Welcome to the CMPH 2025 Retreat Day 1

Flinders University

WE ARE ON KAURNA LAND

Flinders University acknowledges the Traditional Owners and Custodians of the lands on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the South East, First Peoples of the River Murray & Mallee region, Jawoyn, Kaurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders past, present and emerging.

Today, over **400 ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS** are enrolled in courses at Flinders University.

Flinders University

Session 1

Where we are in 2025

Professor Jonathan Craig

Vice President and Executive Dean

Flinders University

GEOGRAPHIC FOOTPRINT

Headquartered in Adelaide, South Australia, we offer exceptional teaching on campus and online, with a physical presence extending across multiple locations.
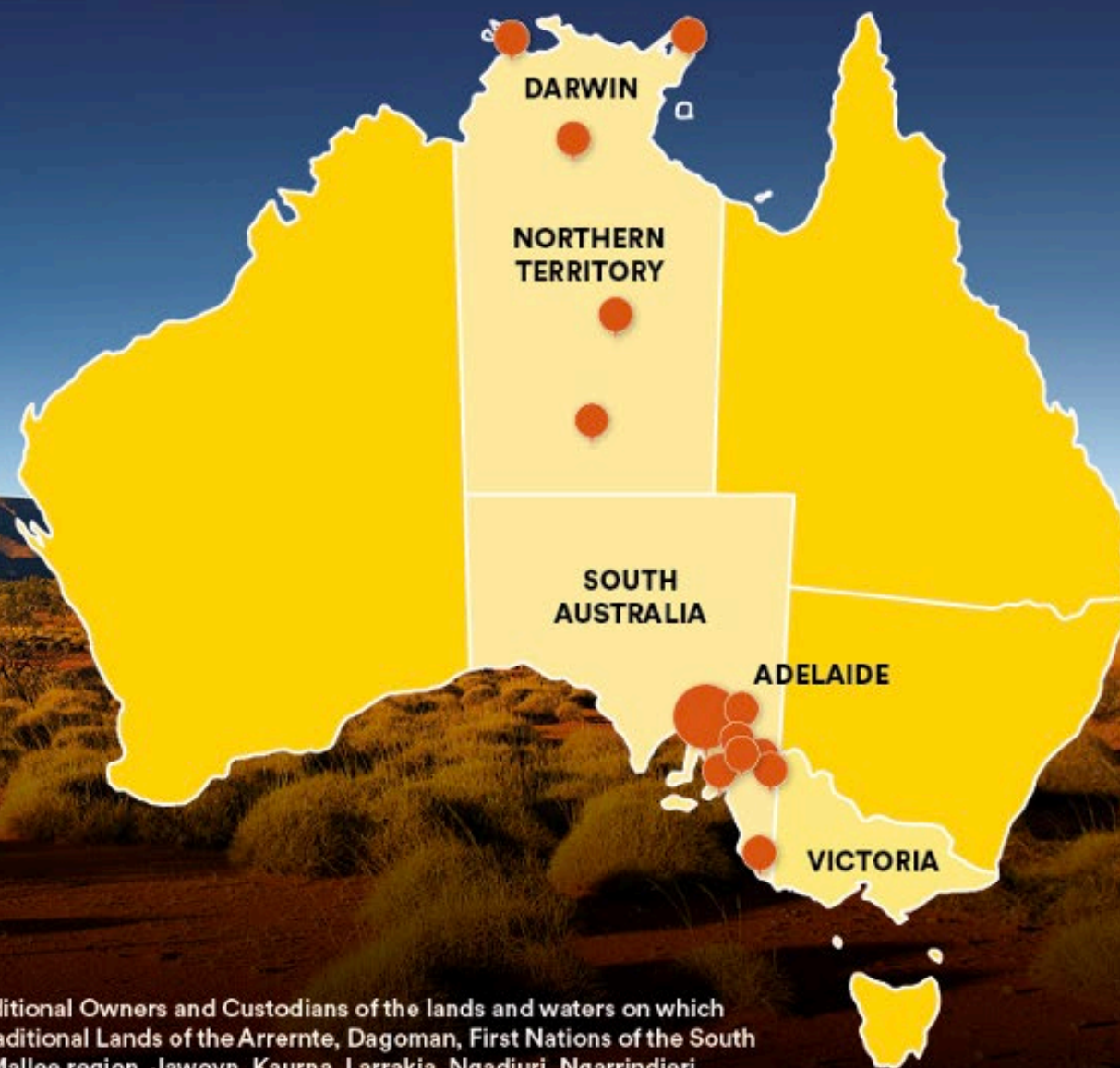

ADELAIDE

BEDFORD PARK
TONSLEY
VICTORIA SQUARE

SOUTH AUSTRALIA

BAROSSA
BERRI
MOUNT GAMBIER
MURRAY BRIDGE
RENMARK
VICTOR HARBOR

NORTHERN TERRITORY

ALICE SPRINGS
DARWIN
KATHERINE
NHULUNBUY
TENNANT CREEK

Flinders University acknowledges the Traditional Owners and Custodians of the lands and waters on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the South East, First Peoples of the River Murray & Mallee region, Jawoyn, Kaurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders past, present and emerging.

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Acknowledging Country

Traditional lands	Site
Ngarrindjeri and Ramindjeri	Victor Harbor
First Nations people of the South East	Mount Gambier
First Peoples of the River Murray and Mallee region	Riverland
Ngadjuri	Barossa
Kaurna	Bedford Park
Ngarrindjeri	Murray Bridge
Larrakia	Casuarina Campus, RDH Campus
Arrernte	Alice Springs CRH and Rubuntja
Dagoman, Jawoyn and Wardaman	Katherine
Yolŋu	Nhulunbuy
Warumungu	Tennant Creek

Overview

Where are we in March 2025?

What's our vision for 2025?

Flinders University

College of Medicine and Public Health
Strategic Plan 2024-2028
Positive impact through excellence in research and education.

Purpose
Delivering education and research of excellence to shape healthcare and impact lives.

Culture
An inclusive culture built on diversity, generosity, accountability, and capacity development.

Future
Healthy and thriving communities.

Priorities

Responsive Systems and Infrastructure
Enhance operations with agile systems and processes, to support excellence in education and research.

Educational Excellence
Develop a student-centred educational experience of the highest calibre, aimed at preparing graduates to confidently lead the future healthcare workforce.

Building People Capacity
Create a diverse, resilient, and sustainable workforce that promotes excellence, generosity, and inclusivity, and is future-focussed.

Research Impact
Lead impactful health and medical research that pushes the boundaries of discovery globally, improving health outcomes.

Equity
Advance healthier populations through equitable education, research, community engagement, accessible services, and an inclusive workforce.

Aboriginal and Torres Strait Islander Impact
Strengthen partnerships to improve Aboriginal and Torres Strait Islander health, through expanded access to education and research.

Community Engagement and Partnerships
Forge strategic relationships with both local and international communities to instigate transformative change for positive societal impact.

Values

Accountability
Develop a culture of accountability in our behaviour and decisions.

Diversity
Strengthen an environment that values and celebrates the unique perspectives and backgrounds of all.

Capacity Development
Promote a place of training, advancement and skills development.

Inclusivity
Cultivate a welcoming and supportive environment where all are valued and included.

Generosity
Act with generosity to enrich, build and support others.

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Activity – looking back

In pairs, after introductions, describe something you have done over the past year (individually or collectively) that delivered upon our aspiration for stronger communities - two minutes

2024 Plans – this is what we said we would do

Rural and Remote Health
- Establish rural medical school in SA
- NTMP expansion – infrastructure and international students
- University strategy
- Clinician Academy of education/researchers

People and Culture
- SALHN joint strategy
- 50-year medical program event
- School/discipline structure refresh
- FMC plan post HMRB activation

Research
- HMRB Activation
- Establish flagship/impact structure and leadership team
- Policies and procedures

## Poche/Aboriginal and Torres Strait Islander Health
- Aboriginal Health/Poche Strategic Plan
- Establish Aboriginal/Torres Strait Islander leadership/caucus structure

Education
- Planning for new clinical simulation centre/joint SAAS facility
- New programs - commence short courses and Clinical Epidemiology degree for 2025
- Support emerging education leaders
- Appoint Dean of Education

EDUCATION

- It's core to our being
- It multiplies our capacity
- It subsidises our research
- It's what our communities want & need
- It's the responsibility of all of us
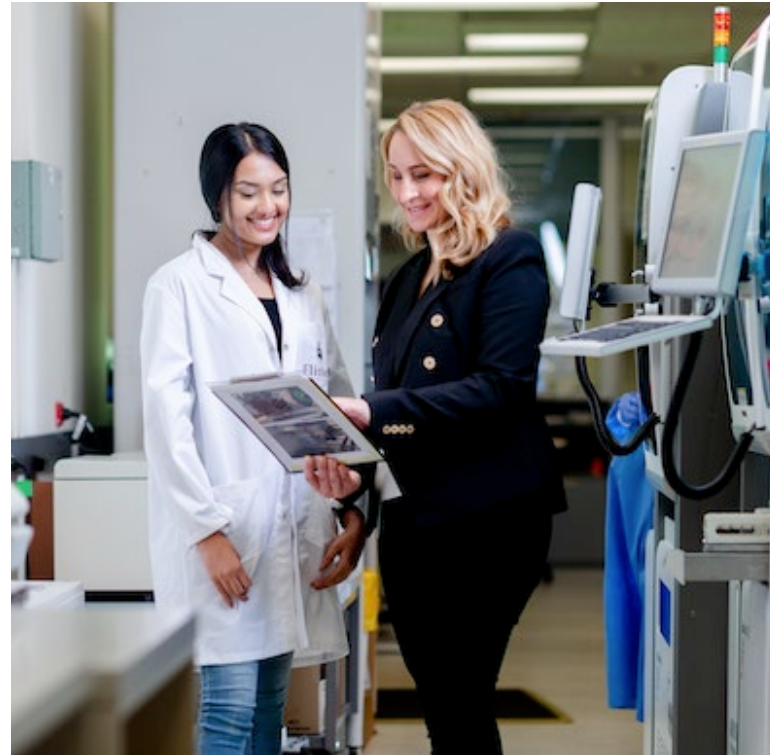
2,966 students (2,255 "load") in 2025
- up 10% cf 2024 and consistent with budget targets

Enrolments by Course College

Clinical

Medical Biosciences

Public Health

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Course Name	Enrolments	Load
Associate Degree in Medical Science (Laboratory Medicine)	6	2.50
Bachelor of Clinical Sciences/Doctor of Medicine	351	318.62
Bachelor of Medical Science	349	253.75
Bachelor of Medical Science (Honours)	46	38.88
Bachelor of Medical Science (Laboratory Medicine)	62	44.63
Bachelor of Paramedicine	646	543.50
Bachelor of Paramedicine (Honours)	4	2.88
Bachelor of Public Health	53	33.38
Doctor of Medicine	605	589.25
Doctor of Philosophy	190	133.95
Doctor of Public Health by research	3	1.15
Graduate Certificate in Clinical Education	65	21.63
Graduate Certificate in Counselling (Behavioural Health)	13	5.00
Graduate Certificate in Health Promotion	13	4.50
Graduate Certificate in Public Health	33	13.13
Graduate Certificate in Remote Health Practice	38	10.25
Graduate Diploma in Clinical Education	18	5.38
Graduate Diploma in Counselling (Behavioural Health)	25	14.50
Graduate Diploma in Intensive Care Paramedicine	27	15.75
Graduate Diploma in Remote Health Practice	12	6.63
Master of Biotechnology	48	27.88
Master of Clinical Education by coursework	73	22.50
Master of Clinical Education by research (54 units)	1	0.13
Master of Clinical Epidemiology	16	6.38
Master of Cognitive Behaviour Therapy	7	2.38
Master of Counselling	1	0.75
Master of Counselling (Behavioural Health)	96	63.13
Master of Health and International Development	1	0.13
Master of Public Health	71	36.25
Master of Public Health (Primary Health Care)	1	0.25
Master of Public Health [1.5 years]	61	21.38
Master of Remote and Indigenous Health	13	6.63
Master of Science by research	8	4.08
Master of Surgery	9	3.92
Undergraduate Certificate in Public Health	1	0.13
Total	**2,966**	**2,255.10**

MD Program – 910 (c)

Paramedicine – 578 (c)

BMS – 340

Public Health – 115

Counselling – 66*

Clinical education – 46

Biotechnology - 28

Remote health practice – 7

PhD – 134

*Not including Singapore
c = capped

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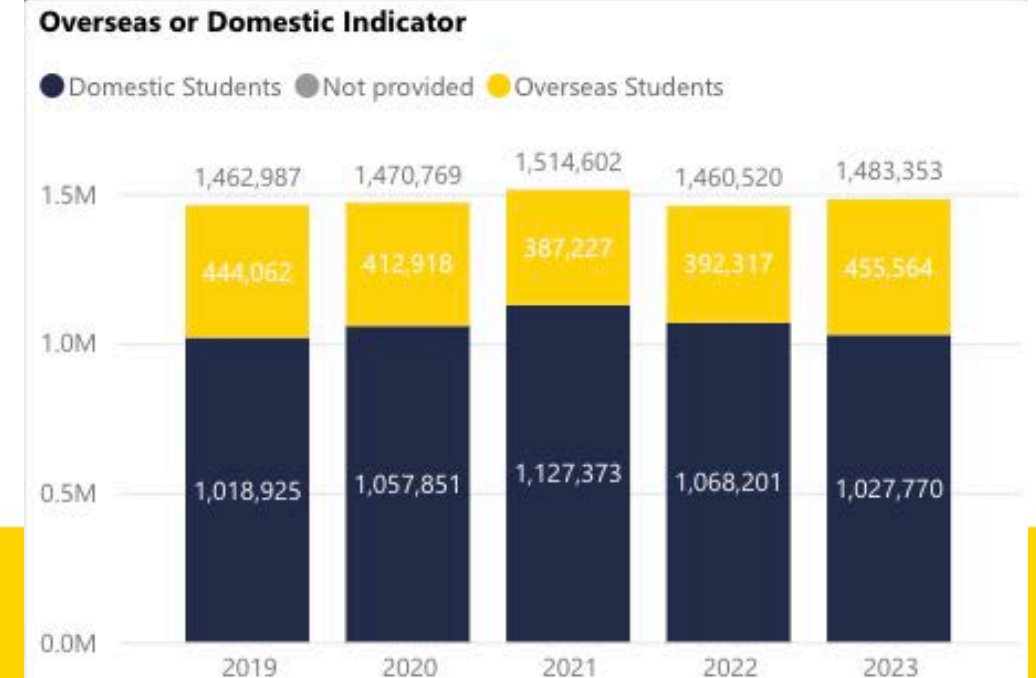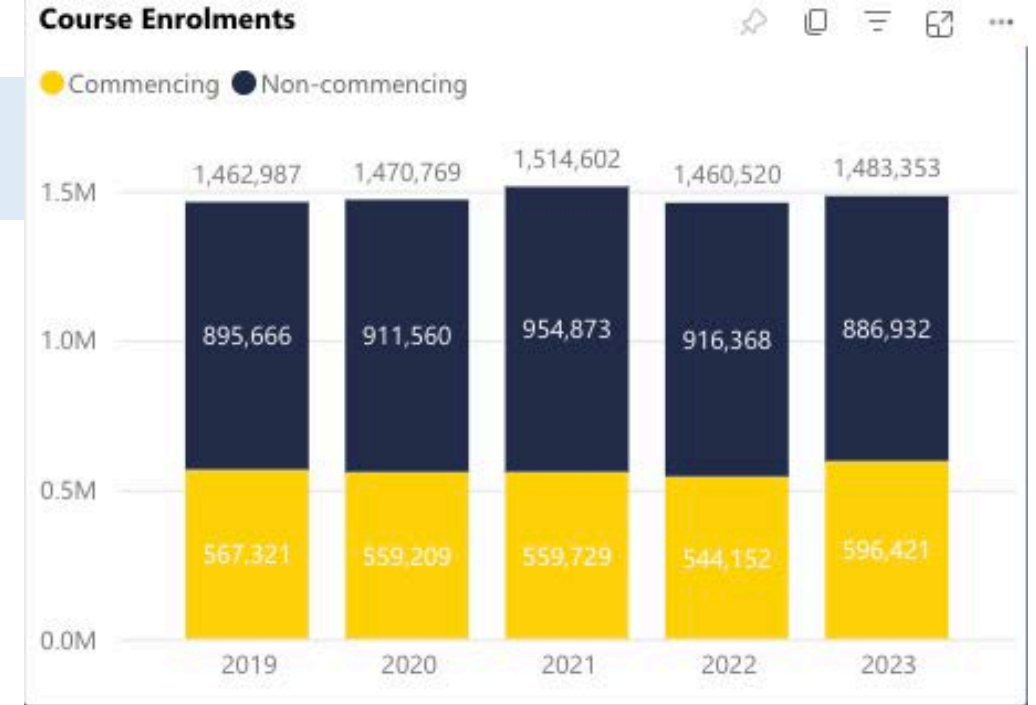# 18%+ growth in enrolments over 4 years (23% load)
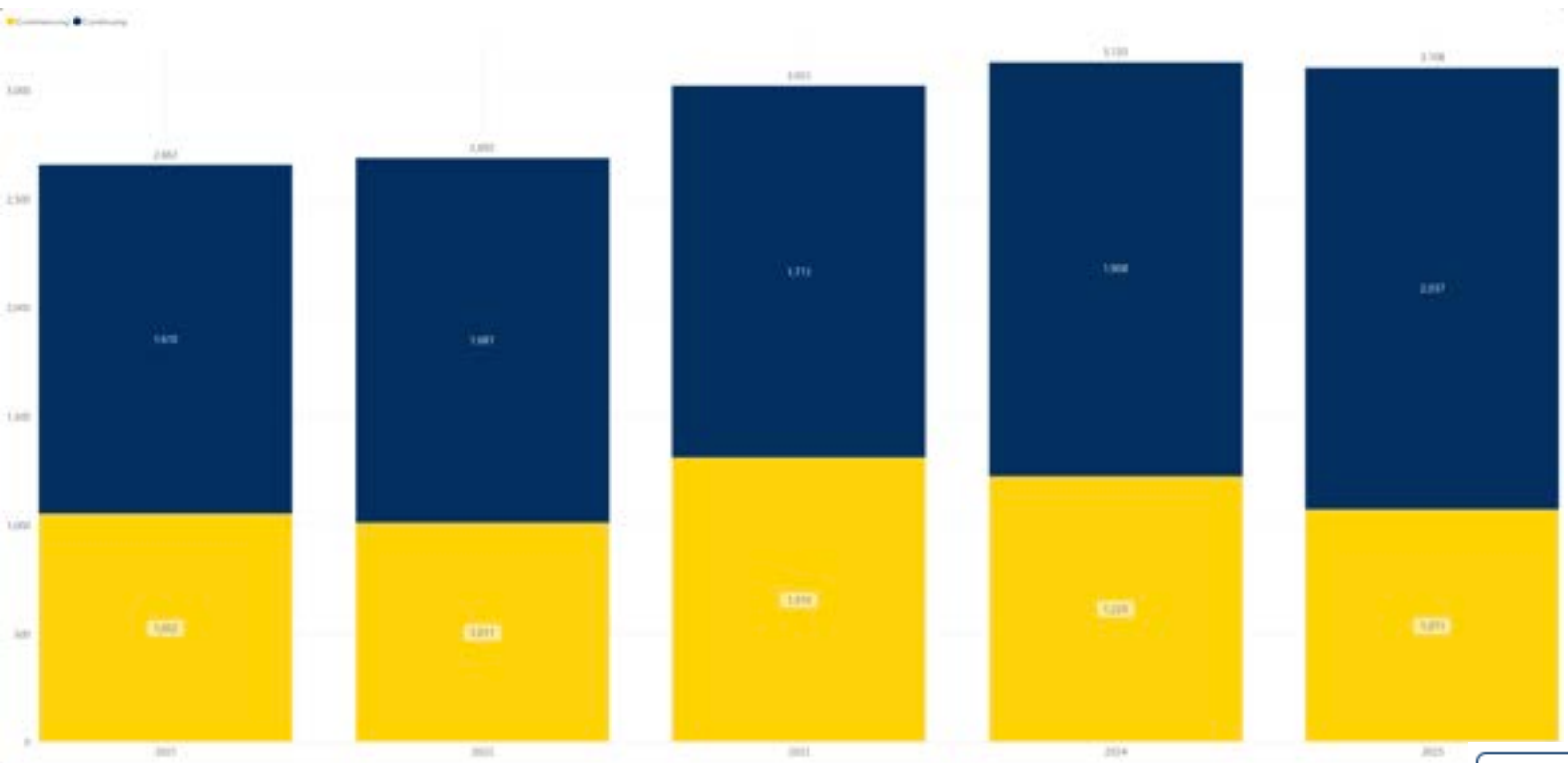
- 2025 incomplete
- Reflects the quality of and relevance of our courses/staff
- 16% international onshore

