

Health Management and Organisation Special Interest Group

Report to the ANZAM Board

Co-Conveners

A/Prof. Ann Dadich & Dr Stephanie Best

This report summarises the efforts of the **ANZAM Health Management and Organisation Special Interest Group (HMO SIG)** in 2021, as per the 2021 annual plan. These include: a survey of all members of the **HMO SIG** listserv to clarify how the **HMO SIG** can serve their needs; a workshop for industry-based and academic colleagues; and an ANZAM Conference workshop for doctoral scholars and/or early career researchers. Further to these achievements, the **HMO SIG** has gone beyond the 2021 annual plan to harness opportunities that serve to advance the interests of this SIG and relatedly, ANZAM.

Survey Listserv Members

The **HMO SIG** maintains a listserv of 118 individuals who have previously participated or expressed interest in an **HMO SIG** event, some of whom are current ANZAM members. The first activity involved surveying listserv members as well as those with an interest in health management and organisation who are not current listserv members to clarify how the **HMO SIG** can serve their needs. Twenty-four respondents kindly obliged our request, the largest proportion of who were: in Australia (83.3%); affiliated with the university sector (71.2%); and mid-career academics (41.7%) – this was particularly important, given that the needs and preferences of mid-career academics are not always specifically accommodated. Respondents indicated that key topics of interest include: innovative practices within health services (14.5%); innovative research methodologies and methods (14.5%); managing change (9.7%); and securing grants (8.9%). Furthermore, their preferred types of events include: online events (24.3%); single webinars (23.0%); discrete workshops (16.2%); brief podcasts (e.g., 10 minutes) (13.5%).

Workshop for Industry-Based and Academic Colleagues

Informed by the survey responses, the Co-Conveners and Advisory Group members hosted a panel discussion on innovation in healthcare research and practice. The event included: presentations on two innovations – namely, the Morayfield Health Hub and the use of simulation and video-reflexive methods to strengthen bio-preparedness; a curated conversation with panellists; and a question-and-answer session to address attendee questions (see Appendix 1). The event was well-received, attracting 42 registrants, 32 of whom attended. Furthermore, attendee responses to evaluation items, post event, were incredibly favourable (see Appendix 2). These responses suggest there is an appetite for events that showcase innovation in healthcare research and practice.

ANZAM Conference Workshop

Also informed by the survey responses, the Co-Conveners and Advisory Group members will host a workshop for doctoral scholars and/or early career researchers at the ANZAM Conference. Given expressed interest in innovative research methodologies and methods, this workshop will introduce participants to the methodology of video-reflexive ethnography. This methodology has a demonstrated capacity to engage with complexity. Given the theme of the ANZAM Conference – ‘Bouncing back: Innovative management in turbulent times’ – this workshop is both germane and timely.

Additional Achievements

HMO SIG Advisory Group

Respondents to the aforesaid survey were also invited to become a member of an Advisory Group to advance health service practice and research collaboration. Fourteen colleagues accepted this invitation, representing diverse affiliations and geographical locations (see Table 1). Despite the limited representation of industry-based colleagues, the Advisory Group members have an established, international network of industry-based colleagues. Since their appointment, Advisory Group members engaged in workshops to develop and execute a plan to realise the vision of this SIG. The Co-Conveners

wish to extend their appreciation to these colleagues for generously lending their expertise, skills, and time to the **HMO SIG** and to ANZAM.

Table 1: Advisory Group Members

Member	Affiliation	Member	Affiliation
Prof. Yvonne Brunetto	Southern Cross University	Ms Victoria Lister	Griffith University
Emeritus Prof. Anneke Fitzgerald	Griffith University	Dr Aastha Malhotra	University of Southern Queensland
Dr Wayne Graham	University of the Sunshine Coast	Emerita Prof. Kathleen Montgomery	University of California, Riverside
Dr Suyin Hor	University of Technology Sydney	Dr Manikam Pillay	University of Newcastle
Dr Hassan Hosseinzadeh	University of Wollongong	Ms Csilla Skultety	Financial Planning Association
Dr Laurel Jackson	Western Sydney University	Adjunct A/Prof. Terry Sloan	Western Sydney University
Dr Ann Lawson	Nil	Prof. Sharon Williams	Swansea University

ANZAM Doctoral Workshop

To support doctoral colleagues and raise the profile of ANZAM and the **HMO SIG**, the Co-Conveners and Advisory Group members will facilitate a workshop to address some of their expressed needs and preferences. Accordingly, the workshop purposely focused on how to get the most out of your conference paper: from presentation to journal publication. The workshop will enable participants to better prepare for the annual ANZAM Conference and harness the opportunities afforded by peer review.

University of Louisville Sam and Bonnie Rechter Fellowships in Positive Leadership

Following the advice and interests of the Advisory Group members, a funding application was submitted in response to the University of Louisville Sam and Bonnie Rechter Fellowships in Positive Leadership – ‘[Founded in October 2018, the Project on Positive Leadership is an interdisciplinary unit, housed in the University of Louisville’s College of Business. The program collaborates closely with UofL Executive Education in delivering content to interested businesses and leaders](#)’. If supported, the funding will support a collaborative project with Advisory Group members to identify and clarify the dark sides of positive leadership, particularly in the healthcare sector, and how they might be managed, and potentially moderated, if not averted.

Conclusion

The Co-Conveners trust that the aforesaid report demonstrates the continued growth of the **HMO SIG**. However, this is only possible because of the continued support and tireless efforts of: the **HMO SIG** Advisory Group; the ANZAM Board; and the ANZAM Research Committee. The Co-Conveners would like to take this opportunity to reiterate their appreciation to the **HMO SIG** Advisory Group, the ANZAM Board, and the ANZAM Research Committee for their guidance and their contributions to the **HMO SIG**.

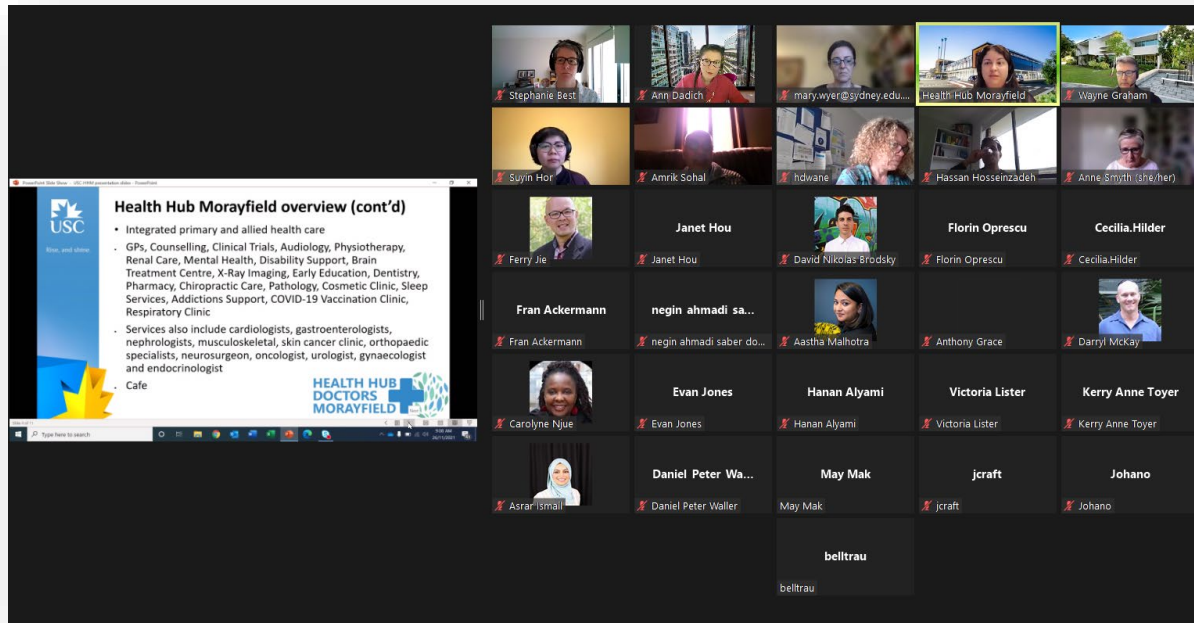
Contributors

A/Prof. Ann Dadich, Co-Convener, Western Sydney University

Dr Stephanie Best, Co-Convener, Macquarie University

Friday, 26 November 2021

Appendix 1: Workshop for Industry-Based and Academic Colleagues



Health Hub Morayfield overview (cont'd)

- Integrated primary and allied health care
- GPs, Counselling, Clinical Trials, Audiology, Physiotherapy, Renal Care, Mental Health, Disability Support, Brain Treatment Centre, X-Ray Imaging, Early Education, Dentistry, Pharmacy, Chiropractic Care, Pathology, Cosmetic Clinic, Sleep Services, Addictions Support, COVID-19 Vaccination Clinic, Respiratory Clinic
- Services also include cardiologists, gastroenterologists, nephrologists, musculoskeletal, skin cancer clinic, orthopaedic specialists, neurosurgeon, oncologist, urologist, gynaecologist and endocrinologist
- Cafe


HEALTH HUB DOCTORS MORAYFIELD




USC
Rise, and shine


The Canterbury model of innovation


HEALTH HUB MORAYFIELD




Governance model

- Senior Leadership Group
 - Finance and risk management
- Marketing and Promotions Committee
 - Newsletter
- Research, Education and Engagement Committee
 - USC, USQ, UQ academics
 - Health care partners
 - Over \$100,000 research funds provided








ANZAM HMO SIG Panel on Innovation in Healthcare Research and Practice
26 November 2021



Video-reflexivity

Learning together to create safer work practices.

