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## INTRODUCTION

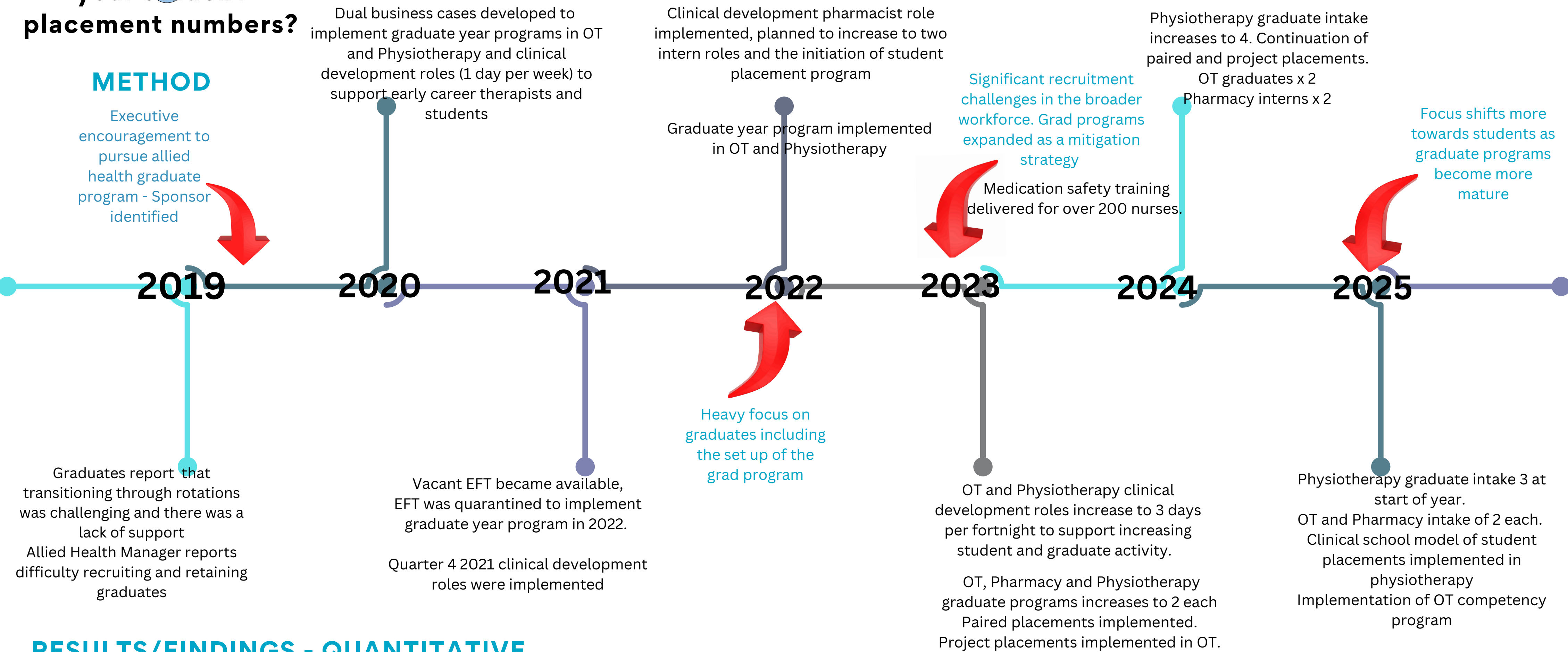
**Do you want to retain 65% of your graduates over 3 years and double your student placement numbers?**

Bass Coast Health is a growing sub-regional health service on the South Gippsland Coast. Workforce growth and recruitment challenges led to an increasing number of allied health graduates entering the workforce. Staff turnover was high, consistent with an average length of stay in early career rural allied health positions of 3 years, resulting in a vacancy rate of 18% in Allied Health team EFT. An innovative approach was required to improve retention and attraction (1,2,3).