Load (EFTSL) by Funding Group

Funding Group	2021	2022	2023	2024	2025
Commonwealth Supported	1,415.6	1,391.8	1,400.3	1,526.6	1,621.0
Domestic Fee-paying	169.7	155.9	147.8	143.5	138.5
International Offshore			139.1	148.8	61.4
International Onshore	220.9	309.0	416.2	423.8	381.4
RTP Domestic	97.5	105.7	102.6	96.5	107.2
RTP International	2.8	4.5	5.8	6.8	7.0
Total	**1,906.5**	**1,966.9**	**2,211.8**	**2,346.0**	**2,316.5**

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Sector wide trends - overall

- Relatively flat
- International students – 1/3
- Health 248K to 268K

Course Enrolments

Commencing ● Non-commencing

	2019	2020	2021	2022	2023
Total	1,462,987	1,470,769	1,514,602	1,460,520	1,483,353
Non-commencing	895,666	911,560	954,873	916,368	886,932
Commencing	567,321	559,209	559,729	544,152	596,421

Overseas or Domestic Indicator

● Domestic Students ● Not provided ● Overseas Students

	2019	2020	2021	2022	2023
Total	1,462,987	1,470,769	1,514,602	1,460,520	1,483,353
Overseas Students	444,062	412,918	387,227	392,317	455,564
Domestic Students	1,018,925	1,057,851	1,127,373	1,068,201	1,027,770

AIHW report – 37% increase over 10 years

Figure 1: Number of health professionals, by profession, 2013 and 2022
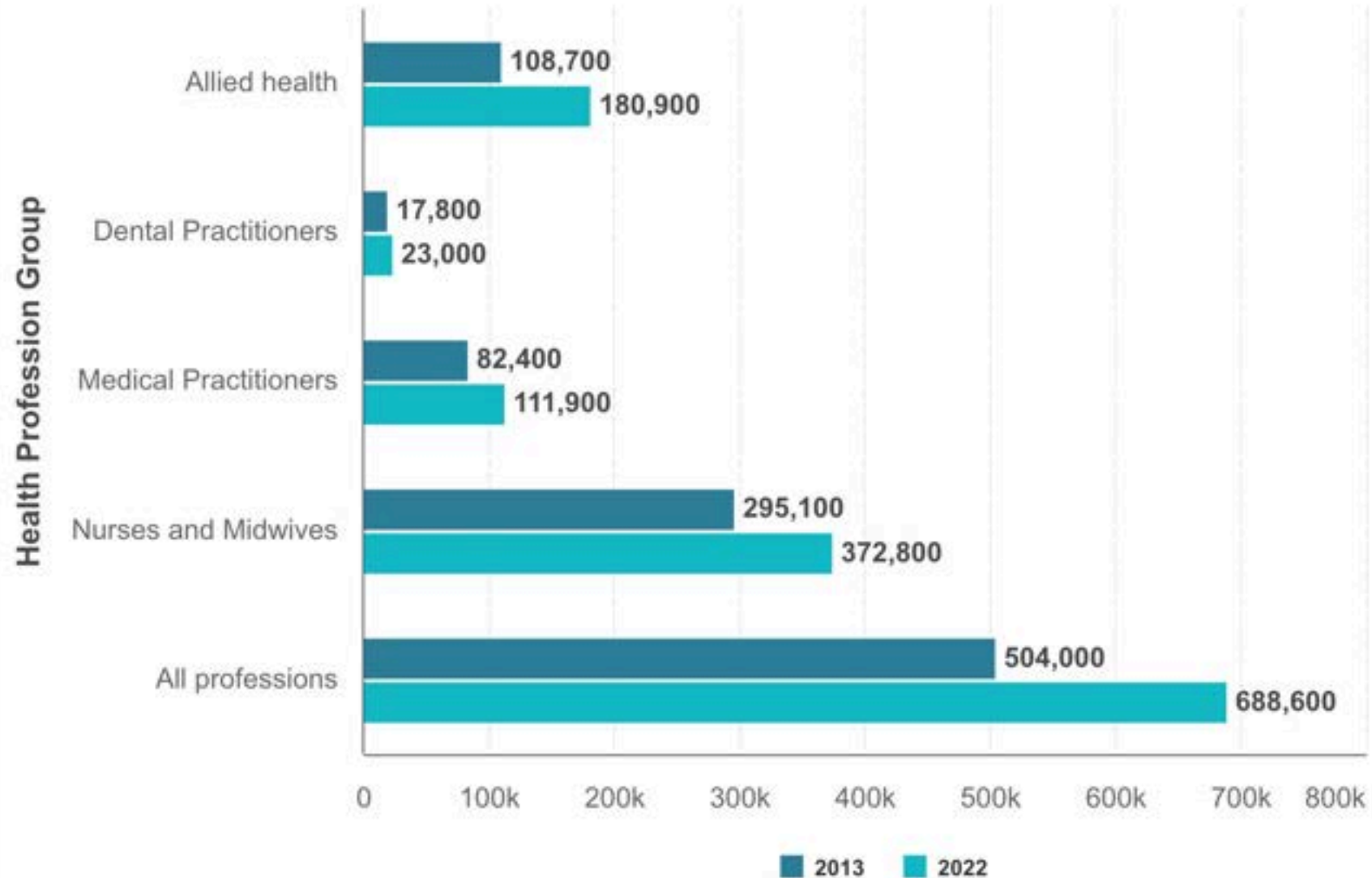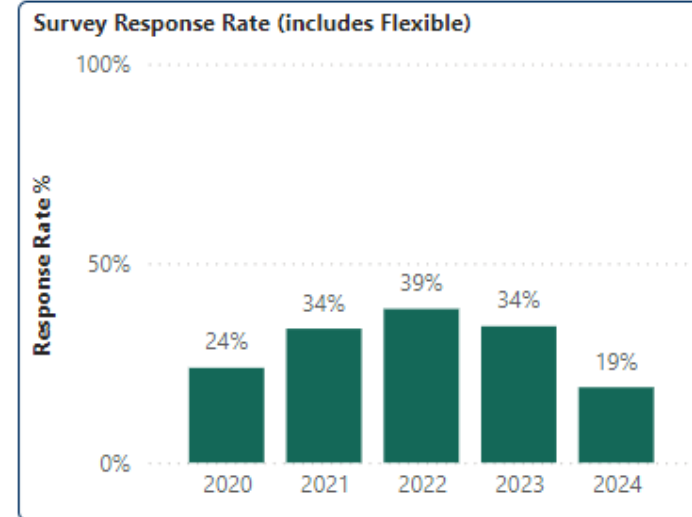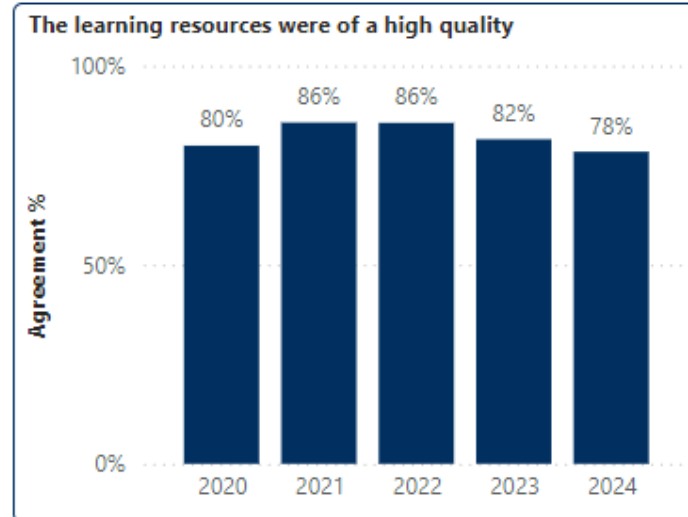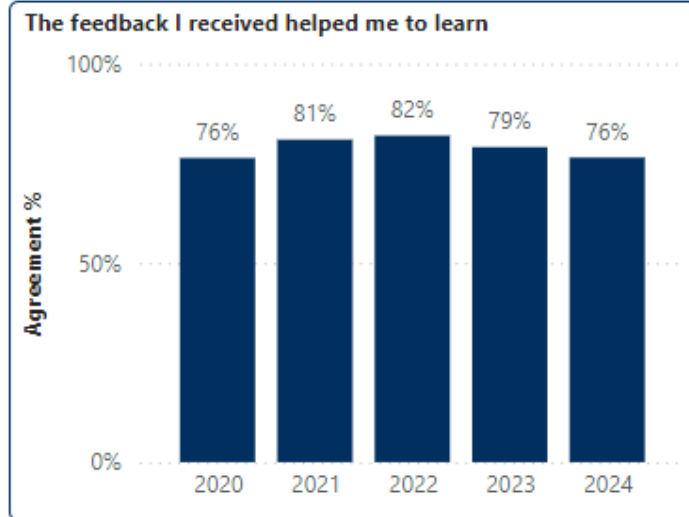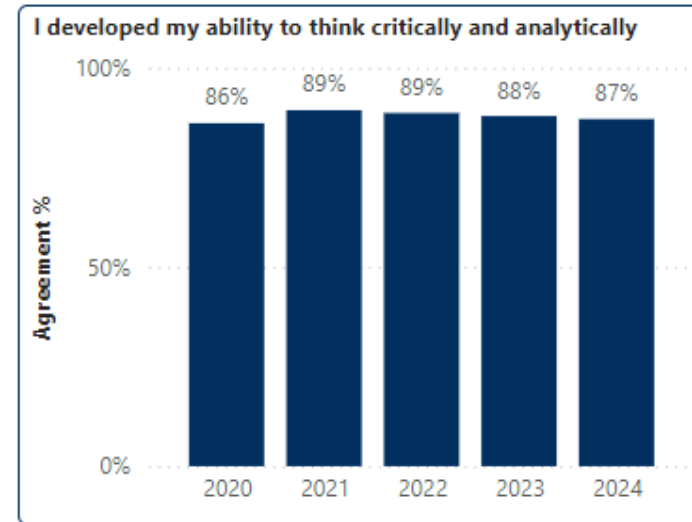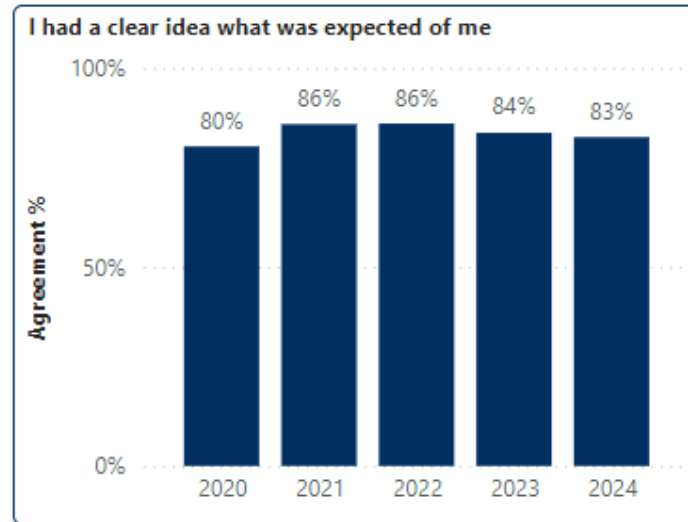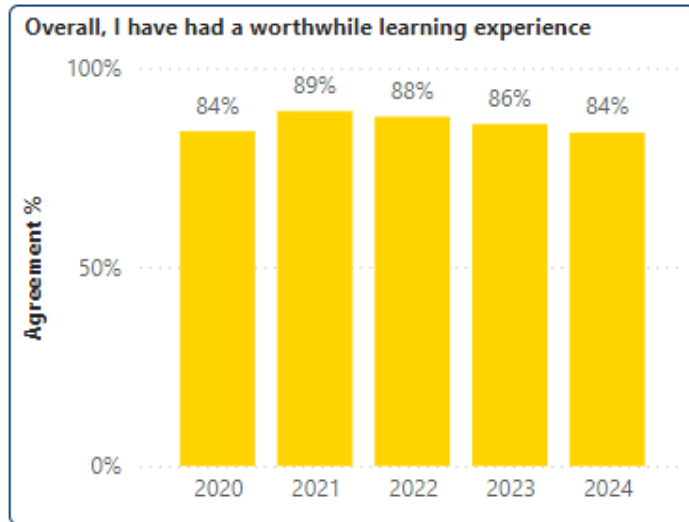
Why do we need to grow?