Dr Suyin Hor & Dr Mary Wyer



New South Wales Biocontainment Centre





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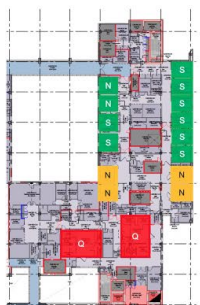






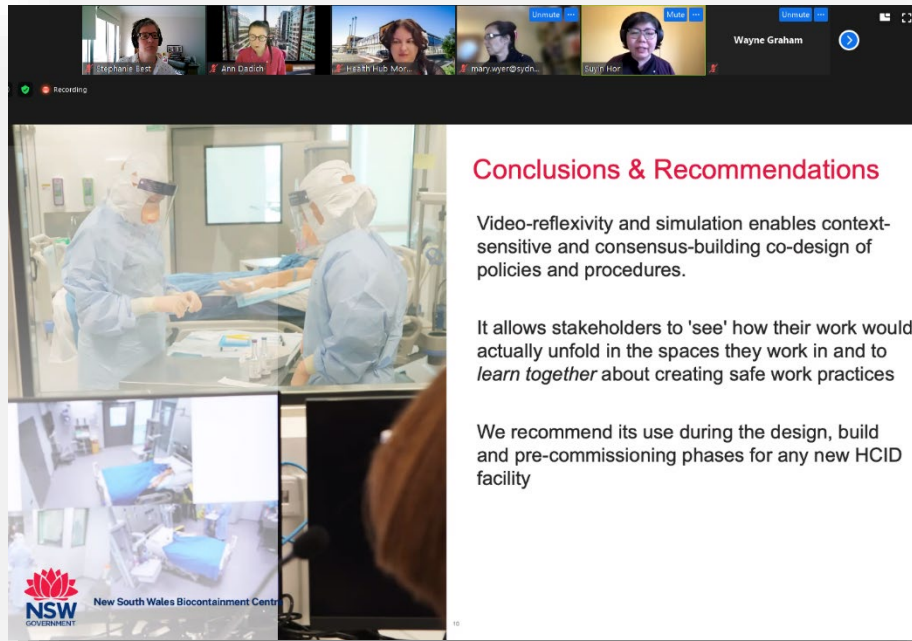
AusHPG Classification	Type (Australian Standards)	Features
Class S – Standard	Standard isolation – Type 4	Single room with non-shared ensuite used to minimise contact or droplet transmission
Class N – Negative pressure	Respiratory isolation – Type 5	Single room with non-shared ensuite used to reduce airborne transmission with negative pressure gradient
Class Q – Quarantine	Quarantine isolation – Type 5 plus airlock	Single room with dedicated ensuite with absolute airlocks, anterooms, in addition to N-class room design requirements



New South Wales Biocontainment Centre







Appendix 2: Attendee Evaluation Responses (n=5)

1. The subject matter was presented effectively	Strongly agree Agree	60% 40%
2. The content was informative	Strongly agree Agree	60% 40%
3. The duration (60 mins) was sufficient for the material covered	Strongly agree Agree Neither agree nor disagree	20% 60% 20%
4. For future events, I am interested in topics that showcase innovative practices within healthcare services	Strongly agree Agree	80% 20%
5. For future events, I am interested in topics that showcase innovative research methodologies and methods	Strongly agree Agree	60% 40%
6. For future events, I am interested in topics about managing change	Strongly agree Agree	60% 40%
7. For future events, I am interested in topics about securing grants	Strongly agree Agree	80% 20%
8. For future events, I am interested in topics about implementation science	Strongly agree Agree	50% 50%
9. Please suggest other topics that should be addressed in the future	<ul style="list-style-type: none"> Models of triple helix success (government, industry, university) How we can drive culture change in academia to view commercialisation as a type of translation of research 	
10. Please share additional comments about the panel discussion and/or provide suggestions to improve future offerings	<ul style="list-style-type: none"> Very good at time keeping. Staying on topic. Moving questions along. Presenters were aware of the upcoming questions and embedded them in their Q&A responses to guests 	