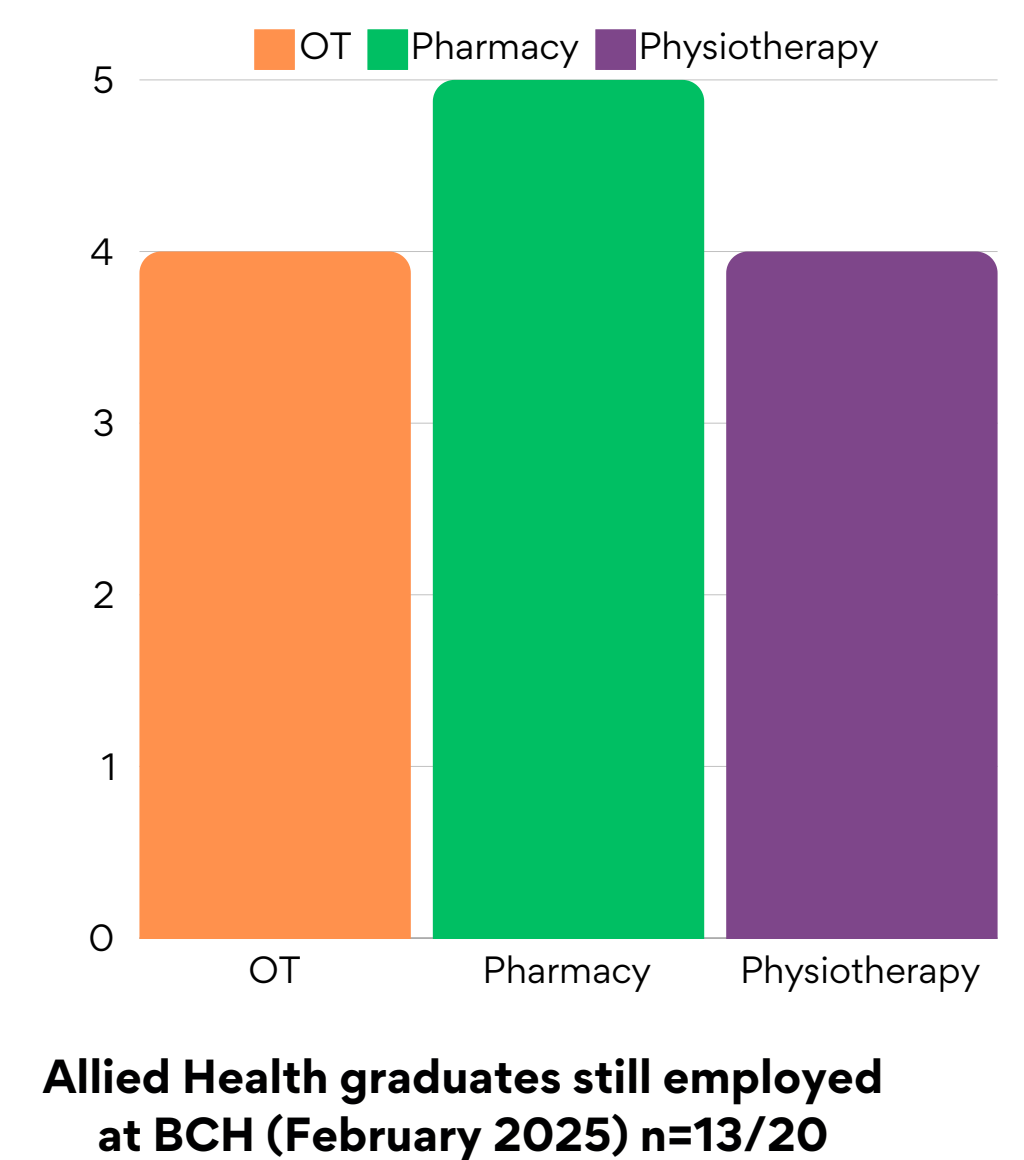
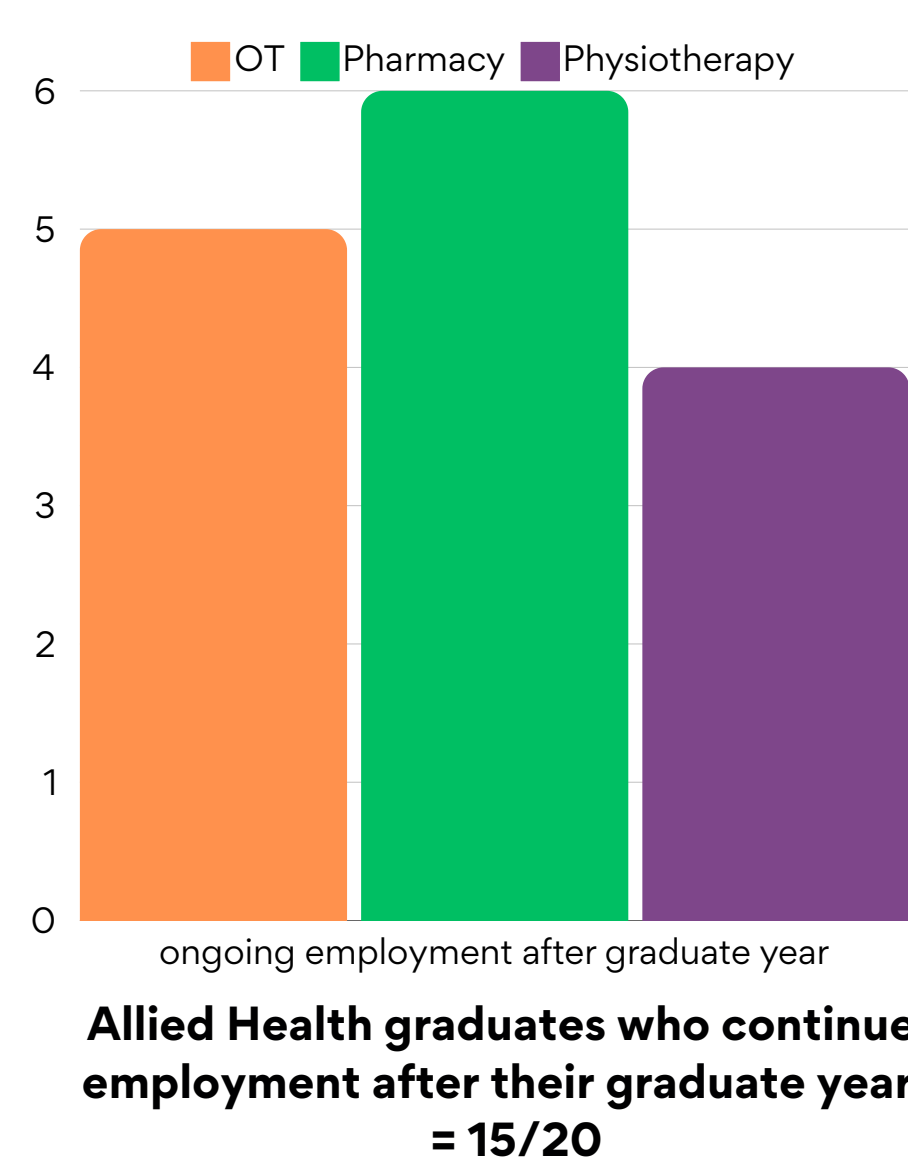
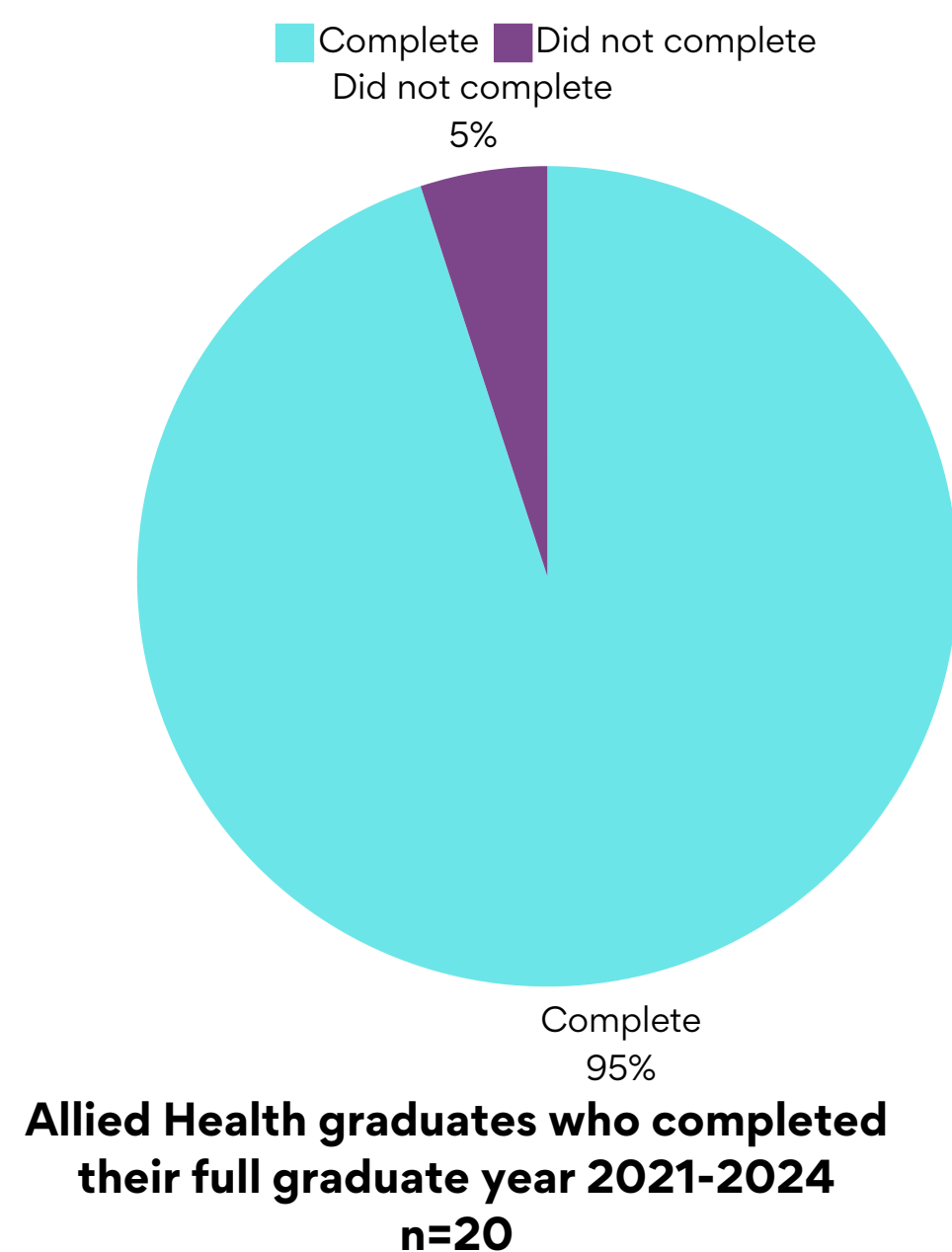
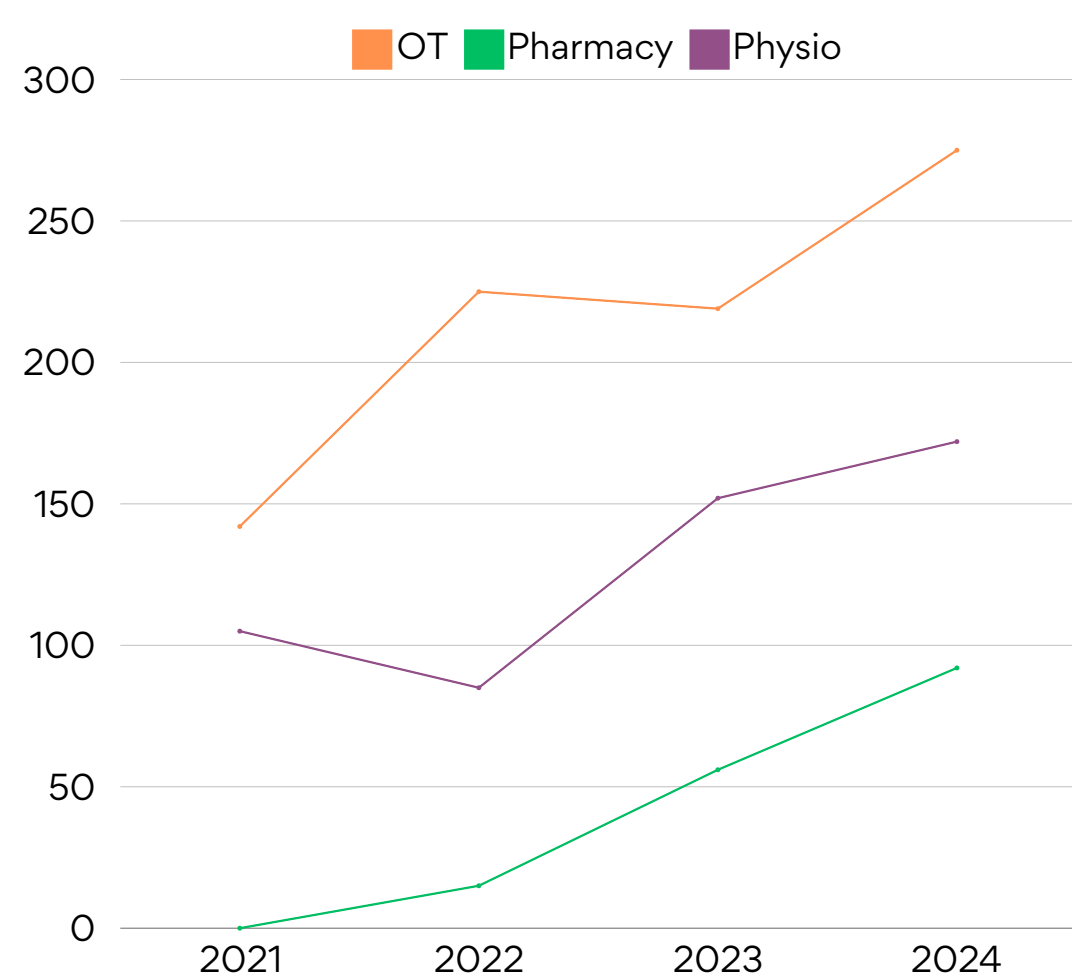
Clinical development roles were implemented in Occupational Therapy (OT) and Physiotherapy in 2021, then Pharmacy in 2022 to support students, graduates and their supervisors. Short term objectives were to develop structured graduate and student placement programs that supported learning, skill attainment and wellbeing. Longer-term priorities included impacting workforce attraction and retention via developing growth opportunities for early career clinicians and fostering partnerships with key stakeholders.

### METHOD

Executive encouragement to pursue allied health graduate program - Sponsor identified



## RESULTS/FINDINGS - QUANTITATIVE



## RESULTS/FINDINGS - QUALITATIVE

### New graduate feedback

“Being able to discuss complex interactions has improved my confidence transitioning from student to professional - having support to do so I think is vital in the transition”

“I have felt well supported by my clinical development therapist through a combination of reflective practices, personal-development/ planned education sessions, general catch-ups/check-ins, and her presence on the ward if/when I've needed it”

### Clinical development therapist feedback

“Our roles help to improve quality and safety. We work through a competency checklist and give graduates the opportunity to shadow first. This means that the graduates have more oversight and support when they need it.”

“It is rewarding to strengthen partnerships within our teams. The support we offer during rotations helps with recruitment of staff. The impact of this support is ongoing as supported staff then refer on other new staff for employment”

## RECOMMENDATIONS

Implementation of a clinical schools model for physiotherapy placements to support learning and future graduate attraction

Expand clinical development roles as graduate and student programs grow

Continue development of new graduate formal competencies

Investing in clinical development roles delivers a return on investment via improving retention and recruitment

This model is transferrable and could be impactful at other health services

Clinical development roles should be supernumerary and not get absorbed into the role of clinical supervisor

## REFERENCE LIST:

