Acknowledgement

This handbook has been adapted and modified from the CQHHS OT New Graduate Resource Guide, which was developed by Priya Martin (OTCESO) in December 2013.
**Introduction**

This document outlines the resources and support available to Allied Health new graduates in Queensland Health. The term ‘new graduate’ (NG) includes those that are within their first two years of practice post qualification. If there is a delay in a new graduate beginning employment after receiving their qualifications (e.g., going travelling) they will be supported for two years by the Clinical Educator from when they begin their employment with Queensland Health.

**Clinical Supervision Requirements for a New Graduate**

The Credentialing and Defining the Scope of Clinical Practice and Professional Support for Allied Health Professionals policy stipulates that allied health professionals must participate in at least one of the following: professional supervision, peer group supervision, or mentoring activities, and that this activity must be implemented in a way which is structured and evaluated.

In addition, allied health professionals are encouraged to participate in other professional support activities including peer review, journal clubs, in-services and work shadowing. All of these activities can be adapted for allied health professionals from a range of professional backgrounds, career stages, service models and geographic locations.


Supervisee training (how to get the best out of supervision and supervisee responsibilities) can be accessed in Queensland Health. Check the training calendars of the Cunningham Centre and Queensland Centre of Mental Health for available sessions.

*Quick tip – Minimum requirement for a NG is one hour of professional supervision per week*

**Professional Appraisal and Development (PAD)**

PAD is the process of identifying, evaluating and developing the performance of employees in an organisation, so that organisational goals are more effectively achieved. It also provides the mechanism whereby all staff can benefit in terms of recognition, receiving feedback, career planning and professional and personal development. Every Queensland Health employee needs to have a PAD in place within 3 months of commencing in their role.

Check this with your manager/supervisor and ensure that you have a PAD in place ASAP. Your CE/CESO is available to assist you with brainstorming learning goals for your PAD as required. Further information can be found here: [http://qheps.health.qld.gov.au/cairns/html/ld_pad.htm](http://qheps.health.qld.gov.au/cairns/html/ld_pad.htm)

**Flying Start (FS)**

Flying Start Queensland Health is a web-based program designed to increase the confidence and competence of new starter allied health professionals. It is learner-directed, with an emphasis on building a progressive portfolio of professional development evidence through reflective learning activities. A map of the modules that can be accessed in Flying Start is
attached to this handbook for your further information. Discuss use of FS with your supervisor.


**Access to and support from Profession- specific Clinical Educators (CEs)**

Each CE delivers a flexible approach to new graduate support, ensuring the needs of local new graduates are met within the context of their work areas. This support may include; one to one meetings, peer group learning with other new graduates, tutorials, access to online learning modules such as Flying Start or information about attending other development opportunities within departments e.g. in-services or work shadowing.

**State-wide Videoconference Series for Allied Health New Graduates**

A state-wide network of Allied Health Clinical Education Program Managers works collaboratively to support inter-professional education of pre-entry allied health students, their supervisors, new graduates and their supervisors in the Allied Health Disciplines. One of the network activities is to coordinate monthly Wednesday lunchtime state-wide professional development video-conferences relevant for all Allied Health New Graduates. Dates and topics are posted on the Allied Health Profession office of Queensland (AHPOQ) website and also circulated to clinical educators and Discipline Directors. The OT Clinical education Program (OTCEP) also provides state-wide VCs for all New Grads the last Thursday of every second month.

*Please contact your Discipline Clinical educator for dates, session topics and venues of the inter-professional new grad series and the OT new grad sessions (some of which are suitable for all allied health).*

**Allied Health Professional Enhancement Program (AHPEP)**

The Allied Health Professional Enhancement Program provides eligible regional, rural and remote Queensland Health allied health professionals and allied health assistants with improved access to quality clinical practice, service delivery or evidence based practice focused placements. The aim of each placement is to improve health outcomes for local communities through genuine service developments.


*Quick tip - NGs can apply for work shadow placements through AHPEP. There are two funding rounds per year.*

**Services for Australian Rural and Remote Allied Health (SARRAH)**

SARRAH provides scholarships to regional, rural and remote allied health clinicians to assist with higher studies and CPD. Monitor their website for funding rounds.

HP3 to HP4 Rural Pathway

The HP3 to HP4 Rural Development Pathway (RDP) provides a strategy for the rigorous, structured, supportive and appropriate recruitment and learning and development of early career professionals in rural and remote allied health positions. Further information can be found in the HP3 to HP4 Rural Development Pathway FAQ document. The HP3 to HP4 RDP is a dual responsibility process. The work unit will provide time and resources for the employee to engage in development activities and for meetings with their facilitator. Self-development is also a professional responsibility of all allied health professionals. HP3 (RDP) employees should expect to allocate their own time to development activities consistent with that of other practitioners at the same career stage.

Allied Health Research Resources and Opportunities

General allied health research information are available at this link: