised that presenting the risk register with too much information was not ideal for facilitating discussions. Hence, he revised his method, breaking up the information and focusing on key topics each time until the register was complete. Leo also had the opportunity to observe and participate in meetings with stakeholders and facilitated a finance workforce development group workshop. Through this, he learnt more about facilitating stakeholder engagement and communication. Leo further developed his problem-solving and communication skills by incorporating different views and presenting information in various ways to assist discussions and achieve outcomes.

Supervisors: Rebecca Chatterton and Katie Burton

Placement 2 Summary

Department of Health
Clinical Excellence Division
Chief Allied Health Office

During his placement, Leo was tasked with updating the allied health profession summaries with a refreshed design. These summaries include the latest workforce demographic data and information about allied health professions. Through this process, Leo developed an understanding on the current state of allied health workforce data and was able to identify issues and make recommendations to improve allied health data. Leo also improved his writing for government skills through drafting agenda cover



sheets and briefing notes on allied health related issues.

Leo had to search and look through a large volume of information to ensure contents for the profession summaries were accurate, which could be challenging. He drew upon his organisational and communication skills to liaise with peak professional bodies to assist in his work. Leo also attended the National Allied Health Conference hosted by the Chief Allied Health Office which helped with his understanding of allied health issues and challenges, learning from allied health professionals who presented their research on various topics.

Supervisor: David McCallum

Placement 3 Summary

Kaartdijin Innovation Centre
South Metropolitan Health Service

During his placement, Leo worked on various projects with the team at Kaartdijin Innovation Centre, including the My FSH ED digital solution. Leo assisted with the testing phase of the My FSH ED mobile application, which involved curating the contents of the mobile application and developing survey questions to get the application ready for use by Emergency Department (ED) patients. He also drafted the training plan for ED staff to use the mobile application.

With no prior experience working in the innovation space, Leo had to quickly learn the processes and adapt to the work the office was undertaking. Leo developed a better understanding of the innovation process that the office utilised by developing an initial proposal to pitch the idea to obtain project funding. He also had the opportunity to further develop his project management skills, including stakeholder engagement, through his interactions with clinical staff, and change management through drafting the training plan and working on various project documents.

Supervisors: Grace Gatt-Lodding and Hazel Hudson

Zoe Lawrence-Haughey

Academic Qualifications

Bachelor of Biomedical Science (Pathology and Laboratory Medicine; Population Health),
University of Western Australia

Master of Public Health,
University of Western Australia

LinkedIn profile

<https://www.linkedin.com/in/zoelawhau>

Why the WA Health Graduate Program?

Zoe was interested in the GDP as she wanted to apply her public health knowledge in a practical setting by working across different sectors within the WA health system.

How interests have influenced career choices

Zoe is a voracious learner and enjoys developing new skills and increasing her knowledge, and through the GDP, Zoe has gained experience in areas she previously didn't even know about.

Hobbies/interests outside of work

Zoe enjoys games nights, roller-skating, music events, and quality time spent with friends and family.

Fun fact

Zoe once hiked Ben Nevis, which is the highest mountain in Scotland.

Mentors and buddies

Mentor: Jodi Graham, Executive Director, Sir Charles Gairdner Osborne Park Health Care Group, North Metropolitan Health Service.

Buddy: Elena Kagi, Senior Project Officer, Office of the Executive Director, Royal Perth Bentley Group, East Metropolitan Health Service.

Placement 1 Summary

Health Support Services (HSS)
ICT Infrastructure
Partners Team

Zoe developed and implemented six improvement initiatives for the Partners Team during her first placement at HSS. These ranged from designing strategies to address vendor contract management and budget shortfall, to developing process documentation and a new team Objective folder structure.

Business as usual (BAU) tasks for Zoe included processing invoices and writing agendas and minutes for vendor meetings. Zoe created a retrospective invoice processing timeframe dashboard to highlight the team's previous progress. She then created a new invoice register that could reduce data entry errors and aid tracking and reporting measures by linking to a live Power BI dashboard.

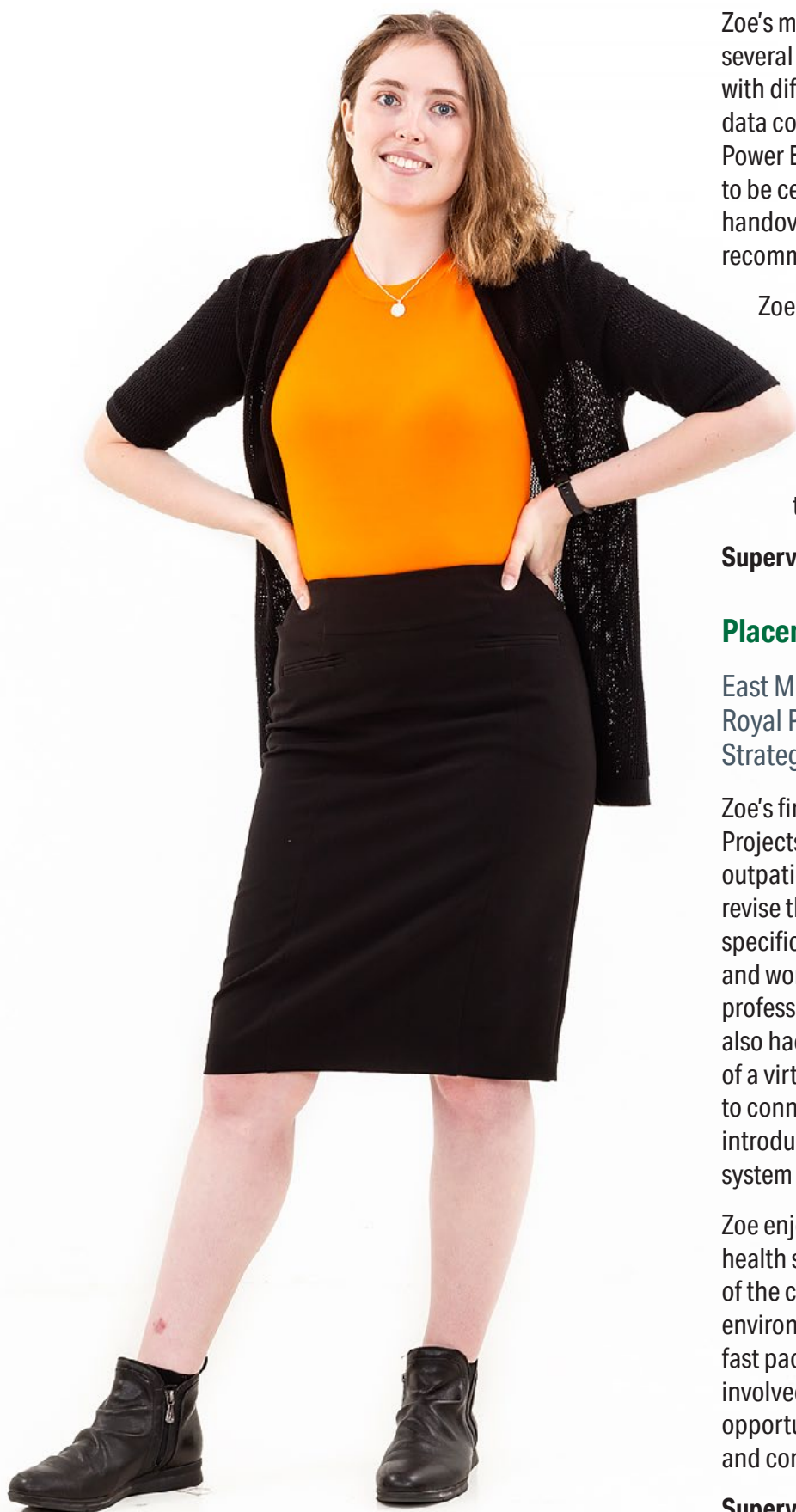
Zoe initially felt challenged to adapt to the unfamiliar ICT environment and juggle six projects and BAU activities but saw this as an opportunity to develop prioritisation skills and gain insight into how infrastructure functions across the WA health system. She is grateful for the time spent with the Partners Team and believes the focus on internal projects gave her more experience in stakeholder engagement and change management.

Supervisors: Caroline Rusden and Jason Du Boulay

Placement 2 Summary

Department of Health
Public and Aboriginal Health Division
Sustainable Development Unit (SDU)

The SDU was Zoe's second placement, where she was responsible for developing environmental sustainability dashboards for metropolitan WA Health, drafting newsletters and associated guidelines, assisting with the health Sector Adaptation Plan, and designing a pilot staff commute survey to assess carbon emissions. Zoe also had ad hoc tasks from preparing policy responses to helping plan the Greening the Healthcare Sector Forum.



Zoe's main project was the dashboards, which posed several challenges as the data was inconsistent, with different custodians, formats, and rigor of data collection and maintenance. Zoe built on her Power BI skills and progressed the dashboards to be centralised and up to date, with detailed handover documents supplied to the SDU outlining recommended next steps.

Zoe gained a valuable understanding of climate health and sustainability issues during her time with the SDU and enjoyed refining her innovation and communication skills. This placement gave her the opportunity to employ a systems thinking perspective on the sustainability work done across WA Health.

Supervisors: Dr Sarah Joyce and Rourke Jackson

Placement 3 Summary

East Metropolitan Health Service
Royal Perth Bentley Group (RPBG)
Strategic Projects

Zoe's final placement was with the Strategic Projects team at RPBG, where she worked on various outpatient reform projects. Her initial task was to revise the existing outpatient clinical pathways for specific disciplines, where she analysed data excerpts and worked closely with clinicians and allied health professionals to identify areas for improvement. Zoe also had the opportunity to support the development of a virtual general practitioner (GP) advice clinic to connect GPs to specialists, and to support the introduction of the electronic radiology request system known as MIRP.

Zoe enjoyed her time working with this patient facing health service and swiftly developed an appreciation of the complexities of operating within such an environment. She was initially challenged by the fast pace of the work and numerous stakeholders involved across her projects but took this as an opportunity to further develop her consultation and communication skills.

Supervisors: Roslyn Jones and Emma Moroney

Catherine Qiu

Academic Qualifications

Bachelor of Arts (Psychology in Society;
Population Health),
University of Western Australia

Master of Teaching (Primary),
University of Western Australia

LinkedIn profile

<https://au.linkedin.com/in/catherine-qiu-96b3ab17b>

Why the WA Health Graduate Program?

Catherine chose the WA Health Graduate Development Program because it provides many diverse experiences and opportunities to learn new skills and contributes greatly to graduates' personal and professional development.

How interests have influenced career choices

Catherine is driven by a strong desire to help others. She is also passionate about lifelong learning and enjoys expanding her knowledge and skillsets in her work and personal life.

Hobbies/interests outside of work

Catherine enjoys spending time with family/friends, expanding her culinary experiences, and listening to music.

Fun fact

Catherine apologises in advance as she often sings along to songs in public settings.

Mentors and buddies

Mentor: Emma Brown, Director of Change, HRMIS, Transformation and Strategy/HRMIS, Health Support Services.

Buddy: Sophia Manucay, Business Support Officer, Service 4, Fiona Stanley Hospital, South Metropolitan Health Service

Placement 1 Summary

Child and Adolescent Health Service (CAHS)
Community Health

During Catherine's placement at CAHS Community Health (CAHS-CH), she worked on the Health Promotion in Schools (HPS) project. Catherine's role was to create a guidebook for school nurses to standardise and bolster health promotion among primary and secondary schools. She conducted research, reviewed literature, compiled evidence-based and endorsed resources, designed and conducted a survey, analysed data, and consulted with stakeholders, culminating in the development and completion of the HPS Guidebook. Catherine developed and built upon her project management, stakeholder engagement, and public speaking skills. She had the opportunity to engage with school nurses and presented her work to the leadership group. Catherine faced numerous challenges, including multiple amendments to the project scope which required her to be agile in her project management approach. She used her problem-solving and communication skills to seek clarification and overcome challenges as they arose. Overall, Catherine enjoyed working with everyone at CAHS-CH and is excited to see what comes next in the HPS space!

Supervisors: Maggie McGeachie and Gail Cummins

Placement 2 Summary

East Metropolitan Health Service
Royal Perth Hospital
Health in a Virtual Environment (HIVE)

Catherine's placement at HIVE centred around the marketing workstream. This included conducting a literature review on best marketing practices within the health sector and completing an audit of 391 existing marketing materials, which required the creation of an audit checklist. She improved her project management skills by collaborating on a risk register, stakeholder analysis and communications plan, and maintaining a marketing dashboard to



monitor project progress. Despite the fast-paced and occasionally unpredictable nature of the work, Catherine successfully adapted and completed her tasks to a high standard and within the given timeframes. She was also provided opportunities to develop her Visio and Microsoft Project skills, which she found incredibly valuable. Her main achievement was creating the HIVE Brand Style Guide, which aims to establish a cohesive brand image for HIVE and develop strategies to enhance its presence in the health sphere. Catherine is very grateful to have had the opportunity to collaborate with an incredible team and contribute to their transformative work.

Supervisors: Eliza Becker and Drianca Naidoo

Placement 3 Summary

Department of Health
Office of the Deputy Director General
Corporate Services
Organisational Development

At her final placement, Catherine worked with the Organisational Development (OD) team. Her main deliverable was to draft the 2024-2028 Multicultural Action Plan (MCAP). This plan follows on from the initial 2021–2023 MCAP and outlines initiatives that address the policy priority objectives outlined in the WA State Government's Multicultural Policy Framework. Catherine was tasked with synthesising key ideas collated from stakeholder consultations to formulate initiatives and actions that would address strategies associated with each policy priority. One of the challenges Catherine faced was pulling together all the different ideas to form cohesive actions; however, with support from and context provided by the OD team, she was able to successfully complete a draft of the MCAP. Catherine was also involved in other projects, allowing her to continually develop her skills, including stakeholder engagement. Overall, Catherine is extremely appreciative for the invaluable experience of working with an exceptional team and for the opportunity to contribute to such important and impactful work.

Supervisor: Sarah Connor

Lauren Sammons

Academic Qualifications

Bachelor of Science
(Health Promotion),
Curtin University

LinkedIn profile

<https://au.linkedin.com/in/lauren-sammons-179666251>

Why the WA Health Graduate Program?

Lauren chose the WA Health Graduate Program as it provides many opportunities to develop and strengthen transferable skills. Lauren appreciated being able to experience different areas in WA Health.

How interests have influenced career choices

The GDP provided Lauren with the chance to delve into the numerous facets of healthcare service delivery, which offered a priceless opportunity to determine her potential future career in health.

Hobbies/interests outside of work

Lauren enjoys the occasional slow-paced walk while oversharing with friends.

Fun fact

Lauren loves ice cream and is dairy intolerant.

Mentors and buddies

Mentor: Sheralee Tamaliunas,
Director Strategic Workforce and Development,
Clinical Excellence.

Buddy: Ashleigh Spano,
Coordinator Mental Health Planning
and Initiatives,
Safety Quality and Consumer Engagement.

Placement 1 Summary

East Metropolitan Health Service
Adult Mental Health
Royal Perth Bentley Group (RPBG)
Department of Occupational Therapy

Lauren was involved in a research project during her first placement at the RPBG Occupational Therapy (OT) Department. Lauren's role included partaking in investigative work, inclusive of completing a needs assessment, literature review, a review of other OT community mental health services, and a stakeholder analysis. Other deliverables for the project included the development of a business case that was based on the recommendations found within the needs assessment. Lauren was also able to showcase and use her public speaking and facilitation skills by presenting the research outcomes to consumers, clinical staff, and health organisational staff.

Lauren overcame challenges such as finding appropriate ways to gain stakeholder feedback and liaising with other agencies to find important information. She enjoyed engaging with various stakeholders, including consumers, clinical staff, and health organisational staff.

Supervisors: Louise Splatt and Adele Young

Placement 2 Summary

South Metropolitan Health Service
Clinical Service Planning and
Population Health Division
Health Promotion Directorate

Lauren worked on multiple health promotion projects during her second placement at the South Metropolitan Health Service, Health Promotion (SMHS HP) team. Within the placement, Lauren provided support to both the hospital and community health promotion team. This primarily entailed assisting with project plans, event planning, grant applications, and evaluation measures including audits and other health promotion tasks. Lauren also attended various professional development sessions during the placement.



While this placement allowed Lauren to enhance her planning and evaluation skills, she was also able to develop and strengthen her International Union of Health Promotion core competencies. The most important lesson Lauren learnt during her time with the SMHS HP team was not to be afraid to ask too many questions, it is part of the journey of learning.

Supervisors: Peter Erceg and Corinne Hunt

Placement 3 Summary

North Metropolitan Health Service (NMHS)
Womens Health Strategy Programs (WHSP)
Women's Health Newborn Service

Lauren worked on multiple, cross-cutting projects during her placement at the Women and Newborns Service. She provided support to the Women's Health Strategy Program team in the Women's Health, Genetics and Mental Health Directorate. This primarily involved updating consumer booklets and clinical guidelines on Reproductive Health following significant legislative reform, assisting with the preparation for the 16 days in WA campaign for Violence against Women, finalising reports, and supporting tasks related to the implementation of the NMHS inaugural Family Domestic Violence (FDV) Framework 2021-26. Lauren also attended various training courses to enhance her knowledge regarding FDV, including one on improving the visibility of perpetrators of FDV within the health system. She worked with a wide range of clinical and non-clinical stakeholders to complete the above deliverables.

This placement allowed Lauren to improve her project management and stakeholder engagement competencies. She enjoyed working in an area she was passionate about and being part of a supportive and passionate team.

Supervisor: Safiyah Salim and Ilona Arnold

Estelle Schinkel

Academic Qualifications

Bachelor of Science (Nutrition),
Charles Darwin University

Graduate Diploma of Public Health
(with Distinction), Charles Darwin University

LinkedIn profile

<https://www.linkedin.com/in/estelle-schinkel-456a69171>

Why the WA Health Graduate Program?

Estelle is passionate about improving health outcomes for Western Australians. The program provided the opportunity to gain skills across different areas of WA Health and build on her existing knowledge.

How interests have influenced career choices

Estelle is passionate about chronic disease prevention and improving health outcomes. Her work in the not-for-profit sector and rural Australia has broadened her understanding of vulnerable populations' systemic health issues.

Hobbies/interests outside of work

Estelle enjoys cooking, running, and taking her mini dachshund for walks to cafes.

Fun fact

Estelle has run two marathons and is aiming to run her third in late 2023!

Mentors and buddies

Mentor: Michelle Pitts-Hill,
Manager, Program Management Office,
Health Support Services.

Buddy: Alisha Davis, Analyst and Research
Officer, Epidemiology Directorate,
Department of Health.

Placement 1 Summary

Department of Health
Public and Aboriginal Health Division
Epidemiology Directorate

During her first placement, Estelle worked on several projects, providing insights into the broader work of the Epidemiology analysis team. An initial task was a data request to analyse and provide population data and mortality datasets to inform a comprehensive approach to International Cancer Survival Benchmarking – Assessing the Impact of COVID-19 on Cancer. This involved identifying and extracting data from databases and using statistical analysis software SAS to analyse the data. This was one of two data requests Estelle had the opportunity to work on, developing her skills in statistical analysis and data extraction.

Estelle designed, administered, and analysed the results of two surveys. One was a client feedback survey, designed to gain feedback from recent clients on the Directorate's data request services. Estelle prepared and submitted briefing notes, used RedCAP and Citizen Space to design and administer the survey, liaised with clients, and analysed the results. In collaboration with the Epidemiology Director, Estelle then presented the findings to the team.

Supervisor: Wendy Sun



Placement 2 Summary

East Metropolitan Health Service
Royal Perth Bentley Group
Office of the Executive Director
Major Projects Capital

Estelle was excited to undertake a project in the Major Projects Capital team to gain knowledge of and develop skills around project work. During this placement Estelle worked closely with her supervisor on the new secure extended care unit (SECU) at Bentley, giving her the opportunity to gain practical experience across a range of project tasks. One task was to develop an updated projection of the expected SECU cohort, and present this to the Clinical and Practice Working Group (CPWG). To do this, she worked closely with the Planning Innovation and Commissioning team, to identify and analyse relevant data, which she then synthesised into a slide pack to present at the monthly CPWG meeting for comment and input. Another task was to develop a comprehensive workforce plan, giving Estelle a greater understanding of commonly used project documentation and the sign off and approval process.

Most of the work Estelle undertook was completely new to her, so she was on a steep learning curve, but with the help of a supportive team and supervisor she was able to gain new skills applicable to the project space. Estelle very much enjoyed her time working at East Metropolitan Health Service.

Supervisor: Dawnia Chiu

Prior to commencing her third placement, Estelle was successful in securing a Project Officer role with the Infrastructure Development team at North Metropolitan Health Service.

A day in the life of Estelle

Estelle Schinkel – General Corporate

East Metropolitan Health Service, Royal Perth Bentley Group, Major Projects Capital Team

6:15

My alarm goes off. Time to get up and ready for the day.

6:15 – 7:20

Get ready to go, pack my lunch and make a coffee.

7:20

I walk to the station and get the train into the city before making my way to Royal Perth Hospital.



7:45

After arriving at work, I check my calendar for the day and respond to a few emails.

8:30

I eat my breakfast while working on the most recent draft of a Workforce Plan which I am compiling for the project my supervisor manages. I'm well and truly a morning person, so I like to organise my day to do the most challenging tasks first up.

10:00

I start getting ready for my weekly catch up meeting with my supervisor. I prepare any questions I have about the project I am working on.

10:30 – 11:15

I catch up with my supervisor over coffee in the hospital café and give her an update on where I am up to with my work and my current priorities, and I clarify a couple of things I'm not sure on. She briefs me on an exciting new task she has for me, and I leave the meeting feeling energised.

11:15 – 12:00

I finalise my Workforce Plan and send through to my supervisor for her review.

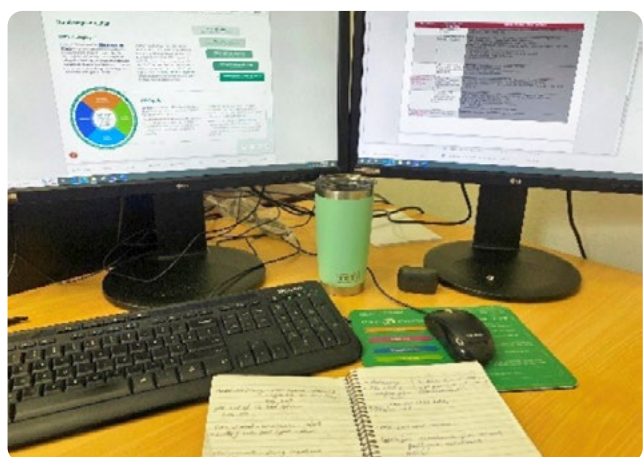


12:00 – 12:30

Lunch time! I like to get out of the office at lunchtime if I can, and it's a lovely day today so I eat lunch outside then go for a walk down to the mall.

12:30

Back into it, I have a few action items for our upcoming project control working group, so I get these organised.



1:00 – 2:30

I make some slides to go with my action items and send them with my action items to my supervisor who is compiling the meeting agenda.

2:30

I go for a quick walk to wake up my brain and beat the afternoon slump!

2:45

I spend the next couple of hours tying up a few tasks and sending some emails.

4:00

I have a look at my calendar for tomorrow and notice I have a few meetings on. I make a few dot points for myself tomorrow and start getting ready to head home.

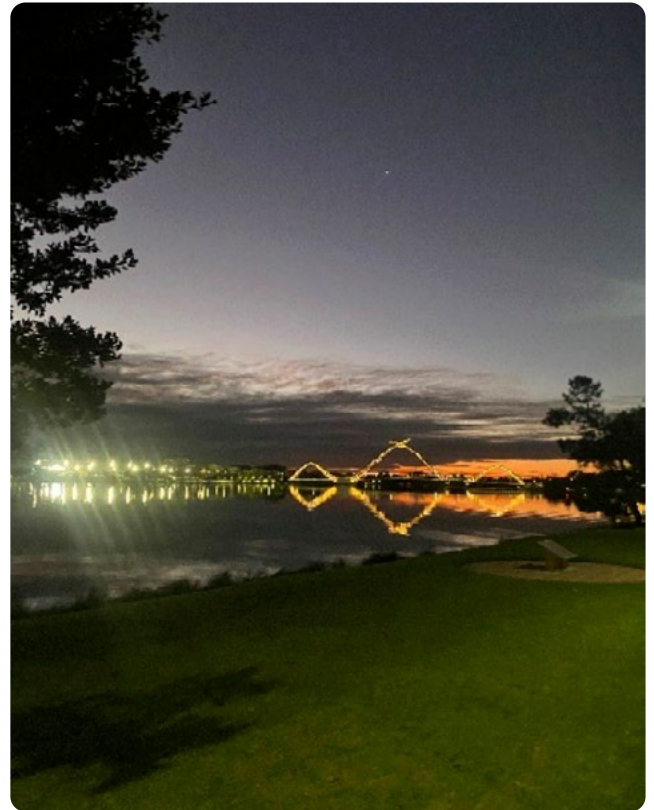
4:15

I walk to the train to head home.



4:35

Once I arrive home, I say a big hello to my dog, who is always very excited in the afternoon. I get changed and head to the stadium to go for a run. Running along the river is one of my favourite spots to exercise, and I'm currently training for the Perth Marathon which is only 6 weeks away!



7:00

I get back from my run, it was a beautiful sunset tonight. I make sure I do some stretches then have a shower and make some pasta for dinner. I love cooking and this is a new recipe I've been wanting to try out.

8:00

My fiancé and I watch an episode of Alone while eating dinner.

9:30

Bedtime, I read a bit of my book to wind down before going to sleep.

Professional development

Integral Diploma in Leadership and Management

The 2023 graduates had the privilege of completing a nationally accredited Diploma in Leadership and Management through Integral, an external training company. They attended eight workshops covering diverse topics like project management, critical thinking, innovation, and emotional intelligence. These workshops combined theoretical knowledge with practical exercises, allowing graduates to apply their newfound skills to hypothetical scenarios. Online competency units complemented the workshops, consolidating graduates' knowledge and challenging them to apply their understanding to real-world work settings.

The program culminated with each graduate delivering a compelling ten-minute presentation, followed by a Q&A session. This experience provided insights into the graduates' personal growth, project work, and experiences across the health system. Additionally, graduates were paired with an accredited coach and benefited from four personalised coaching sessions, addressing topics such as goal setting and imposter syndrome. This comprehensive experience empowered the 2023 graduate cohort to enhance both their personal and professional skills. The graduates were very grateful for the opportunity to learn from experienced coaches and their peers and look forward to being able to continually apply their skills to their work and personal lives going forward.



PRINT Training

On Friday 26th May, the graduates attended a PRINT session held in Crawley. This was a fantastic opportunity for us to learn more about ourselves and our internal motivations through completing a PRINT profile. For many of us this brought about a sense of clarity as to why we do what we do and put into words our greatest strengths and the triggers that most affect us. Having already completed one placement, this session gave us further insight into the things we most enjoyed in our work, which helped us to prepare for our second placement and select our third placement.

Innovative Future Leaders

In late September, several graduates took the opportunity to attend the Innovative Future Leaders event hosted by the Department of Jobs, Tourism, Science & Innovation for graduates across the Western Australian public sector. Dr Catherine Ball inspired us about what the future holds and encouraged us to share our ideas to innovate and revitalise the impact of graduates working in the public sector. We also got to connect with our graduate peers across other state government agencies.

Catherine Qiu and Zoe Lawrence-Haughey



Data Analytics and Information Management Stream

Data analytics holds a position of paramount importance across the entirety of WA Health, enabling data driven decision-making processes to improve healthcare outcomes. The ability to interpret data underpins a multitude of essential functions within healthcare services across Western Australia. This includes facilitating the use of technology to support healthcare professionals, enhancing the sustainability, accessibility and personalisation of health services, and optimising workflow efficiency. The rollout of *The WA Health Digital Strategy 2020–2030* is driving rapid transformations in this space and provides data graduates with many exciting opportunities.

The 2023 Data Analytics graduates come from a variety of academic backgrounds including commerce, information technology and systems, data science, and biomedical sciences. They completed their placements at the Department of Health, WA Primary Health Alliance, North Metropolitan Health Service, South Metropolitan Health Service,

and PathWest. During their time at these placements, the graduates automated workflow processes, developed PowerBI Dashboards, authored GitHub user guides, generated synthetic datasets, and integrated clinical tools into digital applications.

Over the course of the program, the graduates developed experience in database design in REDCap, Cloud-based data integration services using Azure Data Factory, and statistical analysis, data transformation and visualisation using R, Python, and PowerBI. In addition to improving their hard skills, they were also able to develop their skills in areas such as project management, stakeholder engagement, problem-solving, and self-management. Together, these experiences have positioned the graduates to make a long-lasting impact in the area of health innovation.

Zach Reynolds

Luke Papa

Academic Qualifications

Bachelor of Commerce (Business Information Technology and Systems),
Curtin University

Master of Information Technology and Systems,
Curtin University

LinkedIn profile

<https://www.linkedin.com/in/luke-papa-515523211/>

Why the WA Health Graduate Program?

Luke opted for the WA Health Graduate Development Program due to its renowned commitment to offering comprehensive training and avenues for professional growth within the healthcare sector.

How interests have influenced career choices

Luke's keen interest in leveraging digital solutions to enhance organisational efficiency has profoundly influenced his approach to work.

Hobbies/interests outside of work

Soccer, live electronic music, eating food, and hanging out with friends/family.

Fun fact

Seen ShockOne live more times than he has spent quality time with his own family.

Mentors and buddies

Mentor: Samuel Parsons,
Principal Consultant, Arkhana,
WA Primary Health Alliance.

Buddy: Jean Chong,
Data Analyst, Business Services,
WA Primary Health Alliance.

Placement 1 Summary

WA Primary Health Alliance

During his placement at the WA Primary Health Alliance (WAPHA), Luke collaborated with the Data Engineering team, acquiring valuable Azure Data Factory skills. He also worked closely with the Analytics and Performance team, gaining an understanding of the data model and contributing to the development of visualisations and analytics. This practical experience enabled Luke to create an automated Power BI dashboard for comparing the performance of mental health service providers in Western Australia. Throughout the project, he faced challenges in navigating complex data sources and automating extraction and integration processes. The resulting Power BI dashboard effectively showcased key performance indicators, contractual data, and mental health outcomes. Luke's placement at WAPHA provided him with significant insights into data analytics, project management, and collaborative work within the mental health sector.

Supervisors:

Samuel Parsons (30 January 2023 – 5 May 2023)
Giles Nunis (5 May 2023 – 26 May 2023)

Placement 2 Summary

WA Primary Health Alliance
Digital Services

During his placement, Luke primarily focused on data transformations using Microsoft Synapse Notebooks. One significant aspect of his role involved authoring a comprehensive GitHub user guide tailored for data analytics projects, promoting collaborative and organised work practices within the team. Challenges in this placement often stemmed from the intricacies of data transformations and the technical nuances of the tools.

The placement offered Luke numerous opportunities for skill development and learning. He gained expertise in data transformation techniques and deepened his understanding of GitHub for version control and collaborative coding. One of the most



rewarding experiences for Luke was autonomously managing a small to medium-sized project from its inception to completion, which allowed him to enhance his project management skills and gain confidence in independent project execution. Overall, this placement equipped Luke with valuable technical and project management skills in the realm of data analytics and engineering.

Supervisor: Manpreet Kandhola

Placement 3 Summary

WA Primary Health Alliance
Data and Analytics

During his final placement at WAPHA, Luke had the opportunity to work with the Primary Mental Health Care Minimum Data Set. This allowed him to continue building upon his skills through his contributions to the optimisation of data manipulation and processing pipelines used for the evaluation of WA Primary Health Network funded mental health care services. Luke also had the chance to maintain and create several commissioned services reports, which involved utilising SQL and Power BI to generate and automate performance dashboards for contract managers and executive staff. These reports were designed to contribute to informed decision making around the management and commissioning of mental health care services. Overall, Luke was able to continue developing his skills in data analytics and other areas by contributing to these valuable pieces of work.

Supervisor: Pamela McCaskie

Zach Reynolds

Academic Qualifications

Bachelor of Biomedical Science
(Medical Sciences; Medical Research),
Honours,
University of Western Australia

LinkedIn profile

<https://www.linkedin.com/in/zach-reynolds-97b3a91b6>

Why the WA Health Graduate Program?

Zach was attracted to its emphasis on flexibility and diversity of opportunities, in addition to developing skills in areas he was less proficient in such as business and project management.

How interests have influenced career choices

Zach's previous experience in basic science and clinical research led him to wanting to understand how scientific findings are translated into effective health policies.

Hobbies/interests outside of work

Tennis, surfing, guitar, languages, etymology, satirical writing, and oversharing.

Fun fact

Zach worked as a ski instructor on an active volcano during his quarter life crisis.

Mentors and buddies

Mentor: Hosam Aly,
Program Manager,
Transformation and Strategy,
Health Support Services.

Buddy: David Doust,
Project Officer,
Infrastructure Unit,
WA Country Health Service.

Placement 1 Summary

Department of Health
Information and System Performance Directorate
Purchasing and System Performance
System Performance Team

Zach's first placement was at the Department of Health with the Information and System Performance Directorate (ISPD). ISPD are responsible for supporting the System Manager function of performance monitoring Health Service Providers (HSPs).

Zach's role involved developing automated Power BI dashboards with advanced filtering/disaggregation capability for a selection of existing performance indicators to support system-wide performance monitoring and analysis. Created in consultation with users, the dashboards aimed to streamline routine Health Service Performance Report analysis and support the identification of performance issues, which are largely undertaken on an ad hoc basis.

Zach previously had no experience in Power BI but developed his knowledge through self-directed learning and was able to improve his technical abilities and stakeholder engagement skills throughout the placement. Zach had the opportunity to attend quarterly performance review meetings with the executive groups of HSPs, which provided insight on how problems in the health sector are addressed and solved.

Supervisors: Steph Tomlin and Russell Bridle

Placement 2 Summary

North Metropolitan Health Service
Sir Charles Gairdner Hospital
Innovation and Development Hub
NMHS Innovation Team

Zach's second placement was at Sir Charles Gairdner Hospital with the Innovation Team, a team of project staff whose goal is to mature the culture of innovation at NMHS. Through innovation, the team aim to improve services and care by inspiring staff to experiment, generate something new or solve

long-standing problems to make positive change to the organisation.

Zach's role involved integrating clinical risk assessment scores for patients at risk of acute deterioration and/or falls in the emergency department (ED) waiting room, into a digital facing patient platform. This innovative platform aimed to improve the journey of patients as they travel through ED and draw attention to particularly at-risk patient sub-groups.

In this placement, Zach strengthened his stakeholder engagement, project management, and innovative thinking skills. Additionally, Zach learnt the difference between operational and executive management in healthcare and the importance of presenting data that is meaningful to both clinical and executive staff through shadowing Dr George Eskander (Area Director, Clinical Services).

Supervisors: Philippa Blatchford and Dr James Rippey

Placement 3 Summary

South Metropolitan Health Service
Fiona Stanley Fremantle Hospitals Group
Fiona Stanley Hospital Service 4
Emergency, Acute, and Aged Care Services

In Zach's final placement, he investigated patient flow challenges in tertiary hospitals, driven by the rising volume and complexity of patient admissions. Within this context, consultants have played a pivotal role in delivering safe, efficient, and high-quality care while meeting key performance indicators (KPIs). Zach's project aimed to identify the optimal number of weekly consultant-led ward rounds to improve patient flow by analysing their impact on KPIs, specifically patient length of stay and cost of care.

This project was an invaluable opportunity for Zach to apply his data analysis skills and collaborate with highly motivated, multidisciplinary teams, including finance professionals, clinicians, and senior executives. Overcoming the initial challenge of not having a finance background, Zach received support from his team and found immense satisfaction



in enhancing his financial literacy. He expanded his proficiency in various software applications, including SQL and Power BI, enabling him to make data-driven decisions and propose recommendations to senior hospital executives.

Supervisor: Jagdave Singh

Andrew Tjea

Academic Qualifications

Graduate Certificate of Data Science,
Edith Cowan University

Master of Data Science,
La Trobe University (currently completing)

LinkedIn profile

<https://au.linkedin.com/in/andrew-tjea-193069246>

Why the WA Health Graduate Program?

Andrew chose the program for its unparalleled commitment to health innovation and the opportunity to make a lasting impact in the community.

How interests have influenced career choices

Andrew's enthusiasm for evidence-based, data-driven methodologies significantly shapes his approach. He takes pleasure in applying data science, grounded in solid evidence, to refine and enhance services.

Hobbies/interests outside of work

Andrew dedicates himself to community building and volunteering at a street kitchen in Fremantle.

Fun fact

Andrew loves board games and is always ready to throw down!

Mentors and buddies

Mentor: Michael Roberts, Manager Finance and Accounting, Finance and Operations, Health Support Services.

Buddy: Reece Pedley, Request Coordinator, ISPD Client Services, Purchasing and System Performance, Department of Health.

Placement 1 Summary

Department of Health
Data and Information Systems
Information and System Performance Directorate
Client Services

During his first placement, Andrew's project was to explore the viability of REDCap in implementing a modern integrated application process while automating a workflow as much as possible. The chosen process to explore was the Information and System Performance Directorate (ISPD) Client Services Non-Research Unlinked Data Request workflow, and Andrew found that REDCap was able to automate much of the workflow in this project. The current project contains four surveys and 700 variables that, with automation, allows a request to dynamically move between multiple internal and external stakeholders.

Andrew overcame several challenges during his placement, such as needing to familiarise himself with REDCap's capabilities and limitations in a short time frame. He enjoyed designing and developing the workflow automation.

Supervisor: Stephanie Murphy

Placement 2 Summary

Department of Health
Information and System Performance Directorate
Data Innovation Laboratory

At the ISPD Data Innovation Laboratory, Andrew concentrated on the Synthetic Data Generation Project. The Department of Health partnered with the WA Data Science Innovation Hub for the synthetic data needs of the 2023 WA Health Hackathon.

Synthetic data utilises machine learning to simulate real data, generating synthetic records while safeguarding confidentiality. As the same statistical integrity as the real data is maintained, its applications are vast. It aids in producing substantial high-quality data for training machine learning models and supporting researchers in establishing



procedures, devising models, and securing funding as they await authentic data.

Key achievements during this placement include Andrew's generation and delivery of a synthetic dataset, and the creation of a Python package filled with versatile functions suitable for use in future synthetic data projects. Andrew relished in problem-solving, decision-making, and honing programming and machine learning techniques. Additionally, he valued integrating recent academic findings into actionable data science strategies.

Supervisors: Sylvia Young and Chris Dorrian

Placement 3 Summary

PathWest
Microbial Surveillance Unit

With the PathWest Microbial Genomics and Surveillance Unit, Andrew led a variety of data science and bioinformatics projects. These projects assisted with automating the workflow of data pipelines and key reports, which are vital for monitoring the infectious disease burden in the state. This information is critical for frontline staff to guide both individual patient management and systems level management. Andrew utilised tools including Python, R, Bash, Snakemake, and Power BI.

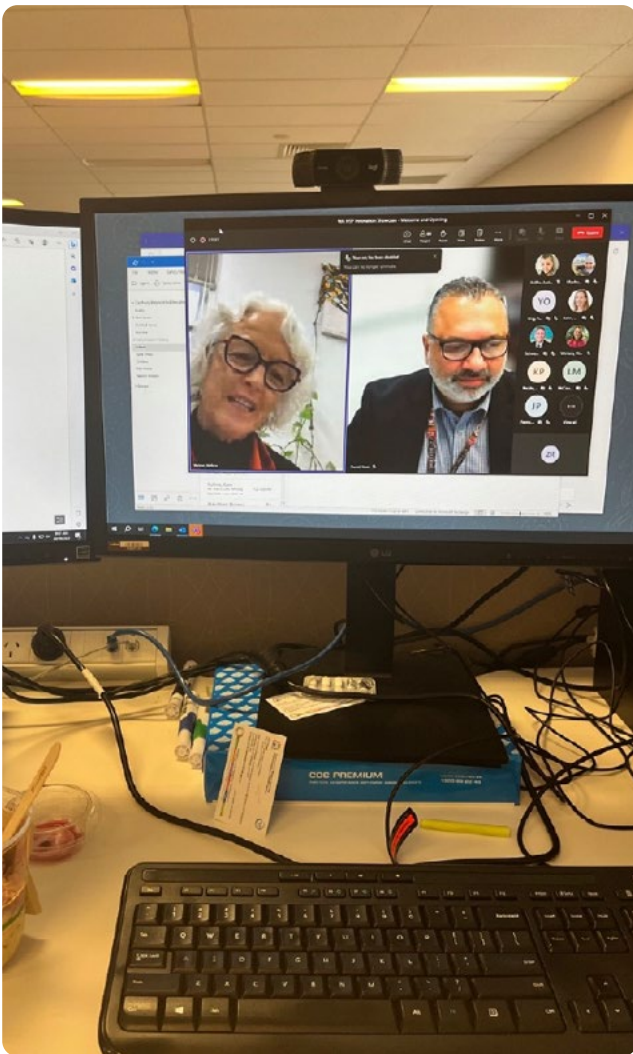
Additionally, Andrew contributed to a research project investigating the impact of SARS-CoV-2 on the seasonality and burden of respiratory syncytial virus in adults. This project will help to guide future interventions within this population to help prevent disease, such as a new vaccine.

The collaborative environment at PathWest allowed Andrew to work alongside a diverse group of professionals, including scientists, bioinformaticians, and medical practitioners. Andrew particularly enjoyed the opportunity and challenge of learning about infectious diseases and shadowing laboratory staff.

Supervisor: David Foley

8:30

Today is an exciting day as we have the WA Health Service Provider Innovation Showcase. This event is a platform for celebrating the innovative staff of WA Health and fostering a culture of innovation by connecting health service professionals with innovative start-ups in Western Australia.



10:30

I jump off from the Innovation Showcase and walk across to Charlie's Emergency Department to have a meeting with my supervisor. In this time, I provide my supervisor with updates on the data pipeline piece I have been working on. We try to schedule these meeting every fortnight. They are great for accountability!

1:00

Back to Coffee Anatomy we go, where I pick up some chilli nasi goreng for lunch.



2:30

As the afternoon starts to weigh on my eyelids, I head to the kitchen and make another coffee.

3:00

I attend an online workshop on Human-Centered Design Thinking, a suggestion from my supervisor. The insights gained from this workshop are invaluable for my work.

4:15

Time to call it a day and head off.



5:15

I make it home with enough time to gun it down to the beach for a swim before the sun sets.

6:00

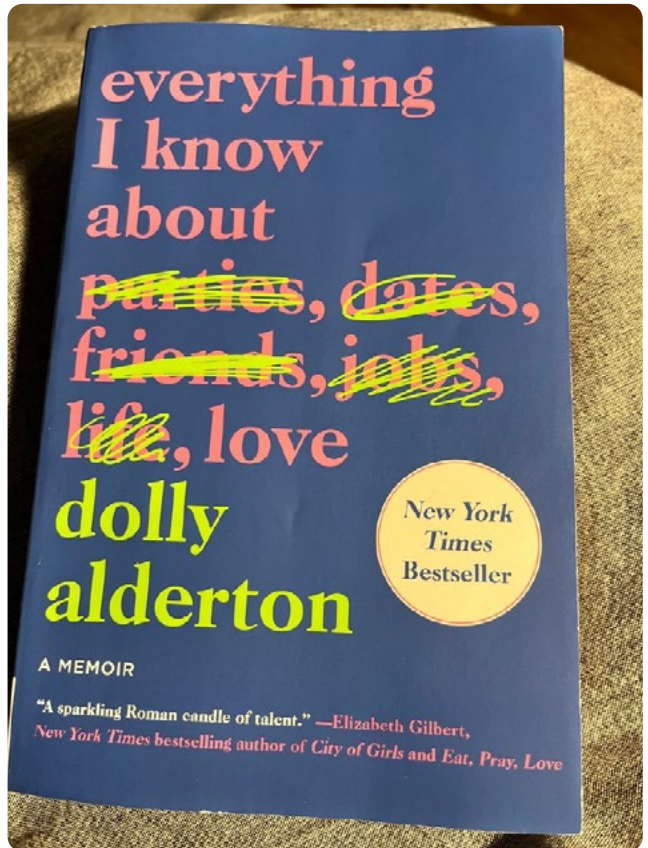
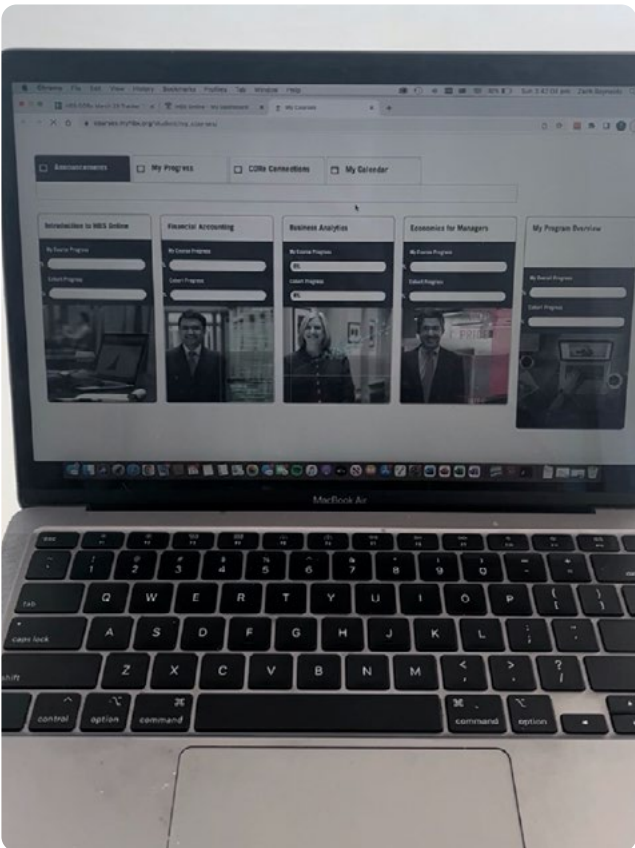
In the evening, I devote my time to studying for the upcoming exams in an online business course I'm pursuing. The balancing act between full-time work and study has certainly proven more challenging than I initially anticipated.

7:30

One of the perks of living at home is being able to jump in on what the rest of the family is having for dinner. Thanks Mum!

9:30

I put my phone on sleep mode and read *Everything I Know about Love* by Dolly Alderton before bed, a great depiction of the ups and downs experienced in your twenty-somethings.



ICT Stream

The ICT graduate stream provided an enriching experience for graduates, offering them the chance to immerse themselves in the world of cutting-edge Cloud security technologies, including the use of Azure Sentinel. Graduates gained a profound understanding of the cybersecurity standards adopted by WA Health, notably the Essential 8 framework. As part of their journey, graduates had the unique opportunity to conduct audits aimed at identifying any gaps in Essential 8 compliance. This practical experience not only deepened their understanding but also contributed to enhancing the department's overall cybersecurity posture.

Furthermore, graduates actively contributed to the department's digital transformation by assisting Health Service Providers in migrating from a legacy site, known as Healthpoint, to the more advanced and secure SharePoint online tenancy, HealthPoint Online. This involvement in modernising critical systems showcased the tangible impact ICT graduates could make in streamlining processes and improving digital infrastructure.

The ICT graduate stream provided a holistic learning journey that combined hands-on exposure to Cloud security technologies, a comprehensive grasp of cybersecurity standards, and a direct role in driving digital transformation within WA Health.

Alec Barclay



Alec Barclay

Academic Qualifications

Bachelor of Cybersecurity,
Edith Cowan University

LinkedIn profile

<https://au.linkedin.com/in/alecbarclay99>

Why the WA Health Graduate Program?

Alec was drawn to the WA Health GDP because it offered him the chance to work with new and existing technologies while pursuing his career aspirations and interests in cybersecurity.

How interests have influenced career choices

Alec's cybersecurity background fostered a skillset rooted in collaborative problem-solving, enabling him to adeptly tackle intricate ICT challenges through teamwork and innovative solutions.

Hobbies/interests outside of work

Alec has a black belt in Japanese Ju Jitsu.

Fun fact

Alec sings in a highly regarded Perth-based choir called Voyces.

Mentors and buddies

Mentor: Peter McKelvey,
Manager – Design and Dev and App
Interoperability, Applications,
Health Support Services.

Buddy: Clarecia Rose,
Senior Data Engineer,
Department of Health.

Placement 1 Summary

Health Support Services
Security and Risk Management Division

Alec's first placement saw him join the Security and Risk Management team (SRM) at Health Support Services. His main responsibility was to assist the team in improving their incident and event management capabilities. One of the major tasks Alec worked on throughout the placement was aiding in the onboarding process of SRM's new security, incident, and event management (SIEM) tool, Sentinel. This included fine tuning and configuring the security alerts to reduce false positive security incidents and events. To do this, Alec had to research Sentinel's automation rules and gain a deep understanding of the query language KQL. Learning how to structure the KQL queries for the alerts to be configured properly proved challenging for Alec, but he was successful in overcoming this through following a trial-and-error approach.

Additionally, Alec was tasked with occasionally monitoring the SRM team's scam mailbox. This involved promptly responding to emails from WA Health employees and identifying potential scams.

Supervisor: Caesar Pereira

Placement 2 Summary

Department of Health
Technology and Information Services
Office of the Deputy Director General

During Alec's second placement with the Department of Health's Technology and Information Services Team, he was tasked with conducting an Essential 8 Cybersecurity controls audit, with a specific focus on applications. His responsibilities included identifying the applications used by the department, creating an Essential 8 questionnaire to survey business owners, reaching out to business owners, and, in cases where business owners couldn't provide answers, contacting the technical contacts for survey responses. The objective of this audit was to assess the compliance



of these applications with the Essential 8 controls, a critical aspect of cybersecurity Australia-wide.

Alec encountered some challenges during this project, such as understanding the complexities of the controls and obtaining timely survey responses. Despite these hurdles, he deepened his understanding of the Essential 8's vital role in strengthening the Department's cybersecurity resilience. Additionally, his communication and organisational skills significantly improved over the course of this placement.