That is what the community wants and needs

- They also want a 'fit for purpose', needs-based distributed workforce (rural and remote)
- International and domestic opportunities
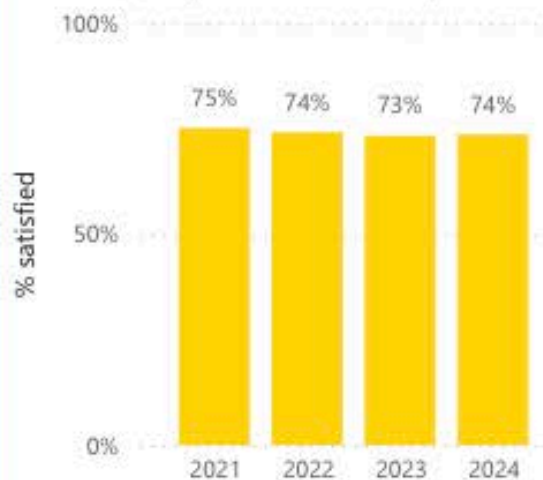
Financial sustainability

- Funding model of higher education in Australia
- Education subsidises research (increasingly)
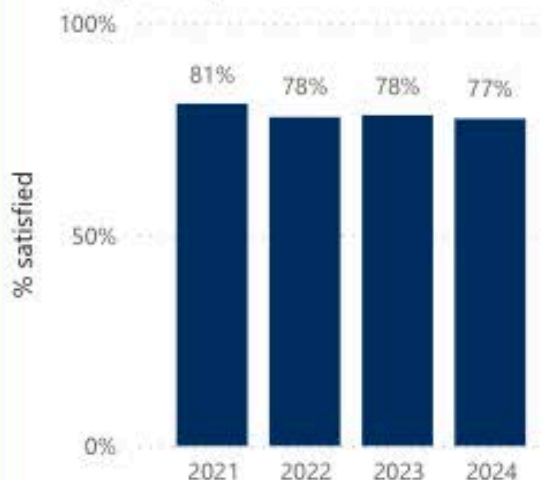- Cost base rises e.g. HMRB, research growth

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Student-centred ethos - SET data

Student experience survey
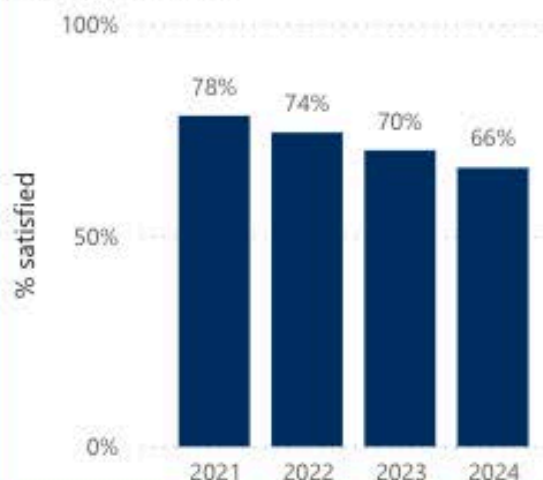

Overall Quality of Educational Experience
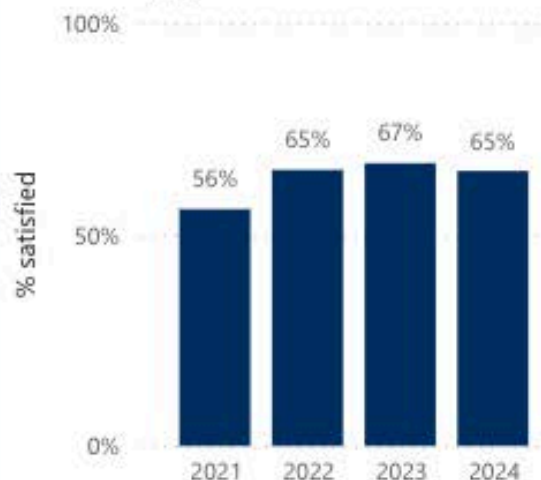
% satisfied
- 2021: 75%
- 2022: 74%
- 2023: 73%
- 2024: 74%

Teaching Quality

% satisfied
- 2021: 81%
- 2022: 78%
- 2023: 78%
- 2024: 77%

Learner Engagement

% satisfied
- 2021: 56%
- 2022: 65%
- 2023: 67%
- 2024: 65%

Learning Resources

% satisfied
- 2021: 82%
- 2022: 81%
- 2023: 76%
- 2024: 77%

Student Support

% satisfied
- 2021: 78%
- 2022: 74%
- 2023: 70%
- 2024: 66%

Skill Development

% satisfied
- 2021: 81%
- 2022: 82%
- 2023: 81%
- 2024: 83%
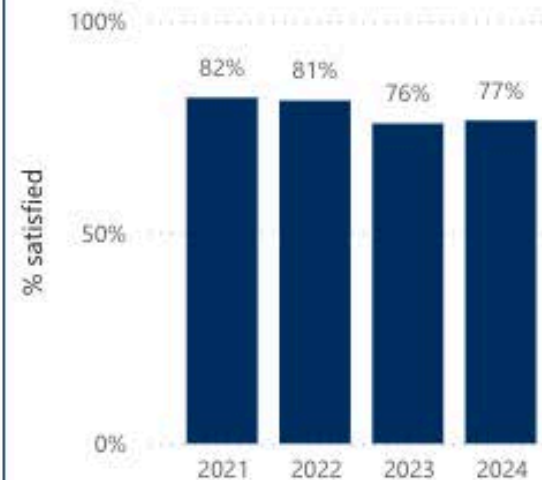
Survey Response Rate

Response Rate (%)
- 2021: 42%
- 2022: 26%
- 2023: 36%
- 2024: 31%
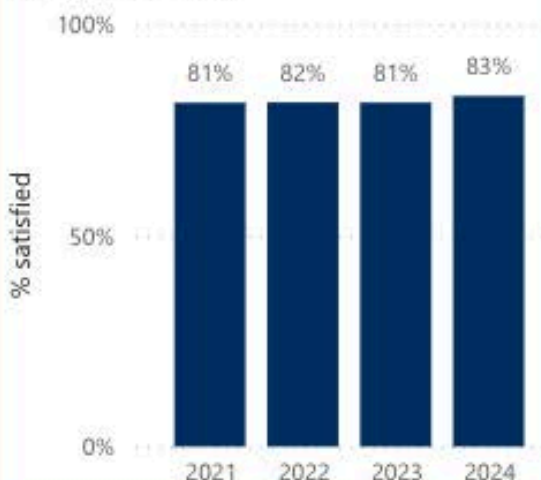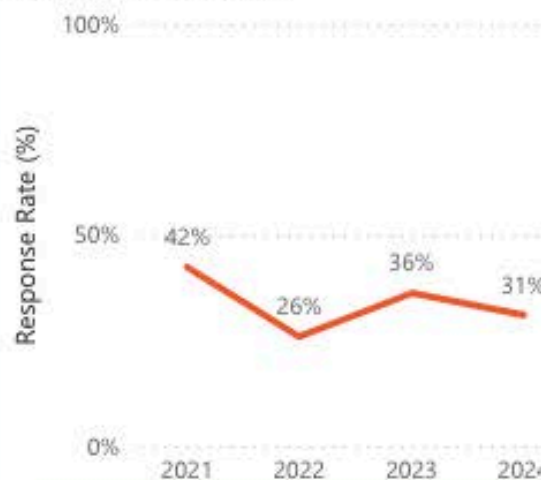
Source: Quality Indicators for Learning and Teaching

The SES is the only comprehensive survey of current higher education students in Australia. It focuses on aspects of the student experience that are measurable, linked with learning and development outcomes, and potentially able to be influenced by higher education institutions. The survey collects information that helps both higher education institutions and the government improve teaching and learning outcomes. The SES has been administered annually since 2012.

University

Medical student feedback

Attrition – domestic and international students

Attrition rate by year

● Commencing ● Continuing
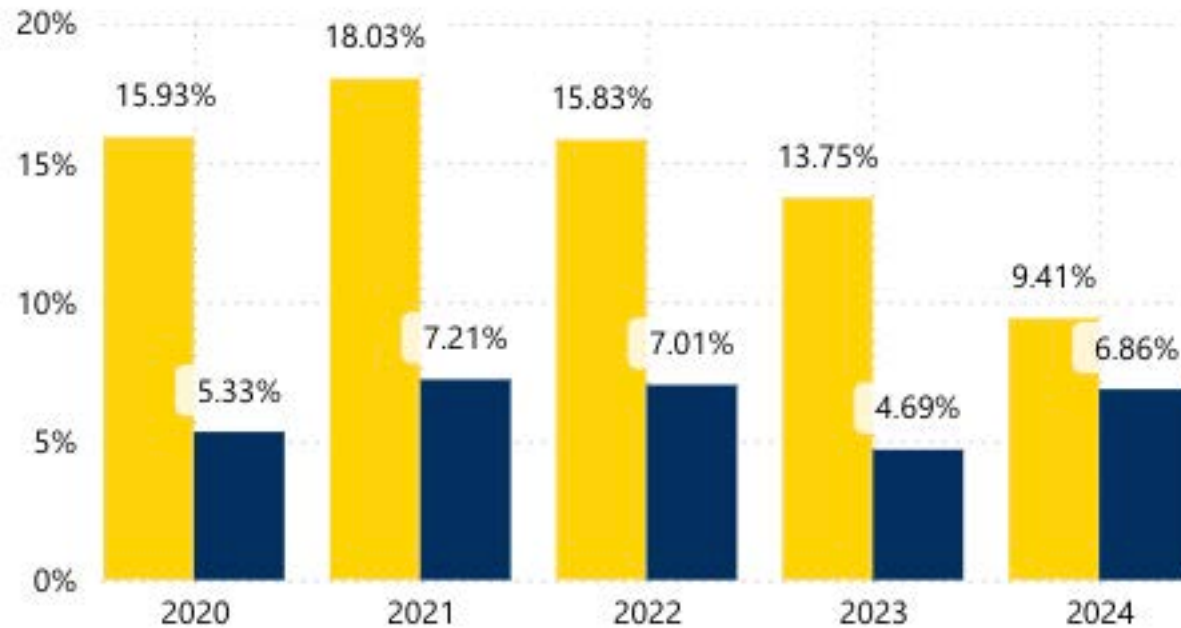
Domestic students

Attrition rate by year

● Commencing ● Continuing
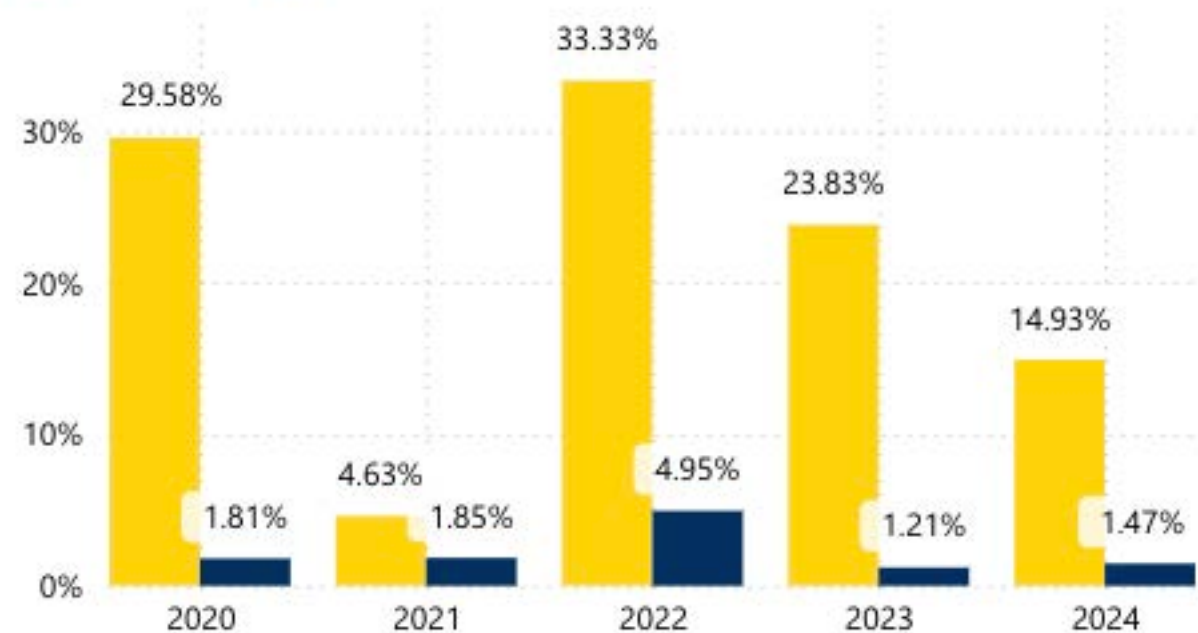
International students

COVID-19/non genuine students

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Some education highlights

Launch of the South Australian Rural Medical Program in Mt Gambier and the Riverland (60 students)

Launch of new courses

- Masters in Clinical Epidemiology
- Bachelor of Paramedicine (Honours)
- Bachelor of Public Health (Honours)

International students in the NT

50 year of Medicine celebration

First graduating class of 280 students in Singapore

Increased diversity – from 13% (2020) to 17% low SES postcode, 2.3% Indigenous students

Established Yungkurrinthi space for Indigenous students in the Flinders Medical Centre

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Some education highlights

Undergoing re-accreditation of the MD, BMS (Lab Medicine), and Paramedicine

Collaboration Catalyst Program – 15 emerging education leaders

Re-establishment of the CMPH Learning and Teaching Academy

Teaching Awards

Helen Harrison
- Best of Best, FUSA Student-led Teaching Awards
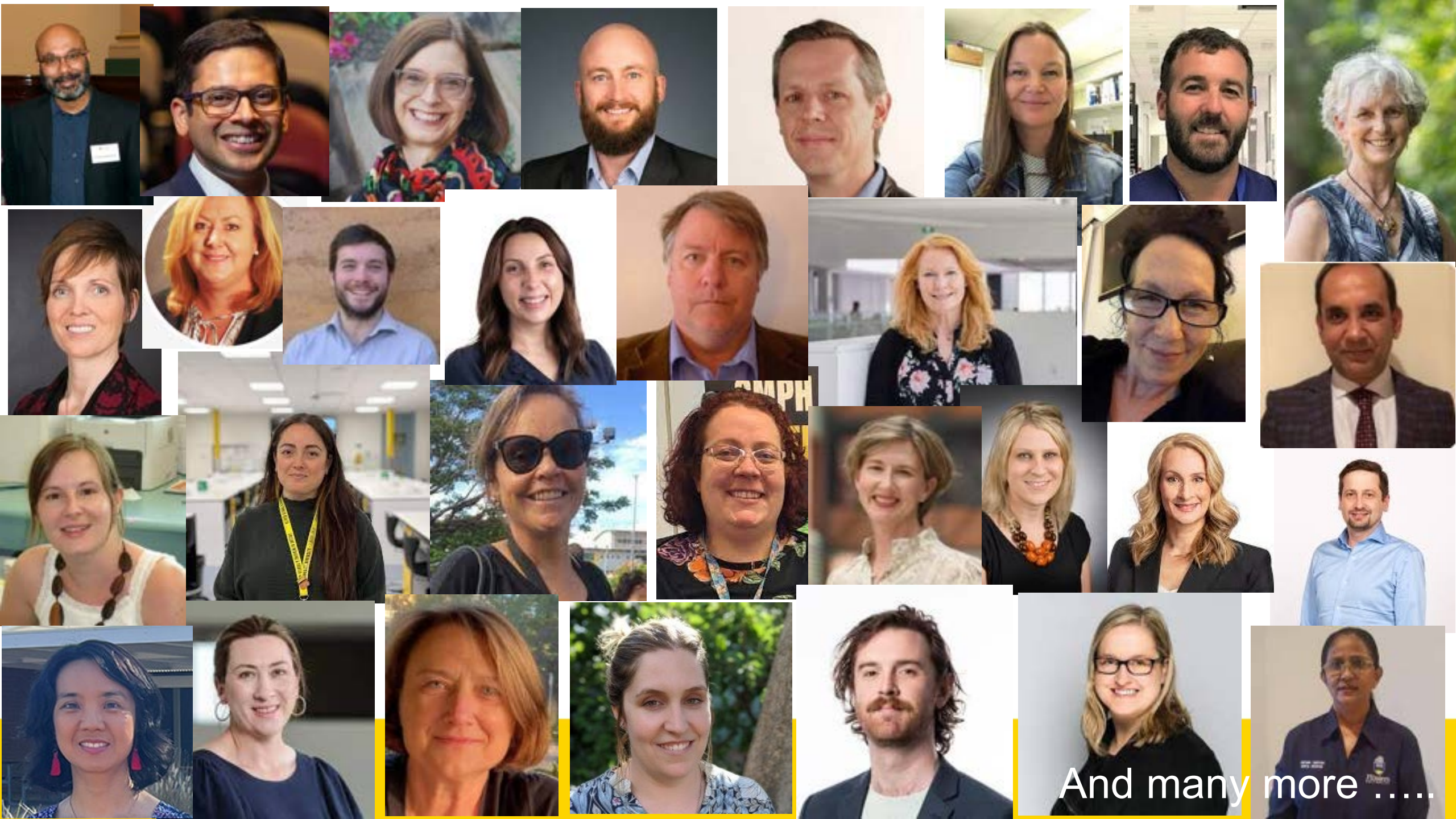
Voula Gaganis
- SA Science Excellence and Innovation Awards Tertiary STEMM educator
- Australian Awards for University Teaching - Award for Teaching Excellence

Helen Anscomb, Christine Barry, Dusan Matusica
- Australian Awards for University Teaching - Citation

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And many more ......

RESEARCH

FHMRI

Flinders Health and Medical Research Institute

Research income

HERDC Income Trend - Actuals

Income Category Code ● CAT1 ● CAT2 ● CAT3 ● CAT4   *Click to toggle view

Year	CAT1	CAT2	CAT3	CAT4	Total
2014	$9.2M	$7.0M	$4.9M		$22.1M
2015	$8.2M	$5.9M	$6.8M		$21.5M
2016	$8.9M	$6.3M	$6.4M		$22.5M
2017	$7.0M	$6.5M	$8.9M		$23.1M
2018	$11.9M	$6.0M	$6.9M		$25.1M
2019	$13.0M	$5.8M	$9.3M		$28.8M
2020	$16.2M	$8.4M	$11.3M		$36.2M
2021	$22.0M	$7.9M	$9.1M		$39.5M
2022	$26.8M	$7.7M	$14.2M		$49.2M
2023	$33.8M	$8.3M	$12.6M		$55.3M
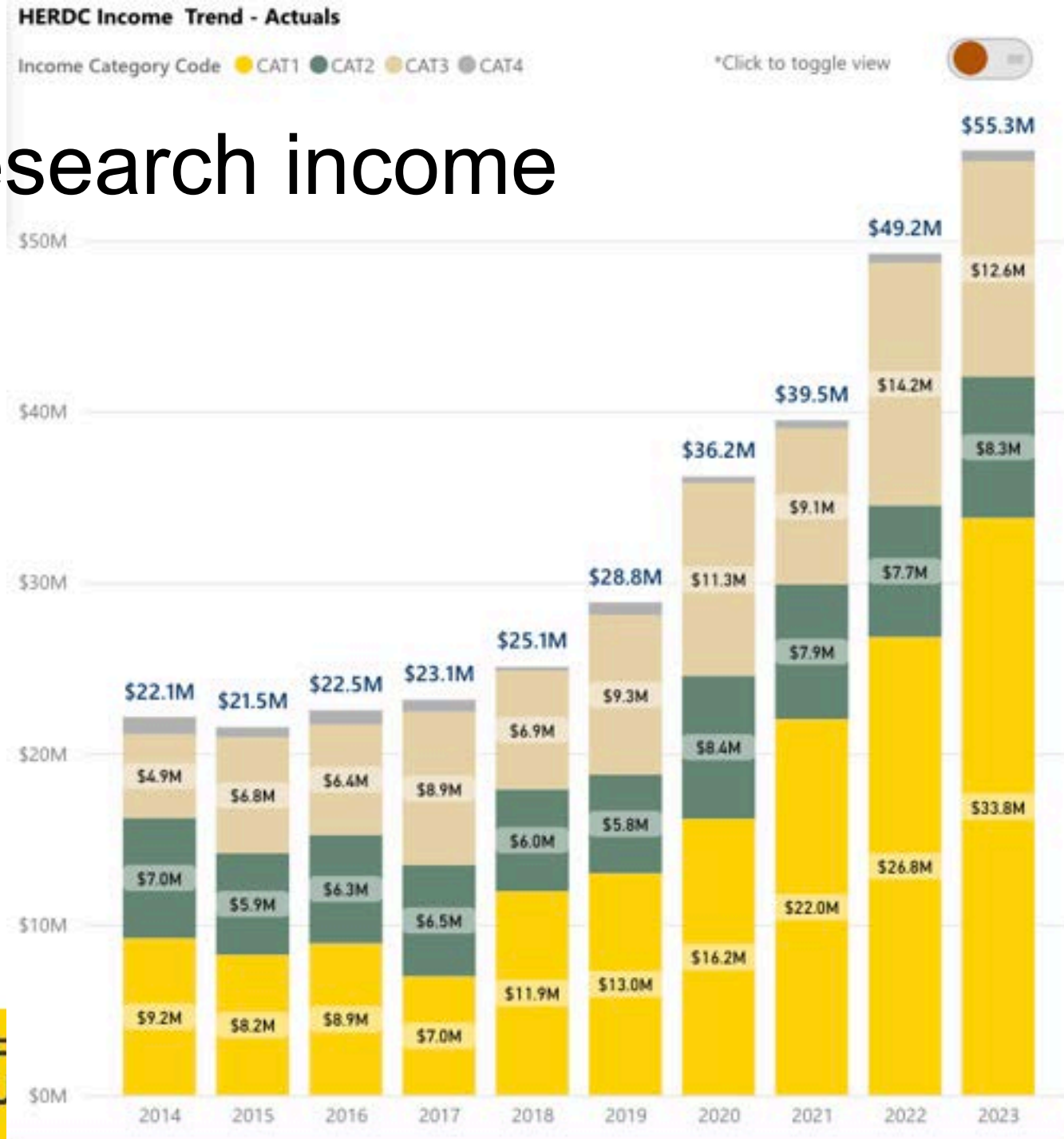
2024 > $60M*

Since 2018
- \> doubling of research income
- Cat 1: $ 11M to $39M

33 academics on fellowships

Top 10 for MRFF/NHMRC

Italic * Unaudited HERDC Income

Publications and citations

Higher degree students – 21% vs 50% of income

Course Enrolments - Trend Over Years
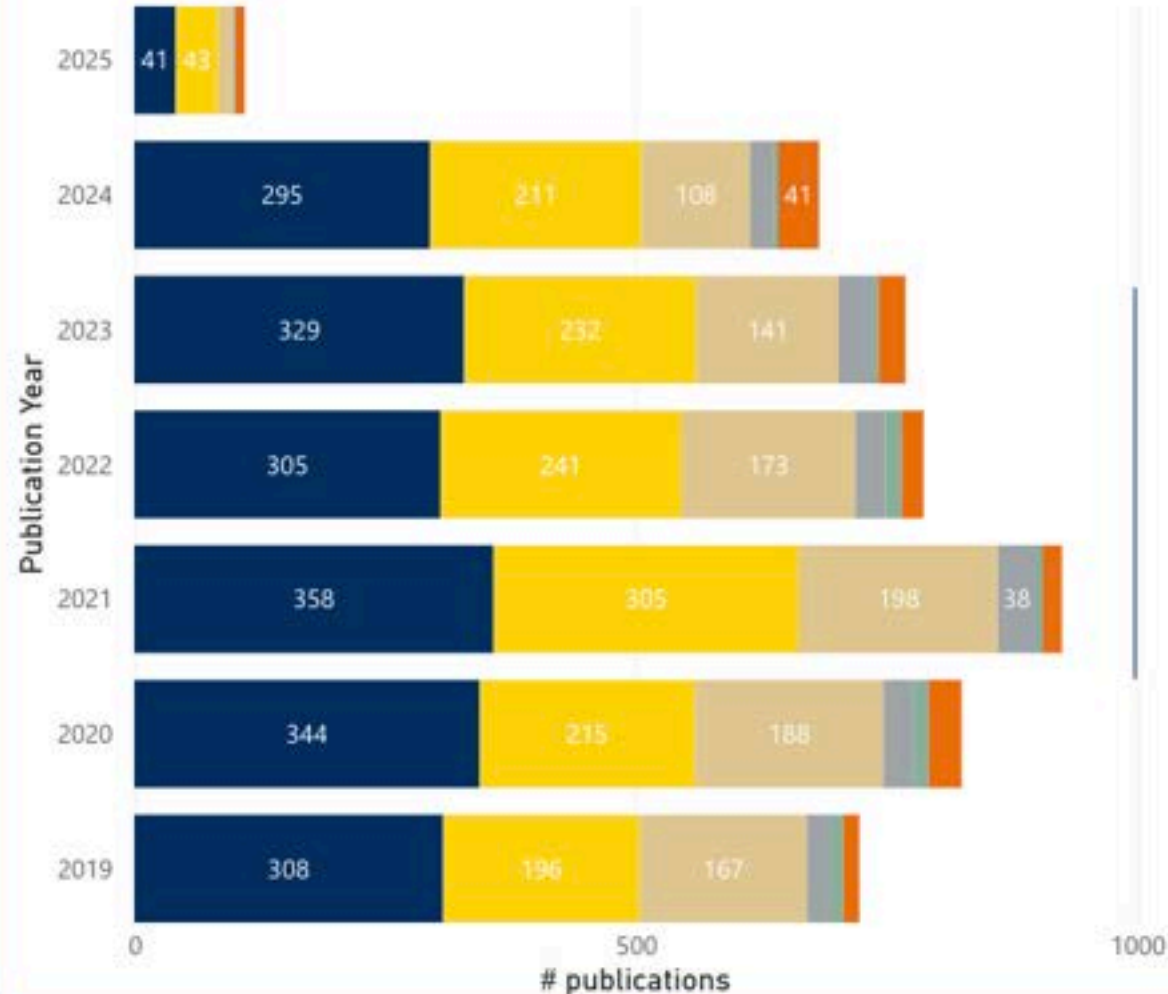- Masters Research ● PhD

Year	PhD	Masters Research	Total
2020	180	25	205
2021	191	26	217
2022	205	25	230
2023	220	25	245
2024	219	23	242
2025	203	19	222

Load - Trend Over Years
- Masters Research ● PhD

Year	PhD	Masters Research	Total
2020	98.7	11.3	110.0
2021	104.5	12.7	117.2
2022	117.8	12.7	130.5
2023	123.9	8.3	132.2
2024	125.2	7.6	132.7
2025	137.5	8.3	145.7
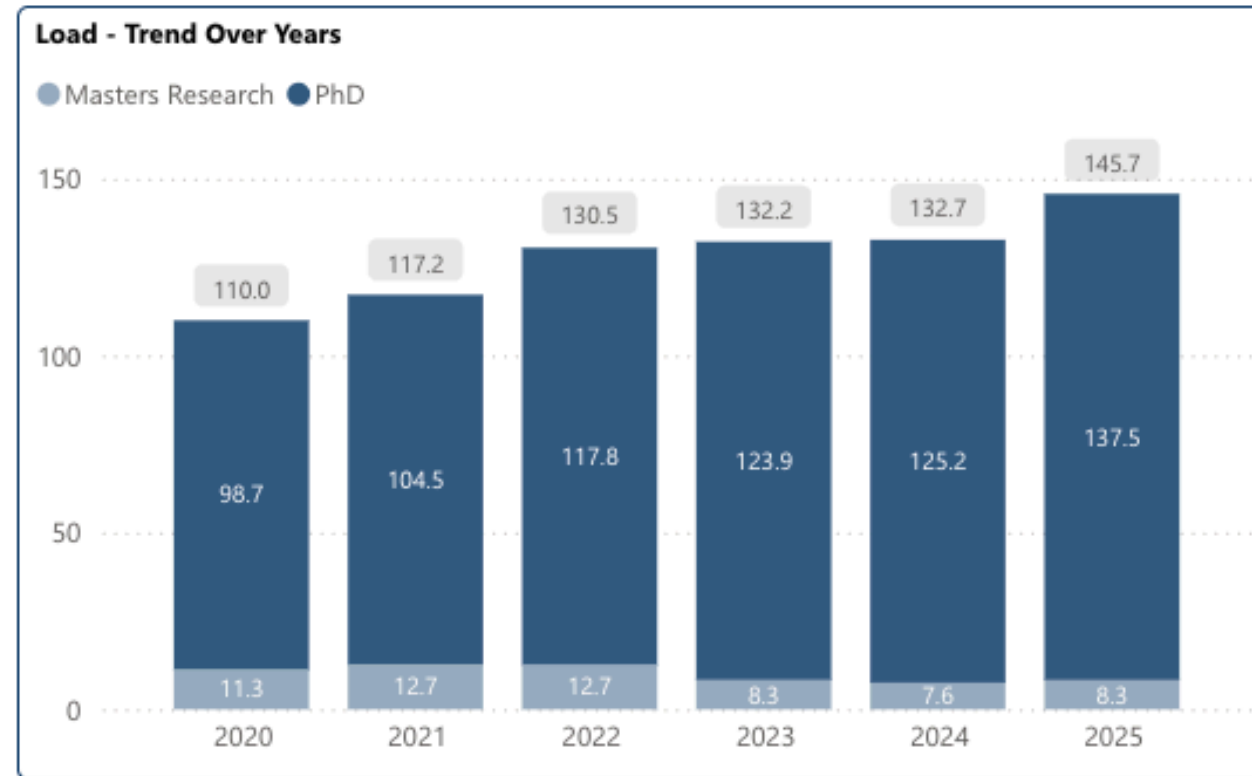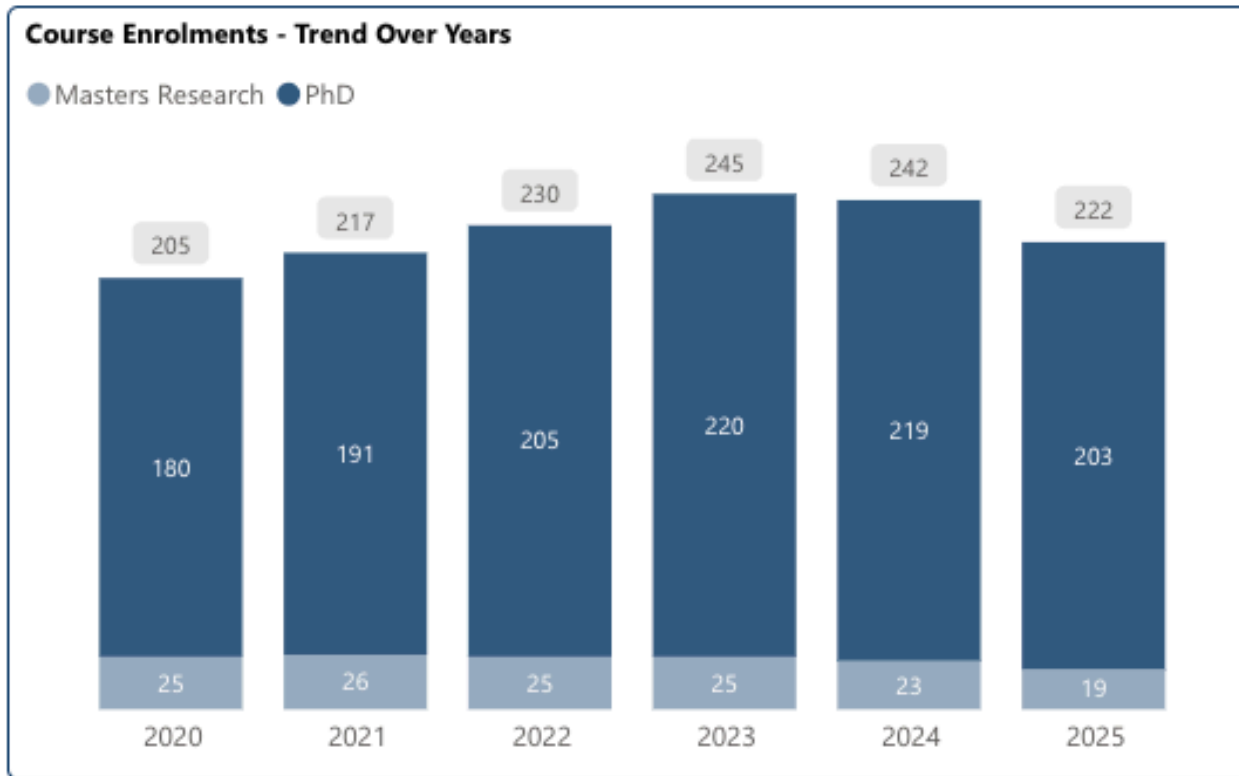
3% attrition – down from 5% in 2020

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Some other research highlights

- HMRB Activation
- Flagship/impact programs implemented
- FHMRI Strategy launched
- Improved processes & procedures (fellowships, open access, infrastructure levy, event sponsorship, co-investment)
- Productivity – 8% of continuing academics without income, ratio of income to salary 60/25
- SA Science and Innovation awards – Jamie Craig SA Scientist of the Year, FHMRI Sleep Excellence in Science and Industry Collaboration
- 7 NHMRC Investigator Grants – Hannah Scott, Kalinda Griffiths, Ash Hopkins, Claire Roberts, Karla Canuto, Simon Conn, Jaquelyne Hughes
- Excellence of Aboriginal/Torres Strait Islander researchers

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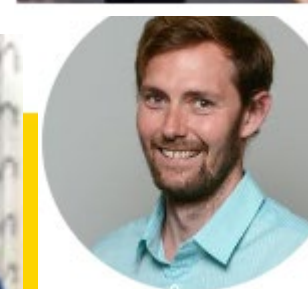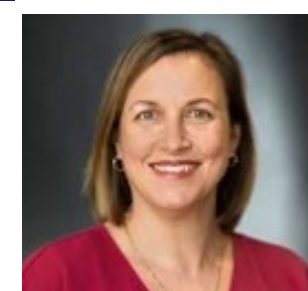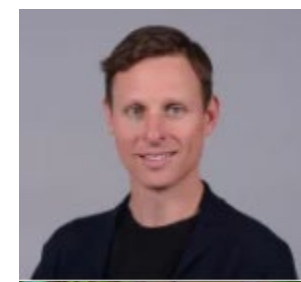
PEOPLE AND CULTURE

Staff

Aboriginal and/or Torres Strait Islander staff (4.6%)

% of Total Staff

2.17%
Target: 3.00%

Headcount

114

Headcount By College/Portfolio

College	Count
College BGL	3
College EPSW	12
College HASS	10
College MPH	44
College NHS	13
College SE	2
Corporate Services	9
DVC (Research)	2
DVC (Student)	19

Headcount By Aboriginal and/or Torres Strait Islander Peoples
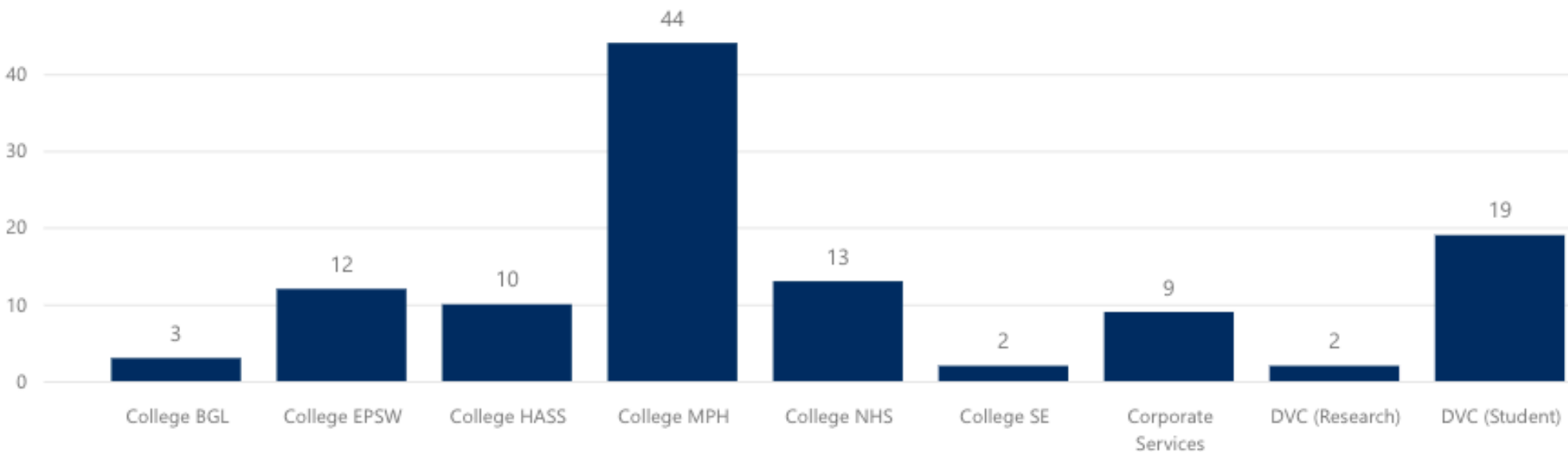
● Target ● Aboriginal and/or Torres Strait Islander Peoples %

Headcount By Location

Location	Count
Northern Territory	28
Bedford Park	11
Flinders Medical Centre	2
Queensland	1
Rural Health	1
Sturt	1
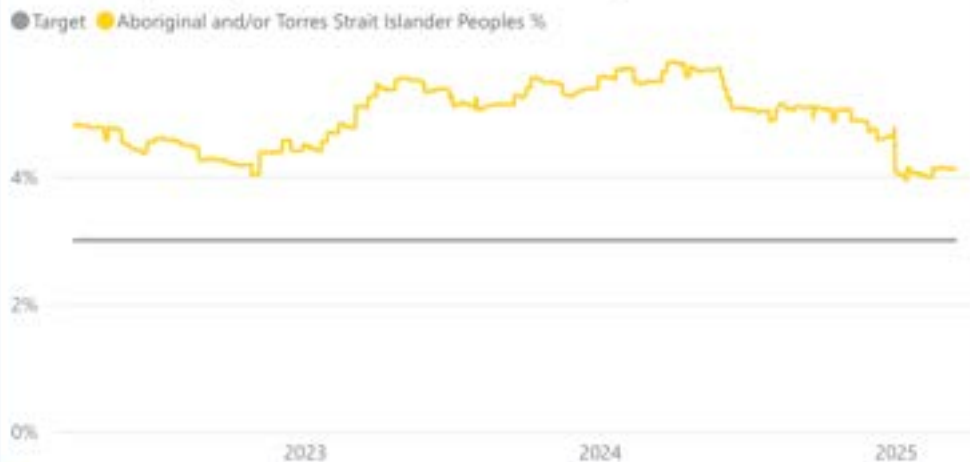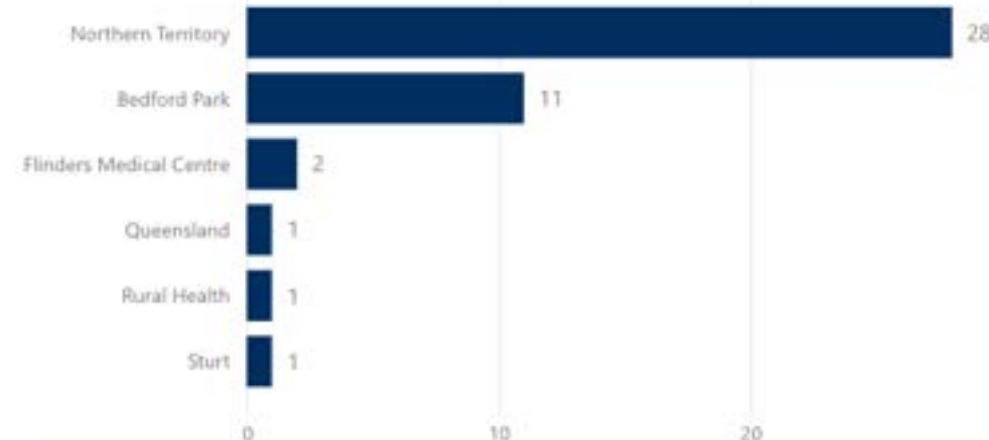
Headcount By College/Portfolio

● Female ● Indeterminate/Intersex/Unspecified ● Male
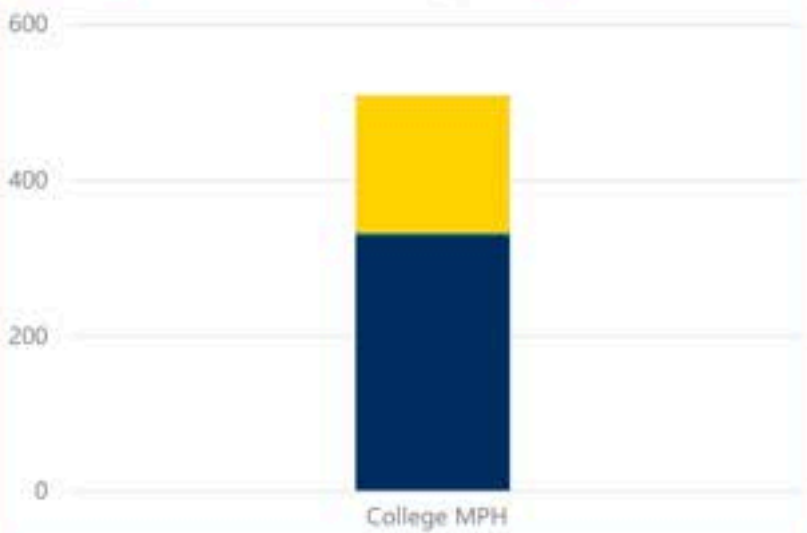
Headcount By Employment Type

● Female ● Indeterminate/Intersex/Unspecified ● Male

Fixed Term

Continuing
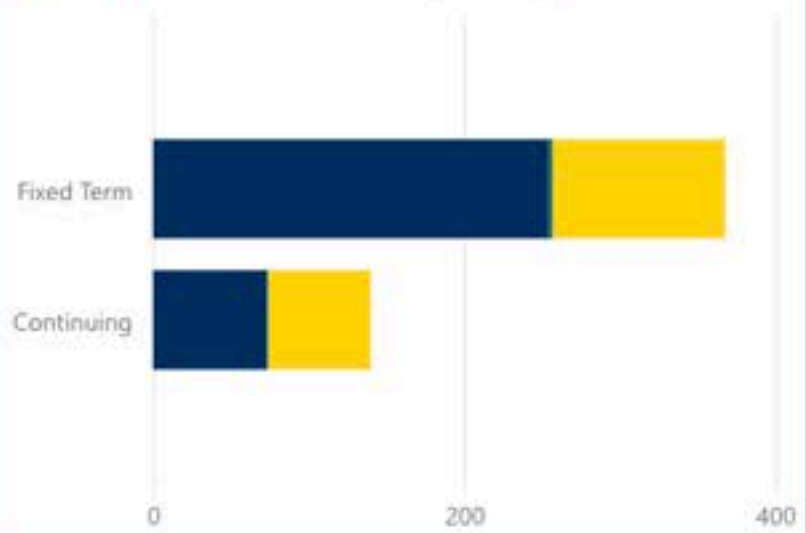
Headcount By Aboriginal and/or Torres Strait Islander Peop...

● Female ● Indeterminate/Intersex/Unspecified ● Male

Indigenous

Non-Indigenous
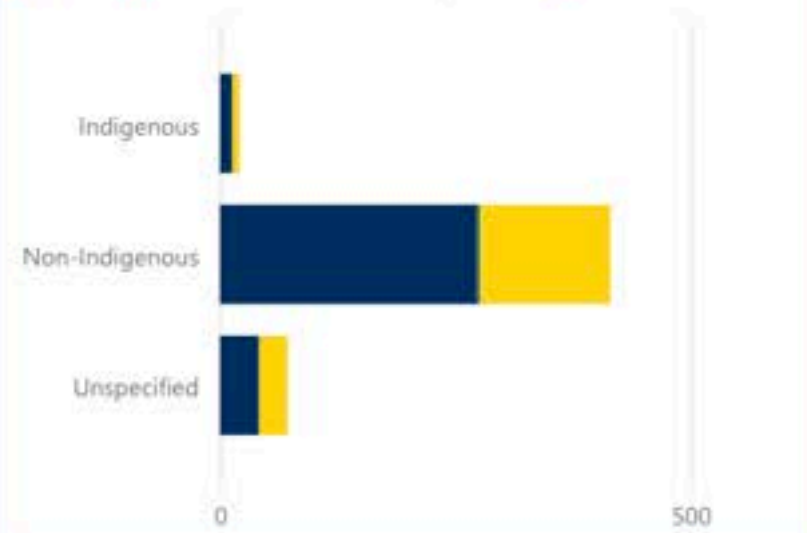
Unspecified

Headcount By Job Family

● Female ● Indeterminate/Intersex/Unspecified ● Male

Professional

Research Only

Teaching Specialist

Teaching and Research

Management
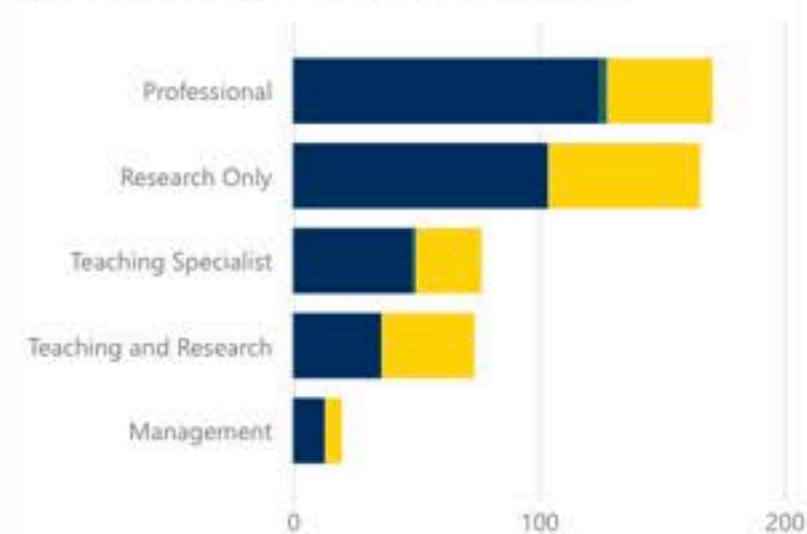
Headcount By Academic Level

● Female ● Indeterminate/Intersex/Unspecified ● Male

Level A

Level B

Level C
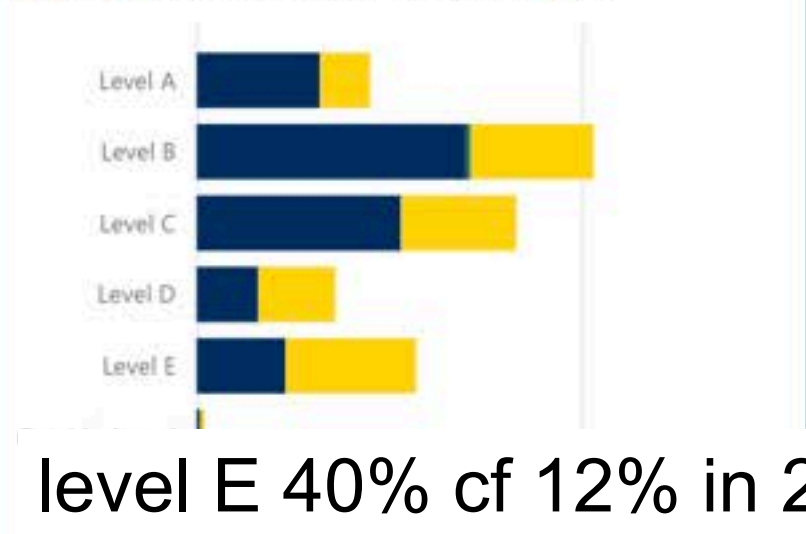
Level D

Level E

Headcount By Professional Level

● Female ● Indeterminate/Intersex/Unspecified ● Male

HEO3

HEO4

HEO5

HEO6

HEO7

HEO8

HEO9
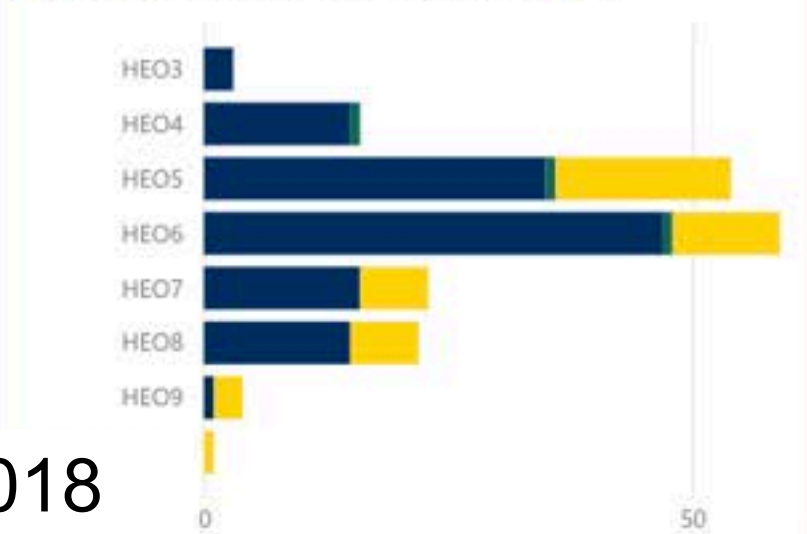
level E 40% cf 12% in 2018

Overview

Where are we in 2025?

What's our vision for 2025?

Flinders University

Activity 2– looking forward

In pairs, share what is a major goal for you/your team in 2025?

College of Medicine and Public Health
Strategic Plan 2024-2028

Positive impact through excellence in research and education.

Purpose

Delivering education and research of excellence to shape healthcare and impact lives.

Culture

An inclusive culture built on diversity, generosity, accountability, and capacity development.

Future

Healthy and thriving communities.

Priorities

Responsive Systems and Infrastructure

Enhance operations with agile systems and processes, to support excellence in education and research.

Educational Excellence

Develop a student-centred educational experience of the highest calibre, aimed at preparing graduates to confidently lead the future healthcare workforce.

Building People Capacity

Create a diverse, resilient, and sustainable workforce that promotes excellence, generosity, and inclusivity, and is future-focussed.

Research Impact

Lead impactful health and medical research that pushes the boundaries of discovery globally, improving health outcomes.

Equity

Advance healthier populations through equitable education, research, community engagement, accessible services, and an inclusive workforce.

Aboriginal and Torres Strait Islander Impact

Strengthen partnerships to improve Aboriginal and Torres Strait Islander health, through expanded access to education and research.

Community Engagement and Partnerships

Forge strategic relationships with both local and international communities to instigate transformative change for positive societal impact.

Values

Accountability
Develop a culture of accountability in our behaviour and decisions.

Diversity
Strengthen an environment that values and celebrates the unique perspectives and backgrounds of all.

Capacity Development
Promote a place of training, advancement and skills development.

Inclusivity
Cultivate a welcoming and supportive environment where all are valued and included.

Generosity
Act with generosity to enrich, build and support others.

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2025 Plans

Rural and Remote Health
- Infrastructure and student accommodation
- University Strategy implementation
- Enhanced integration with and support from College/University

Research
- HDR uplift
- Rankings working party
- Respond to ECR report – mentoring program
- Expand philanthropic support
- R&R and clinician research support
- Strengthen consumer engagement
- HMRB governance + optimisation

Education
- Support emerging education leaders
- Expanded educational leadership
- New courses/international opportunities
- Implement ISST plan
- MD accreditation conditions
- Improve student satisfaction

People and Culture and College Services

- SALHN joint strategy implementation
- Process improvement
- Improve professional staff inclusivity and belonging
- Strengthen and clarify professional staff service provision within matrix
- Refined governance structure with greater engagement and transparency
- Respond to 'Your Voice'
- Build stronger partnerships for health providers

Poche/Aboriginal and Torres Strait Islander Health

- Aboriginal Health/Poche Strategic Plan
- Establish Aboriginal/Torres Strait Islander leadership/caucus structure

Thank you

Morning tea
10.30 – 11.00am

Session 2

Surviving and thriving in early career academic world

Dr Jack Manners

Dr Lara Escane

Alicia Lander

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Session 2 (cont...)

'You can't ask that' panel

Jonathan Craig – VPED

Karen Lower – Dean Education

Billie Bonevski – Dean Research/FHMRI

Rebecca Keough – Institute Manager

Kathryn Martinello – Clinician Scientist

Tim Schultz – HDR Coordinator

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Session 2 (cont…)

**Career Hackathon
'What I wish I knew'**

Flinders University

Lunch

12.00 – 1.00pm

Session 3

Learnings from multi campus teaching – the MD in rural South Australia and the Northern Territory

Professor Robyn Aitken, Professor Claire Drummond, Associate Professor Emma Kennedy, Amy Schulz, Liam Murphy, Dr Buddhika Weerasundera, Dr Michal Wozniak, Kath Martin, Uncle Richie

Afternoon tea

3.00 – 3.30pm

Session 4

Research essentials

DVCR Professor Ray Chan

SALHN Executive Research Director, Professor Andrew Bersten

NCETA Trivia Quiz: "How well do you know your drugs?"

Meet the new FHMRI researchers rapid fire presentations

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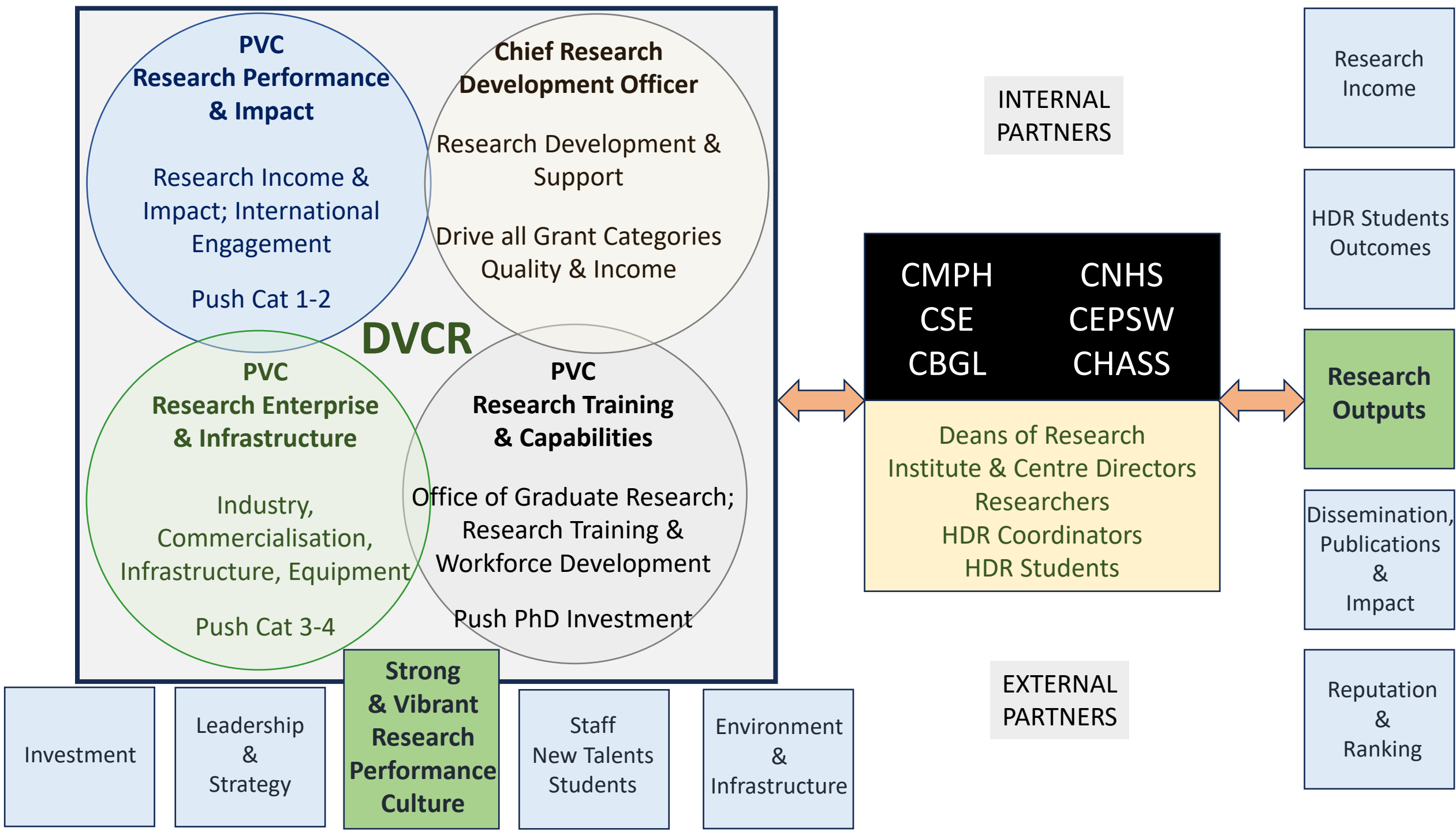
Flinders Research Income 2018-2024

Flinders University HERDC Income
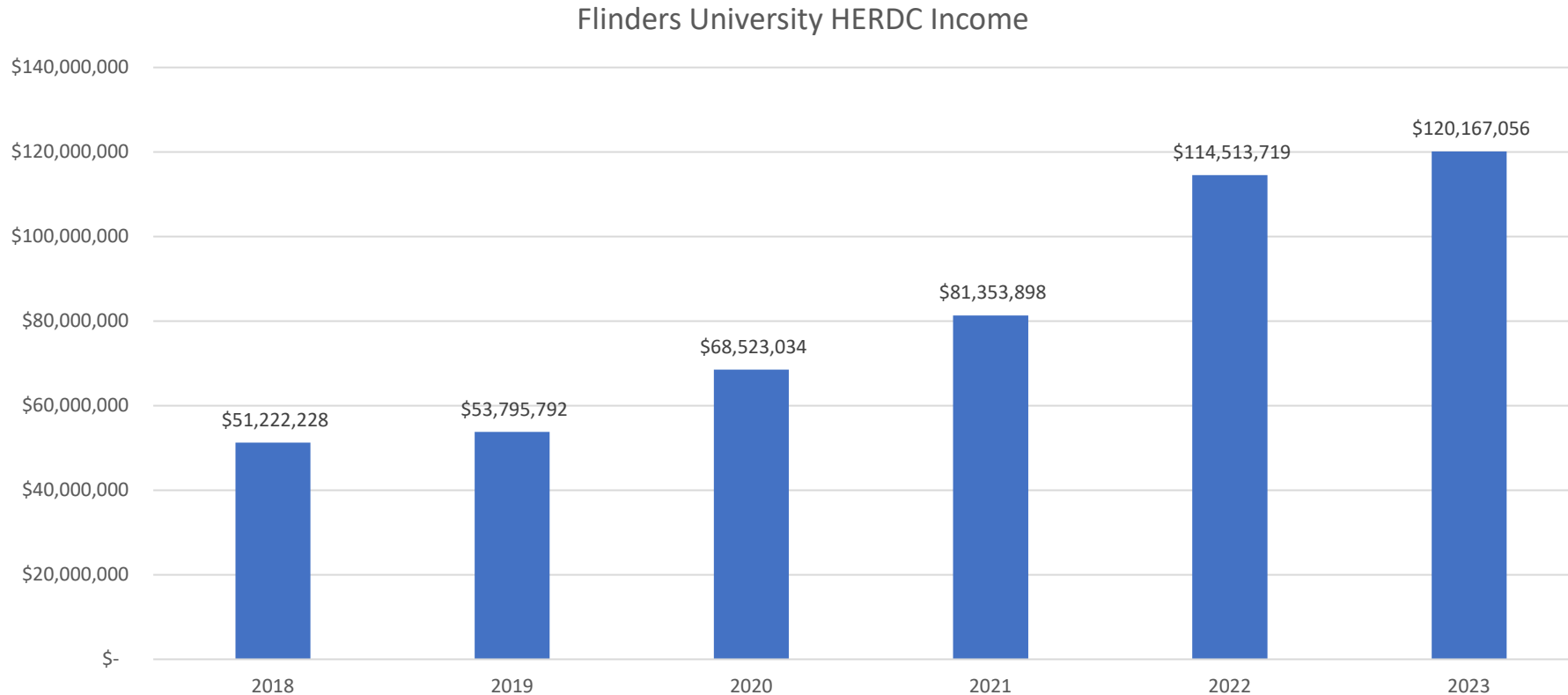
Target: $150 million by end of 2027

Projected research income for 2024 from:

- NHMRC = $15.8m
- MRFF = $23.4m
- ARC = $15.5m

And above all, we are focused on finding solutions to complex problems by doing research that matters

What are the key issues on the horizon?

- ARC National Competitive Grant Program Review
- Strategic Examination of Research and Development
- Foreign Interference
- Researcher unique identifiers
- National Data Commissioner's DATA Scheme
- SA: Merger (challenges and opportunities)

DVCR – Organisational Level Strategies

- Senior Research Leadership Committee - Working Groups
    - Research performance expectations refresh
    - Retention of researchers
    - Supporting women in research
- Continual focus on NHMRC, MRFF and ARC
- Supporting large bids (competitive and unsolicited)
- CSE Uplift
- HDR Growth (including industry) Strategy
- Maximise philanthropic income for research
- Strengthening our partnership with SALHN, Flinders Foundation, The Hospital Research Foundation

DVCR – Organisational Level Strategies

- **Agenda 2035**
  - External messaging of our research focus areas
- **RDS Support**
  - Sharing of strengths (pre-grant and post-grant support)
  - Greater level of synergy in health and non-health areas
  - Addressing gaps (research marcomm, business development)

Q&A

Session 4 (cont…)

SALHN Innovation and Research Strategy 2025-28 and Navigating the Data Governance Framework

SALHN Executive Research Director Professor Andrew Bersten

Flinders University

SALHN Innovation and Research Strategy 2025-28 and Navigating the Data Governance Framework

Andrew Bersten
ED Research Strategy

Ngadlu tampinthi, Kaurna Miyurna yaitya yarta-mathanya Wama Tarntanyaku. Ngadlu tampinthi purkarna pukinangku, yalaka, tarrkarritya. Parnaku yailtya, parnaku tapa purruna, parnaku yarta ngadlu tampinthi. Yalaka Kaurna Miyurna itu yailtya, tapa purruna, yarta kuma puru martinthi, puru warri-apinthi, puru tangka martulayinthi.

We acknowledge the Kaurna people are the traditional custodians of the Adelaide Plains and pay respects to Elders past, present, and future.

We recognise and respect their cultural heritage, beliefs, and relationship with the land.

Purruna-tirka Trruku *'health learning centre'*

TRUST

Governance

INCLUSION

Clinician Engagement Strategy

Workforce Wellbeing Plan

SALHN Workforce Planning Framework

Creating and Sustaining Professional Practice Model

Workforce Growth and Sustainability Plan

Clinical Governance Framework

SNAAP Framework and How to Guide

Quality Plan

Partnership Plan

Education and Learning Plan

Workforce

Partnerships

Quality Care

Education and Learning

SALHN Aboriginal Health Equity Plan

SALHN Reconciliation Action Plan

Disability Access and Inclusion Plan

Equitable Services

HEALTH SERVICE PLAN

SALHN Strategic Plan 2023-2027

Innovation and Research

Clinical Trials Framework

Innovation and Research Plan

Technology

Environmental and Financial Sustainability

Infrastructure

Data and Analytics Plan

Data Governance Framework

SALHN Technology Plan

Infrastructure Plan

Environmental Sustainability Plan

Financial Sustainability Plan

Accountability

EMPATHY

SALHN
INNOVATION & RESEARCH STRATEGY

An enabler of the

SALHN STRATEGIC PLAN 2023-2027

Government of South Australia

Health
Southern Adelaide Local Health Network

Objectives

To improve clinical research infrastructure at SALHN.

To increase the number of consumers and staff given the opportunity to participate, lead and use research.

To improve access to research for underserved and priority populations.

To diversify funding to ensure financial sustainability and grow innovation and research capability.

To improve project management of research conducted at SALHN.

To increase translation of knowledge into standard care through direct application of evidence into new models of care, practice change.

STRATEGY FOCUS AREAS & ENABLERS

1 Equity
Recognise and support the research needs of our community, particularly Aboriginal and Torres Strait Islander people and other underserved and priority populations

2 Infrastructure & workforce
Expand capability and sustainability for high quality research across the Four Fields of Enquiry

3 Training & education
Provide opportunities and pathways to improve research capability

4 Evidence-based Care
Embed research and data into practice and evidence-based models of care via a learning health system

5 Funding
Grow research and innovation supported by financially sustainable and independent models
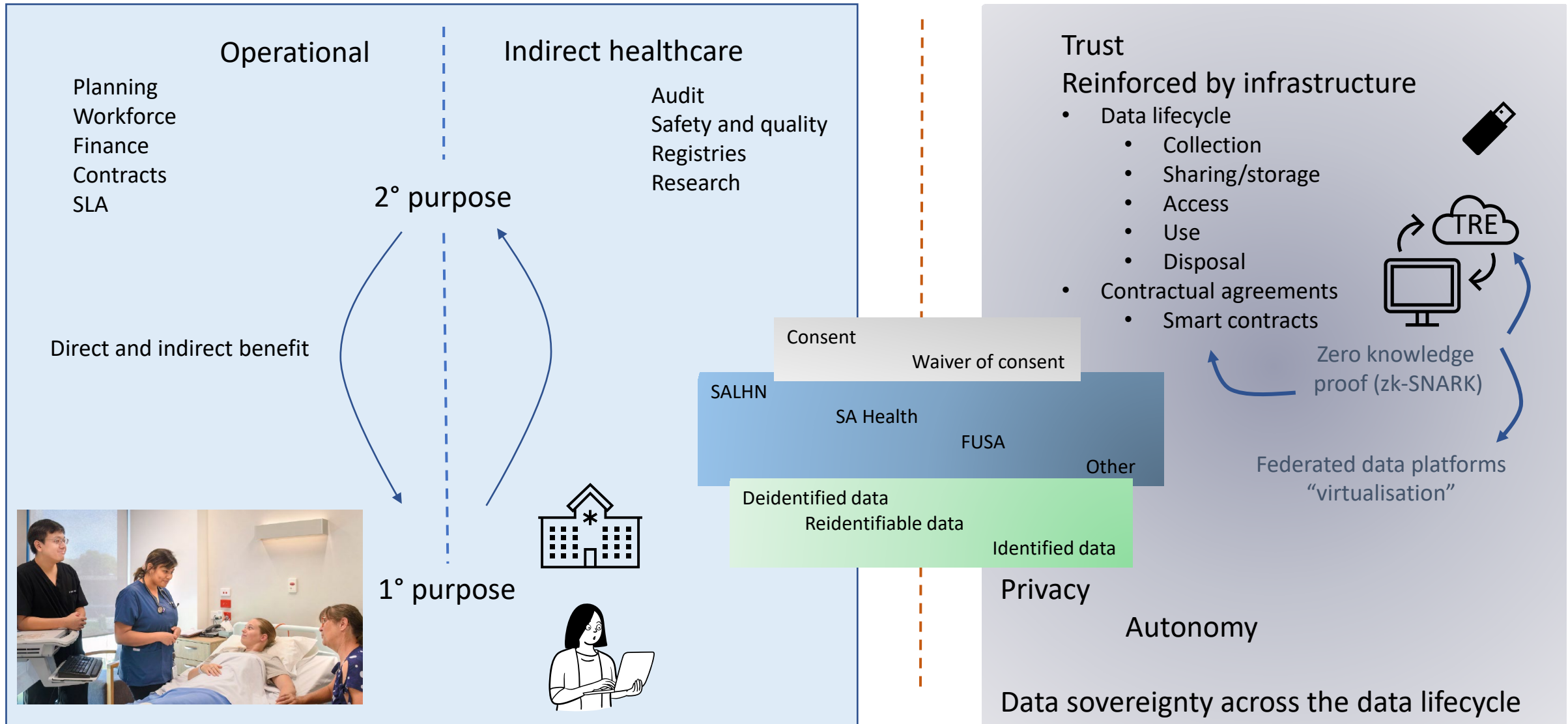
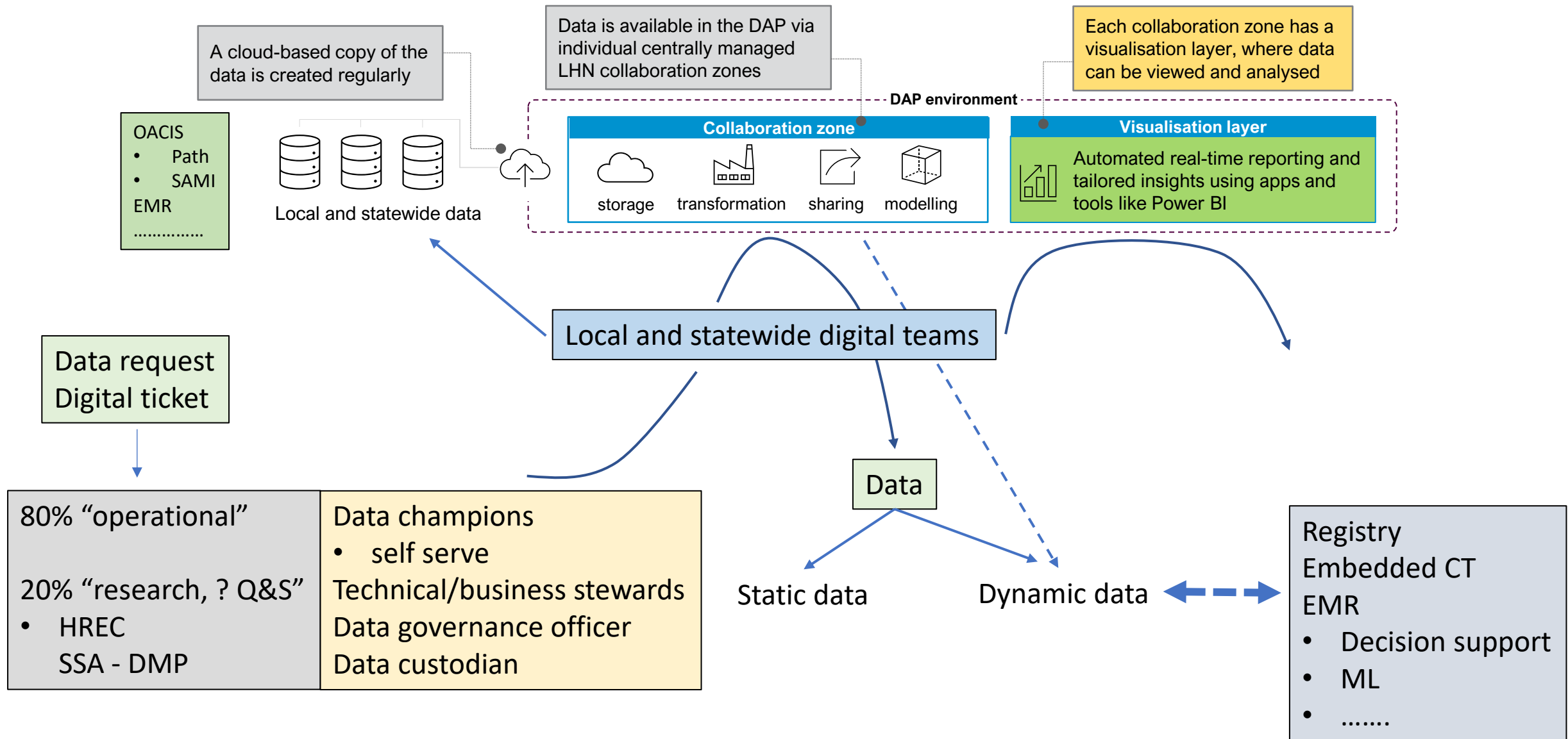CONSUMERS & PEOPLE w/ LIVED EXPERIENCE → GOVERNANCE → PARTNERSHIPS → TECHNOLOGY

