

# A Program for Early Career Allied Health Clinicians in Rural Australia

*Lisa Harvie & Karyn Newnham, Clinical Psychologists karynn@bhs.org.au*



## **Background-**

Early career is a time of transition that coincides with many geographical and personal challenges.

This transition can leave Allied Health Clinicians vulnerable to anxiety, depression, isolation, burnout, and less able to provide quality patient centred care.

## Aim

- This program aimed to enhance work satisfaction, reduce burnout, and increase staff retention.
- Furthermore, provide professional development on patient centred skills practice and networking opportunities in a safe, creative and engaging way.

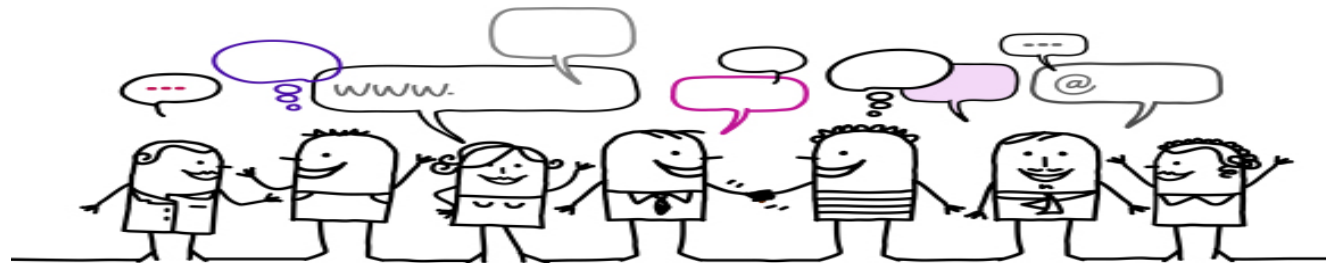
## Method

- 18 clinicians from disciplines including: Pharmacy, Podiatry, Physiotherapy, Speech Pathology, Prosthetics, Occupational Therapy, Neuropsychology and Psychology attended 10, 2 hrs group based sessions.
- Each session was evaluated with quantitative and qualitative
- Feedback including pre and post knowledge of the subject, and how well session learning objectives were met.

# Results



- Participants strongly endorsed the program content, particularly regarding skill development for working with challenging clients, resolving conflict, and motivational interviewing.
- All participants reported an increase in professional skills after each session.
- Overall, participants enjoyed the ‘hands on’ activities and opportunities to connect with other early career clinicians.



# Implications and final thoughts

- Supporting early career graduates potentially increases morale, work productivity and reduces costs to organisations of further recruitment.
- This program was successful in providing professional development and support for early career clinicians.
- Ideally, longitudinal analysis of job satisfaction and retention of participants would lend further evidence to the utility of this program for both individuals and organisations.
- This program would likely be beneficial for other rural and regional Health organisations seeking to support early career clinicians, particularly where staff retention is challenging.

Any Questions?



*Thank you*