Supervisor: Martyn Edwards

Placement 3 Summary

Health Support Services
Application Technology

Alec's third and final placement was with the Application Technology team at Health Support Services. During this placement, he was tasked with the creation of SharePoint hubs for various Health Service Providers (HSPs), with a notable focus on the Child and Adolescent Health Service and North Metropolitan Health Service.

The primary objective of this project was the migration of HSPs from their outdated legacy website, HealthPoint, to the more modern SharePoint platform. Alec faced this challenge head-on and swiftly adapted by learning how to utilise PowerShell to create the SharePoint hubs. He initially found using PowerShell challenging but quickly learned how to use it effectively and efficiently.

In addition to his SharePoint work, Alec had the opportunity to broaden his skillset by gaining expertise in Sitecore, a content management system used by the Application Technology team. With this newfound knowledge, he was able to optimise user experiences by redirecting webpages and creating customised forms tailored to the specific requirements of various webpages.

Supervisors: Wes Metcalf and Peter McKelvey

A day in the life of Alec

Alec Barclay – ICT

ICT Applications, Health Support Services

6:45

I wake up to the sound of my dog running into my bedroom, this is my cue to get up and make my way to the kitchen to have breakfast.



7:15 – 8:00

During this time, I have my breakfast and get ready for the day ahead of me. Typically, I pack my lunch, which I prepared the night before, and include healthy snacks like almonds, celery, and a pre-cut apple. Once I've done all these things, I then make my way to the bus stop to catch the 8:13 am bus to the city. I am very fortunate that I live in an area with great transportation.

8:30

I arrive at the office and greet my team. I usually start off the day by looking at my emails and where necessary, respond to any requests that may come my way. Usually, I will receive requests from WA Health's IT service management system, HPSM that come through to my email address.

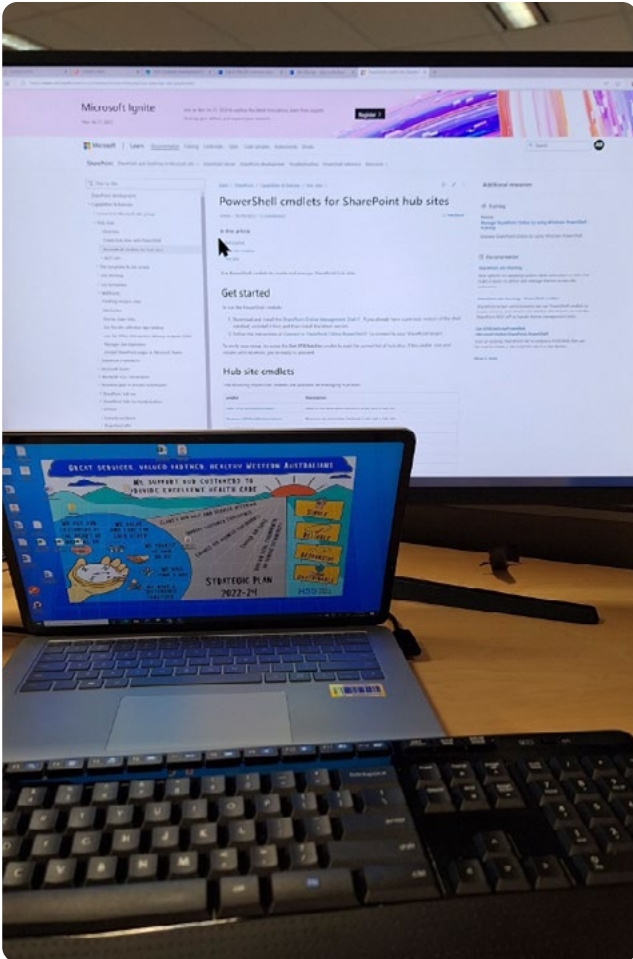
9:30

In the HSS Applications Design and Development team, which is where I'm currently placed, the team has daily stand-up meetings to discuss what each team member is planning to do. These meetings also provide better visibility on any blockers or set backs the team may be experiencing. From a graduate perspective I also gain insight into the interesting projects that everyone else is working on!



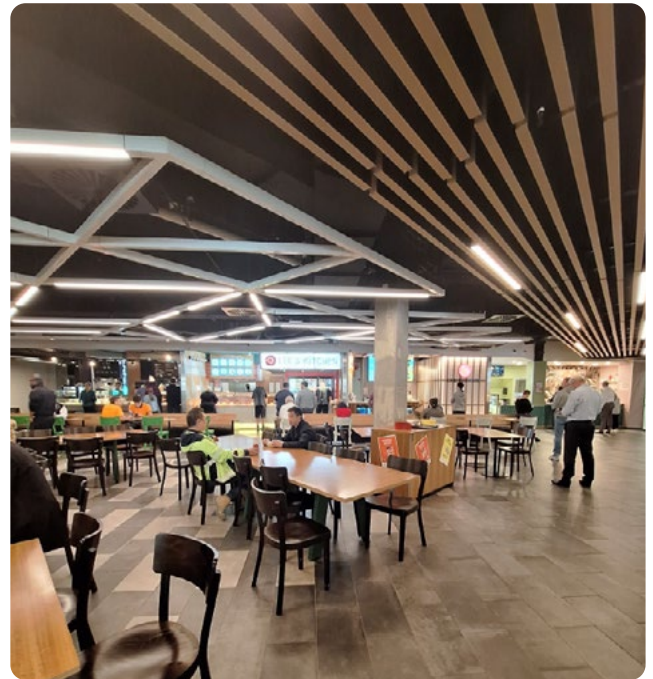
9:45 – 1:00

After the daily stand-up meeting, I begin working on one of the main projects that I have been assigned to for the duration of my placement. The project is the creation of SharePoint hubs, most notably for North Metropolitan Health Service and the Child and Adolescent Health Service. This is done using a windows-based scripting language know as PowerShell. I am currently looking at Microsoft's documentation on PowerShell as I have limited knowledge and experience using it so there's lots for me to unpack!



1:00

Time for lunch. As HSS is right in the heart of the city, I am spoiled for choice. I make my way down to the food court that is located underneath HSS and buy my lunch from any of the restaurants that are there.



3:00 – 4:45

I spend the rest of the working day continuing my work on the SharePoint hub creation and addressing any other important tickets or requests that may come my way. In addition to my work on SharePoint hubs, I am also working on creating a form for the BreastScreen WA website using a content management system called Sitecore. Sitecore is the main content management system used by the Applications Technology team and is primarily used to manage web application content. At 4:45 pm I pack up my things and head home.

6:30 – 8:00

I attend martial arts practice tonight. I hold a black belt in Japanese Ju Jitsu, but the system I follow encompasses more than just one martial art. It incorporates elements of taekwondo, judo, grappling, and catch wrestling. Tonight, I'll stay an extra 30 minutes for the sparring class, where I get to test my skills against other students in the class. In this class, we usually work on some kickboxing drills before engaging in 3 to 4 rounds of sparring, each lasting 3 minutes. Sparring is a great way to improve fitness, and I must say, after 9-12 minutes of sparring, I'm pretty tired!



8:30 – 10:30

The next 2 hours consist of me taking a shower after the intense workout at my martial arts class, having dinner, and then watching either Netflix or Disney+. Tonight, I'm watching an episode of the new Star Wars TV series called "Ahsoka." After about an hour of TV, I make my way to the bedroom where I eventually fall asleep.

Finance and Business Stream

The 2023 Finance and Business stream offered individuals who studied business, commerce, economics, and finance the chance to immerse themselves in the environment of WA Health. This was accomplished by giving graduates the opportunity to experience placements at the Department of Health, hospitals, and within other Health Service Providers so to gain a wide range of experiences.

The graduates were also given the opportunity to upskill themselves by pursuing a partially subsidised professional accounting accreditation through either the Chartered Accountant (CA) or Certified Practising Accountant (CPA) programs. These accreditations provide opportunities for graduates to gain an internationally recognised qualification and use their theoretical knowledge in a real-world setting.

Having exposure to the Finance and Business stream of WA Health's Graduate Development Program has given graduates a strong foundation for the start of their careers. It also positions them well to eventually mature to serve the community as the next generation of WA Health's leaders.

Damien Ong



Damien Ong

Academic Qualifications

Bachelor of Commerce,
The University of Western Australia

LinkedIn profile

<https://www.linkedin.com/in/ming-ong-84a18a249>

Why the WA Health Graduate Program?

Damien chose the WA Health GDP as it gave him the opportunity to develop financial and data related analytical skills in a dynamic environment with a tangible, real world impact.

How interests have influenced career choices

The GDP has given Damien the flexibility to upskill himself through the Certified Practising Accountant (CPA) program whilst balancing his work and personal commitments.

Hobbies/interests outside of work

Damien enjoys watching TV series, recently becoming invested in baby Yoda's adventures in The Mandalorian.

Fun fact

Damien's biggest childhood fear was frogs.

Mentors and buddies

Mentor: Derryn Howes,
Finance Analyst,
Finance and Accounting,
Health Support Services

Buddy: Joe Cataldo,
Finance Officer,
Finance and Operations,
Health Support Services

Placement 1 Summary

North Metropolitan Health Service
Sir Charles Gairdner Hospital (SCGH)
Business and Performance
Finance
Financial Policy and Operations

At SCGH, Damien completed business as usual (BAU) tasks as well as a project which focused on documenting the payroll certification statements (PCS) review processes of large organisation units. His BAU tasks were mostly related to maintaining the full-time equivalent inbox.

For this BAU work, Damien was tasked with classifying, processing, and recording invoice data. He ensured that invoice data was recorded and processed in a timely manner so that vendors were paid punctually. He also had to ensure that he followed up with invoices that had incomplete information so that they could be paid on time. For his project, Damien was required to collect and consolidate PCS review process information for 10 of the largest organisation units into a single report for internal use.

Damien found the main challenges of his work centred around the limited availabilities of some interviewees, and the waiting period for the PCS reviewers to respond to requests for interviews and information. These tasks gave Damien opportunities to learn project management skills and improve his excel skills with regards to recording data.

Supervisors: Kwang Ngui and Sarah Duffy

Placement 2 Summary

South Metropolitan Health Service
Fiona Stanley Fremantle Hospital Group
Corporate Finance and Petty Cash

Damien's second placement was completed at Fiona Stanley Hospital (FSH) where he was tasked with two projects. The first project was to standardise and present trip data from multiple different patient transport vendors. The objective of which was to be



able to present all the data in an interactive format for other business teams. His second project was to research alternatives to FSH's current payment process for their educational courses which were paper based and labour intensive. He researched and trialled several options before settling on TryBooking and creating a report to start a pilot for the usage of it for education payments.

His biggest challenges were learning how to use Power BI and merging data with no previous experience and limited help in the first few weeks of the placement. However, Damien's biggest takeaways from the placement were learning basic data analysis skills and how to present cleaned data in a dashboard format using Power BI.

Supervisors: Masilamany Robeat Dhanojanan and Daniel Dalby

Placement 3 Summary

Department of Health
Purchasing and System Performance
Budget and Strategy Unit
Budget Modelling

Damien's third and final placement was with the Budget and Strategy Unit (BSU) at the Department of Health. The work he was involved in primarily focused on delivering the 2024–2025 WA Health budget submission. This included reviewing budget submissions and their accompanying funding requests, providing feedback to budget holders, and resolving Department of Treasury queries. Damien also had to review Excel models that underpinned the funding requests. He helped with the actuals process as it required a lot of updating and the adjustment of figures for the future projections that underpin the budget.

Some of the key challenges Damien faced were the frequently changing needs and the need to update figures on an almost daily basis. During his time with the BSU, Damien was able to greatly improve his Excel modelling skills and general Excel skills.

Supervisor: Sakshi Sindhvani and Katie Batty

A day in the life of Damien

Damien Ong – Finance and Business

Corporate Finance and Petty Cash, Fiona Stanley Hospital, South Metropolitan Health Service

7:00

I wake up to the sound of my alarm going off, but as it's a particularly cold morning I decide to just lie in for a few more minutes.

7:20

I pack my lunch that I prepared the night before and sit down to have breakfast with my brother. After I have finished my breakfast, I head out to the bus stop so I can catch my bus to Murdoch station which normally arrives at around 7:55.



8:35

I arrive at the office and greet my team. I usually start my day by checking my emails to see if I have received any emails overnight and respond where required. I will also check my calendar to refresh my memory of any meetings or appointments that I will need to attend during the day. My buddy and I decide to meet up in 2 weeks on Thursday as I will be near his office at HSS for leadership training, where we will discuss my options for my next placement.

9:15

Depending on the vibes of the office and who is in the mood for a coffee, some of us will walk over to Ikon Espresso to grab a coffee and have a chat about our plans for the weekend. I'm not in the mood for caffeine today so I get a hot chocolate with almond milk.

9:20

Business as usual – as it's the end of month period the office is busier than usual as my teammates need to get reporting requirements in on time. My tasks for this cycle are to prepare journals with the most up to date information, submit them to my manager for authorisation, and then to authorise journals from others.

12:00

I wander out of the office to the duck pond just across the road and eat my lunch there whilst enjoying the good weather and the scenery. This is one of my favourite parts of my routine as I enjoy the peace and quiet whilst having my lunch.



12:30

As my lunch break is now over, I head back to work and prepare for my next meeting.



1:00

My project for this placement is to create a Power BI dashboard that displays metrics and KPIs of patient transport from FSH over the last financial year. As part of my project work, I need to clarify what metrics the stakeholders and end users of my dashboard will use most frequently once it is built, so I head over to their office to have a meeting with them to discuss this.

1:30

After my stakeholder meeting, I summarise my notes and walk back to my office to turn it into a checklist that will guide the next steps of my project. Using this checklist, I then start editing my dashboard as it is necessary to meet the end users' needs.

3:45

As my manager and I had previously agreed on a fortnightly meeting to provide updates, I meet with my manager and update him as to how my project is progressing and what issues I am currently facing with Power BI. After giving me feedback and his thoughts on my project, he then gives me some

tips on how best to progress to resolve the issues I highlighted earlier.

4:40

Home time. I am ready for the weekend, but I first need to head over to Victoria Park for a haircut as I have been putting it off for a few weeks. After my haircut I go out for dinner with family nearby and then head home.

7:30

I get home and shower before taking some time to unwind. I then use the last of my energy for the day to study for my Certified Practising Accountant ethics and governance unit. I manage to get about an hour of study time before I start to lose focus.

10:00

It's time for bed. I usually try to keep a consistent time that I go to bed, and tonight I scroll mindlessly through YouTube recommendations for about half an hour as I slowly drift to sleep.

Community engagement

Clean up event

On Saturday 29th April, the 2023 GDP cohort participated in a community clean-up event organised through Clean Up Australia. For more than 30 years, this environmental



conservation organisation has been committed to improving and conserving the environment, eliminating litter, and ending waste. With many initiatives to improve sustainability across WA Health having emerged within the past few years, the graduates were motivated to participate in this event to apply these lessons and be involved within the wider community.

With endorsement from the City of Perth, the graduates completed their clean-up event at Point Fraser, located on the edge of the Swan River. Within the span of a few hours, the graduates removed more than one thousand items of rubbish from the surrounding area. This included a wide assortment of items, including soft plastics, food packaging, e-waste, and beverage containers.

The clean-up event was a great success and ensured appropriate disposal of collected items. While the event presented itself with some unique challenges, participating alongside fellow graduates made it a memorable experience. There was a collective sense of fulfilment knowing the environment had been left in a better state than it had been found. This event was a valuable experience and provided the graduates with an opportunity to contribute to waste reduction and make a positive difference within the community.

Catherine Allen

HBF Run for a Reason

In a display of community spirit, the 2023 graduates assembled at the break of dawn for the Perth 2023 HBF Run for a Reason. The graduates had the choice to tackle either a 4km or 12km run, each offering a good mix of athletic challenge and a chance to support meaningful causes. From 8am, they were on their marks, ready to undertake the 4km or 12km runs, reflecting a shared aspiration to contribute to the broader cause championed by the event.

The HBF Run, a notable event in Perth's calendar, invites individuals to stretch their physical limits while also rallying behind causes close to their hearts. As the graduates embarked on their chosen distances amid the cool morning breeze, the path ahead was more than just a physical trail; it was a journey of collective goodwill. The route of the run was set against the calm and beautiful scenery of Perth, with a mix of flat areas and gentle hills. Each kilometre marker was a reminder of the progress made, not just in distance but in contributing to the event's greater purpose.

With a large number of participants, the Perth 2023 HBF Run for a Reason was more than just a run. It was a display of the graduates' willingness to step up, contribute, and support a cause.

The graduates ran with a clear goal, to support and contribute, making the event a memorable chapter of their shared endeavour to give back to the community.

Praneetha Kurmala



Produced by Institute of Health Leadership
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