Healthcare Data Today and Tomorrow

Paper → Isolated Digital Systems → Integrated Systems → Opportunities

A cloud-based copy of the data is created regularly

Data is available in the DAP via individual centrally managed LHN collaboration zones

Each collaboration zone has a visualisation layer, where data can be viewed and analysed

OACIS
• Path
• SAMI
EMR
....

Local and statewide data

DAP environment

Collaboration zone

storage   transformation   sharing   modelling

Visualisation layer

Automated real-time reporting and tailored insights using apps and tools like Power BI

Local and statewide digital teams

Data request
Digital ticket

80% "operational"

20% "research, ? Q&S"
• HREC
  SSA - DMP

Data champions
• self serve
Technical/business stewards
Data governance officer
Data custodian

Data

Static data   Dynamic data

Registry
Embedded CT
EMR
• Decision support
• ML
• ....

Five Safes Principles

Safe People
Refers to the knowledge, skills and incentives of the user to store and use the data in accordance with the required standards of behaviour and compliance with relevant SALHN policies.

Safe Projects
Refers to the legal, moral, and ethical considerations surrounding purpose and use of the data.

Safe Output
Refers to the residual risk to SALHN in publishing outputs that contain sensitive data.

Safe Data
Refers to the potential for identification in the data and whether consent will be obtained or waived. Under what conditions was the data collected (accuracy, completeness, richness, sensitivity)

Safe Settings
Refers to the practical controls on the way the data is accessed and where the data is stored. It encompasses both the physical environment (security controls) and procedural arrangements (supervision).

Data management plan

1. Safe People
   Incl data manager
2. Safe project
   Data source and class
   Data sovereignty
3. Safe data
   Consent
   Collection
4. Safe settings
   Data oversight
   Data format
5. Safe outputs
   Data storage
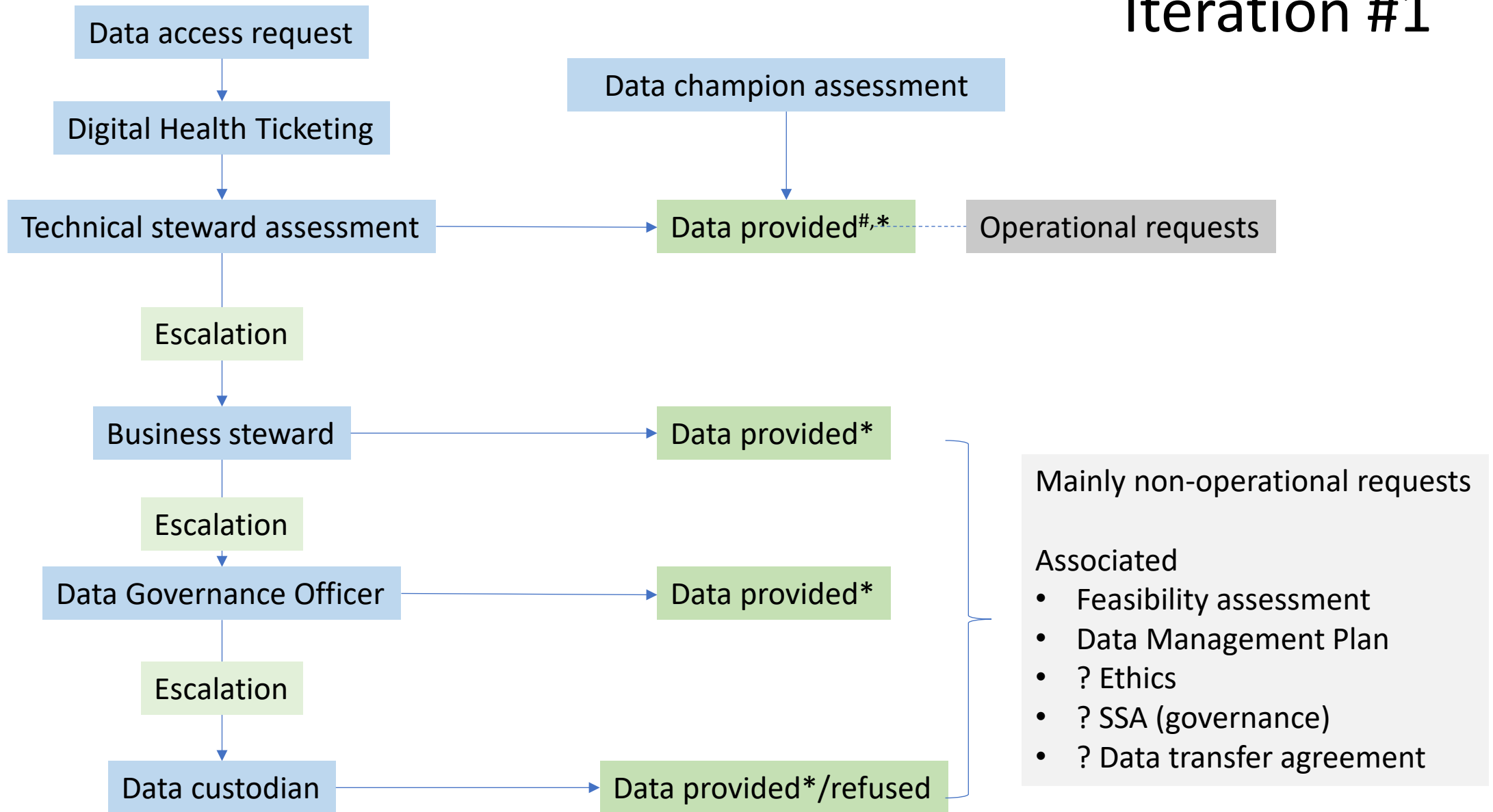   Data transfer
   Study closure
   Data disposal
   Dissemination

Data Request assessment guidelines

Safe people Are the users known and trusted to handle data in a manner consistent with SALHN policy?	Internal (SALHN) users Authorised SALHN employees with the credentials to access the data in accordance with SALHN policies	SA Health users Authorised SA Health personnel with appropriate and verified credentials	Known external users* Trusted external third party with the credentials to access the data in accordance with SALHN policies	Unknown new) external users Unknown external third-party, with unverified credentials to access SALHN data
Likely outcome	Low risk	Medium risk	High risk	Extreme risk
Safe projects Are the purposes for use of data likely to breach legal, compliance requirements or community expectations?	Authorised SALHN projects Internal initiatives at SALHN that have endorsement from the SALHN Executive	SALHN research Approved research projects led by SALHN employees (e.g. HREC, SSA)	Authorised external initiatives Approved external research or initiatives involving SALHN employees but not led by SALHN	Other external projects Research and initiatives conducted outside of SALHN, with no control over the project
Likely outcome	Low risk	Low risk	High risk	Extreme risk
Safe settings Could the data be compromised due to the lack of appropriate and sufficient security controls?	SALHN DAP Zone Data is provided, used, maintained and disposed within a DAP Collaboration Zone that SALHN can access	Other SALHN environment Systems, platforms, applications, servers, databases within SALHN management (e.g. Folder, Teams, Sharepoint)	Authorised external environment* External platforms, applications, servers, databases that SALHN has verified as having appropriate and sufficient security controls	Unknown external environment Third party systems, platforms, applications, servers, databases that do not have appropriate and sufficient security controls or that it is unverified
Likely outcome	Low risk	Medium risk	High risk	Extreme risk
Safe data Could the identity of an individual be discerned from the data provided?	De-Identified data Processes applied to reduce reasonable likelihood of identification	Identifiable data No personal information included but sufficient detail that re-identification could occur	Identified data Individuals are identified in the information included in the data	Restricted data Restricted information about identified individuals included in the data
Likely outcome	Low risk	Low risk	Medium risk	High risk
Safe outputs Could the outputs (e.g. insights / findings) from the data compromise SALHN's legal obligations or reputation?	Outputs for use in SALHN only Outputs from an internal project, initiative, or research that will only be distributed to SALHN employees for use within SALHN	Outputs shared with SA Health Outputs will be shared with SA Health employees for use within SA Health	Known outputs shared externally Clearly defined outputs with a known audience will be shared outside of SA Health	Unknown outputs shared externally Outputs that are undefined or have unknown outcomes will be shared outside of SA Health
Likely outcome	Low risk	Low risk	High Risk	Extreme Risk

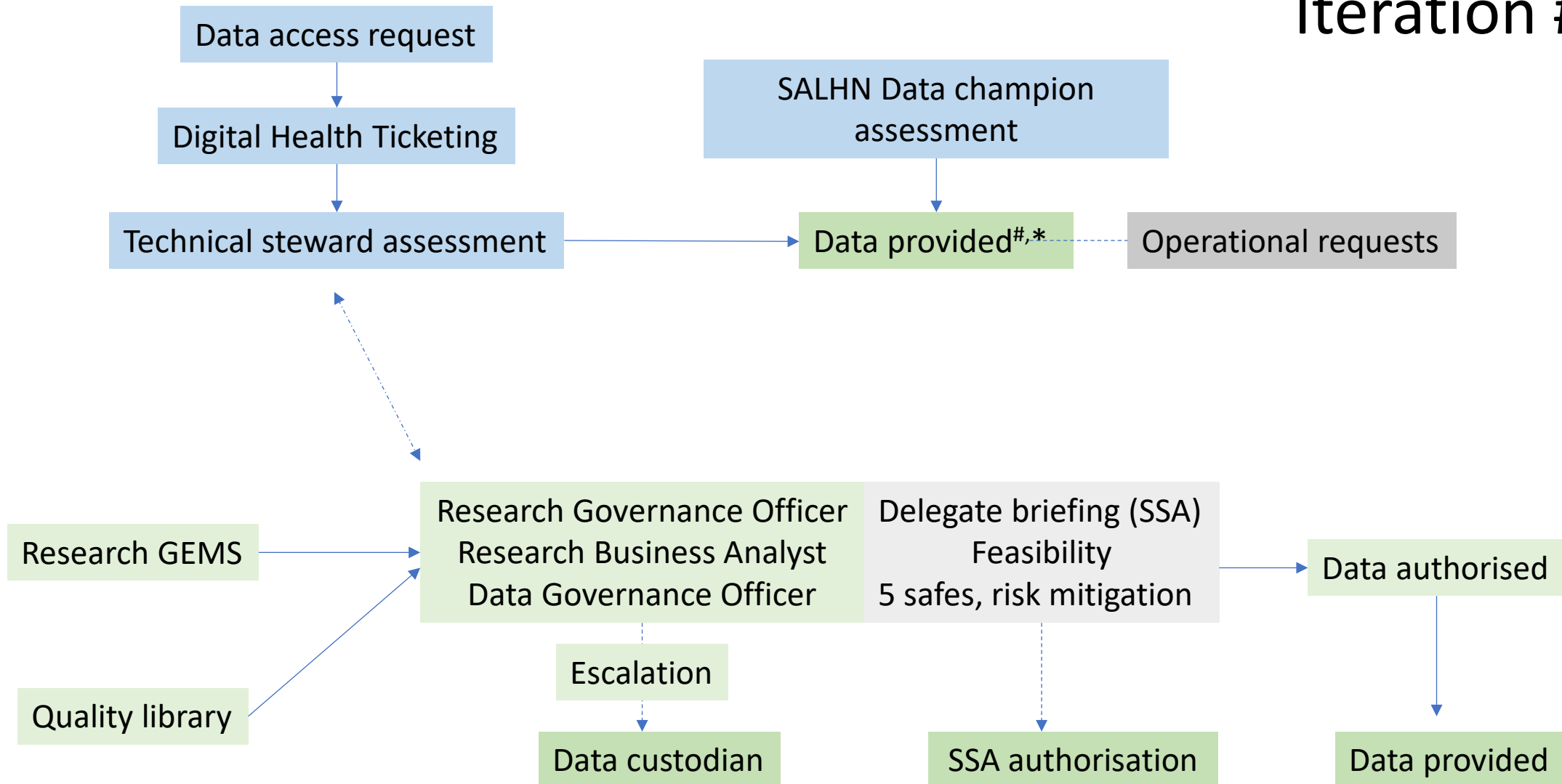☐ Data Champions can extract and provide data for these use cases only.

Iteration #1

Data access request

Digital Health Ticketing

Technical steward assessment → Data provided$^{\#,*}$ ---- Operational requests

Data champion assessment → Data provided$^{\#,*}$

Escalation

Business steward → Data provided*

Escalation

Data Governance Officer → Data provided*

Escalation

Data custodian → Data provided*/refused

Mainly non-operational requests

Associated
- Feasibility assessment
- Data Management Plan
- ? Ethics
- ? SSA (governance)
- ? Data transfer agreement

$^{\#}$ Existing data asset (PBI ...)

* Data extracted and provided by digital team

Iteration #2

Data access request

↓

Digital Health Ticketing

↓

Technical steward assessment → Data provided[#,*] ---- Operational requests

SALHN Data champion assessment ↓ Data provided[#,*]

Research GEMS →

Quality library →

Research Governance Officer
Research Business Analyst
Data Governance Officer | Delegate briefing (SSA)
Feasibility
5 safes, risk mitigation → Data authorised

Escalation ↓ Data custodian

SSA authorisation

Data provided

Existing data asset (PBI …)
* Data extracted and provided by digital team

Compliance
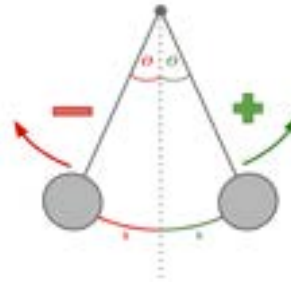
"Doing it right together"

Legislation, policy and procedures

Regulation

- Health Care Act 2008
- Mental Health Act 2009
- Consent and Young People (Safety) Act 2017
- South Australian Public Health Act 2011
- Surveillance Devices Act 2013
- Work Health and Safety Act 2017
- Premier and Cabinet Circular PC012 – Information Privacy Principles (IPPs)
- Public Sector (Data Sharing) Act 2016

SA Health and SALHN Policies and Procedures

- SA Health Privacy Policy Directive
- SA Health Privacy Framework
- Statewide Clinical Support Services (CSS) Privacy and Confidentiality Directive
- Information Sharing Guidelines for Promoting Safety and Wellbeing (ISG)
- Disclosure of Information: Privacy and Confidentiality – A Guide for SA Health Staff
- SALHN Privacy & Confidentiality of Patient Information Policy

Session 4 (cont...)

NCETA Trivia Quiz

"How well do you know your drugs?"

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Session 4 (cont…)

Meet the new FHMRI researchers

Richard Edwards

Natalie Walker

Hanif Haidari

Beck O'Hara

Michael Roach

Andrew Phillips
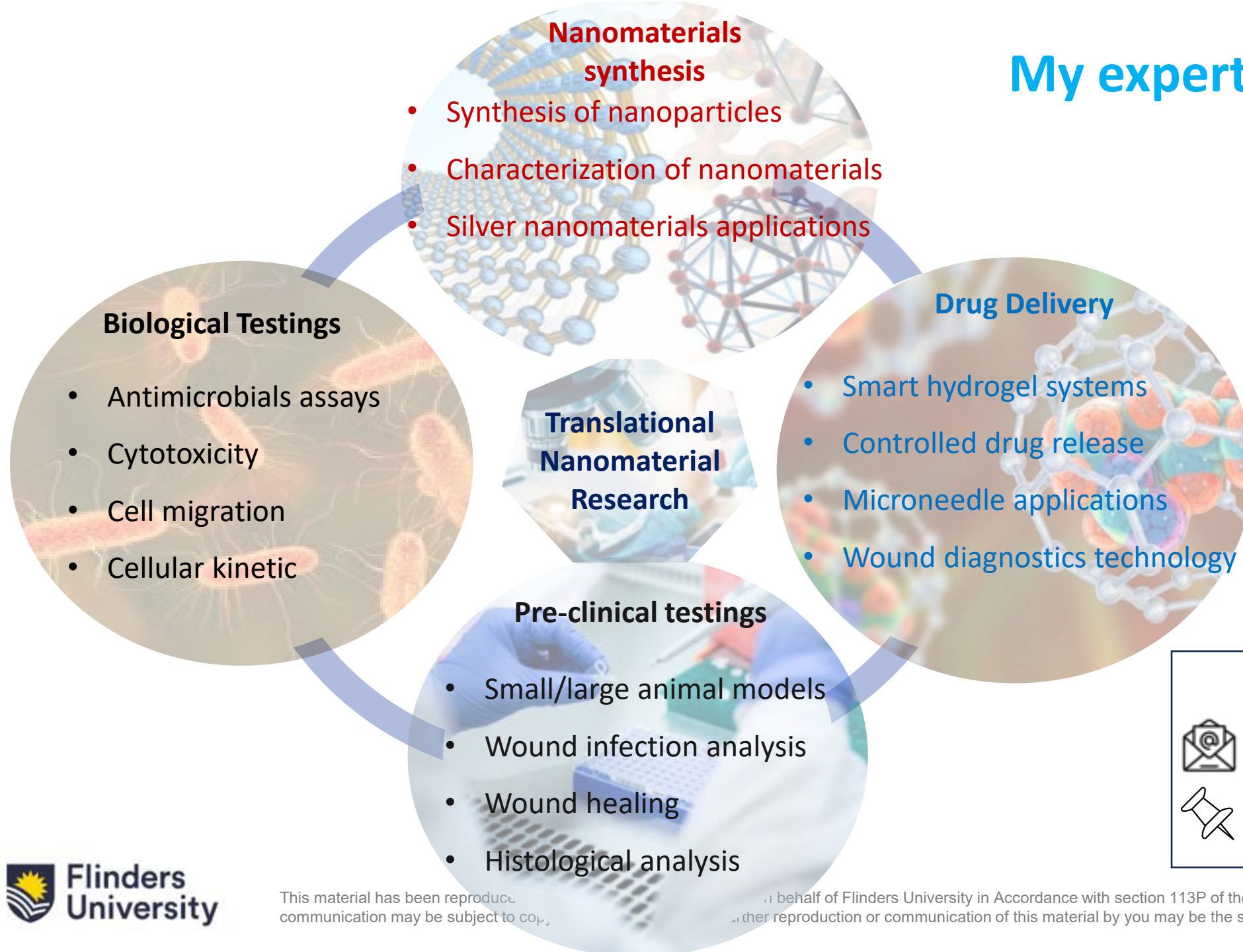
Flinders University

About Me

| 2013 | 2016 | 2017 | 2021 | 2021 | 2025 |

Bachelor of Medical Science UniSA

Bachelor of Biomedical Research Honours UniSA

PhD UniSA-FII

Thesis submission

Research Associate - UniSA

NHMRC Invest. Fellowship Flinders Uni.

Research Interests

| Biomaterials | Antibacterial | Wound healing | Formulation |
| Drug delivery | Nanomaterials | Infections | Translational |
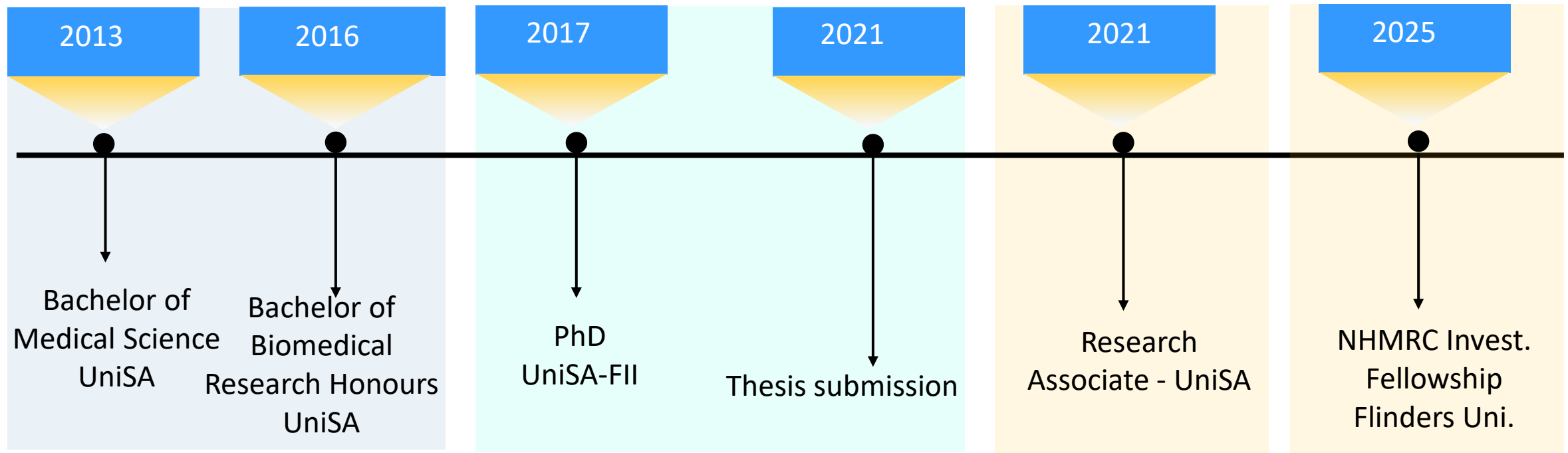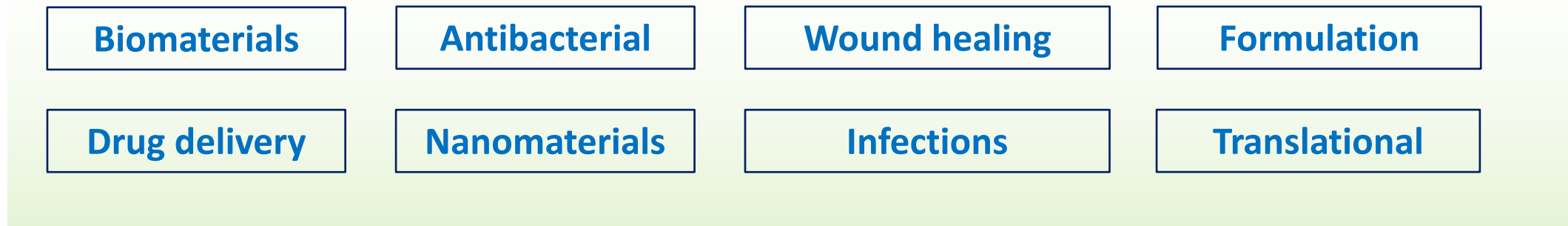
My expertise/capabilities

Nanomaterials synthesis
- Synthesis of nanoparticles
- Characterization of nanomaterials
- Silver nanomaterials applications

Biological Testings
- Antimicrobials assays
- Cytotoxicity
- Cell migration
- Cellular kinetic

Translational Nanomaterial Research

Drug Delivery
- Smart hydrogel systems
- Controlled drug release
- Microneedle applications
- Wound diagnostics technology

Pre-clinical testings
- Small/large animal models
- Wound infection analysis
- Wound healing
- Histological analysis

Looking for collaborations

Hanif.Haidari@flinders.edu.au

FMC –Biomedical Nano. Lab

Flinders University

Improving endometriosis diagnosis & management through digital health

1 in 7 women and those presumed female at birth diagnosed by age 40-44

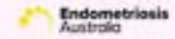Source: AIHW 2023

An average delay in diagnosis of 6.4 years

O'Hara et al. 2020
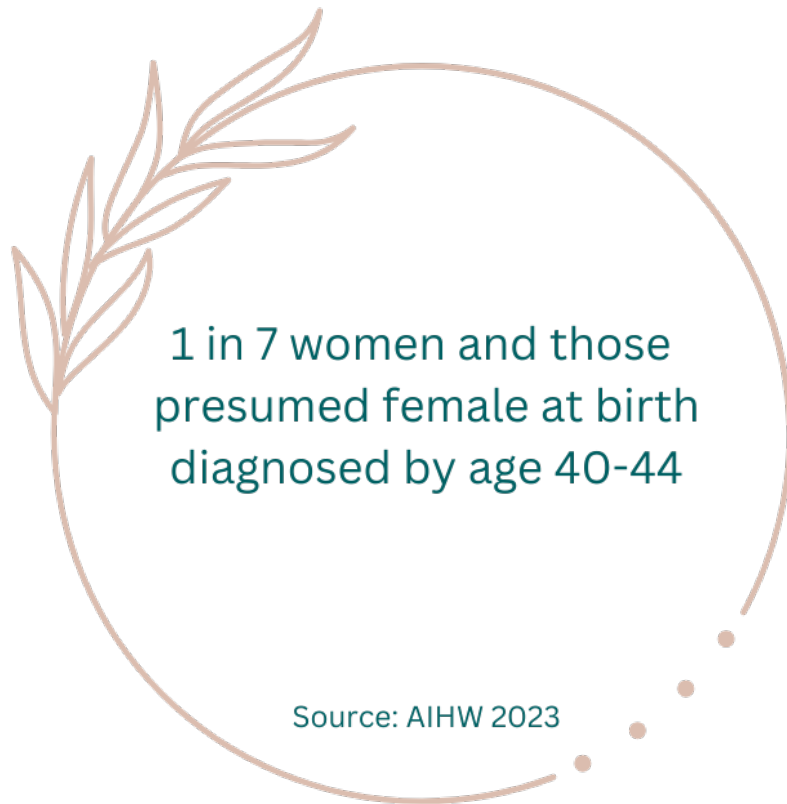
Total economic impact of endo on the Australian economy in FY2018 = **$7.4 billion** (Source: Ernst & Young 2019)

Flinders University | FHMRI

Michael Roach

AWRI
Genomics

University of Adelaide
Single cell and Spatial

Flinders University
BBiotech (Hons) & PhD

Flinders University
Viral metagenomics

Flinders University
Spatial metagenomics?
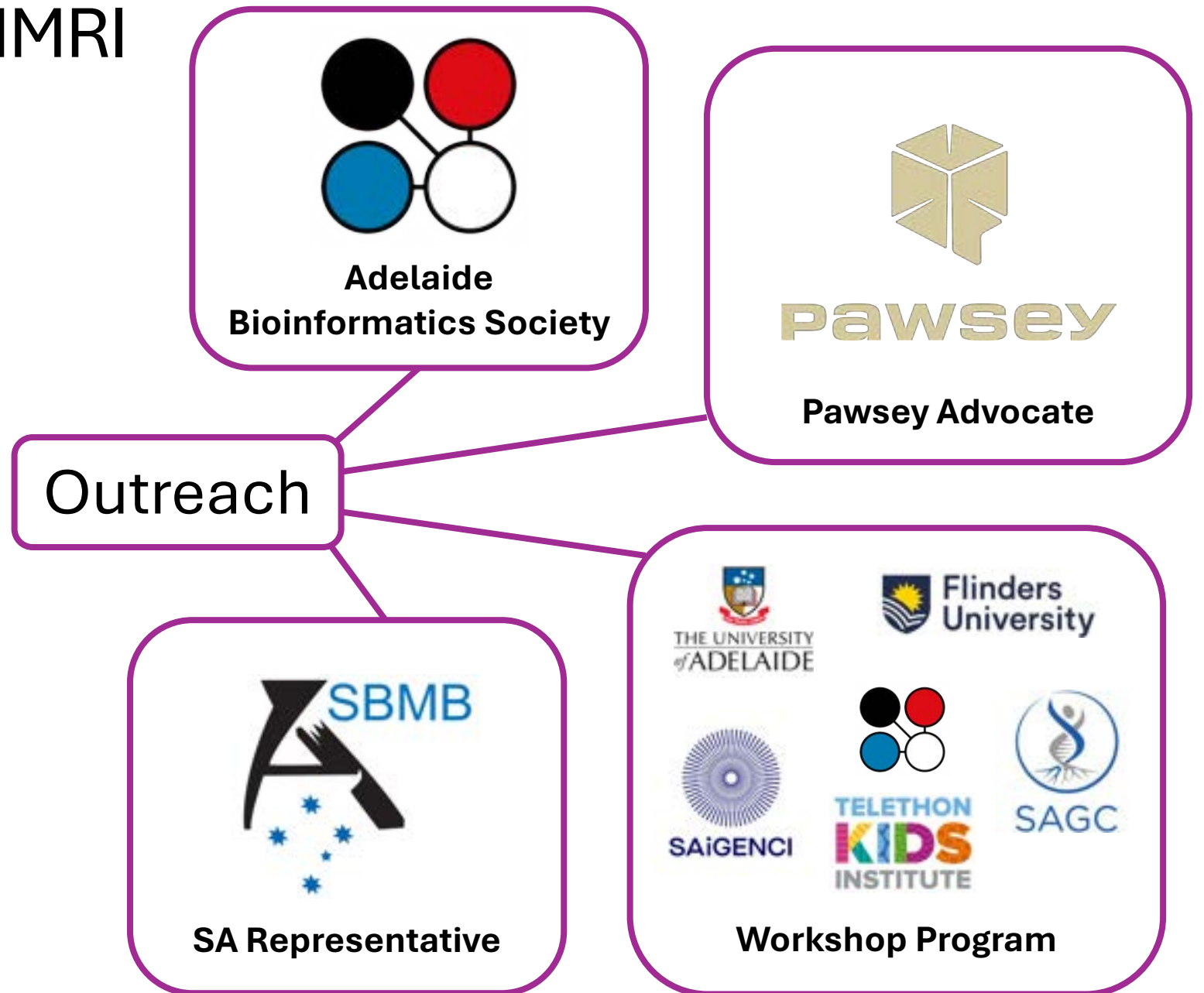
A/Prof. Andrew Phillips

My science

I am a sleep and circadian scientist.

My research focus is **circadian disruption** – what are its causes and its consequences?

Sleep regularity

- Why and how do irregular sleep patterns predict poor health?

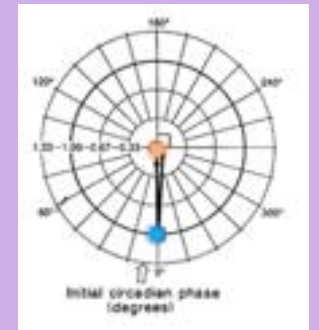- How do we help shift workers?

Light patterns

- How are our circadian clocks affected by modern light exposure patterns?

- How do we optimise light?

Computational models

- How do we accurately predict an individual's circadian timing in real time?

- How do we use predictions to improve health and wellbeing?

A/Prof. Andrew Phillips

Who am I?

A physicist by training, who got interested in sleep and the brain!

A Matthew Flinders Fellow

A proud dad and husband

A CTO of a start-up business

An ARC Future Fellow

A data viz obsessive

A chess player

An artist

A Formula 1 fan/analyst

Thank you to all our fabulous day 1 presenters and facilitators!

Day 2 commences at 9.30am
(don't forget networking drinks on Level 8 tomorrow at 4.30pm)

See you in the morning!

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University