

Review of the Monash Health grade one physiotherapy rotation model

Sarah Davenport¹

¹ Monash Health, 246 Clayton Road, Clayton, VIC, 3168, sarahjoy.davenport@monashhealth.org

Background:

The current grade one physiotherapy model at Monash Health involves the division of staff into site-based rotation pools. This limits opportunities for staff to complete rotations cross-site, across the continuum of care. A rotation model that promoted a united Monash Health Physiotherapy Department would align with the department's vision, "to provide a widely recognised, patient-centred service, providing consistent, excellent care across all sites." A review of the current rotation structure was necessary to guide future decisions regarding the grade one rotations.

Methods:

Data was collected via interviewing, surveying and conducting focus groups with current staff. A benchmarking survey was sent to health networks across Australia regarding their current structure for junior physiotherapists.

Results:

Staff and managers identified some perceived risks with maintaining the current rotation structure, including reduced staff satisfaction and retention rates. A cross-site grade one rotation structure was the most common model in place across many large Australian health networks. There was considerable support from staff and managers for the implementation of a cross-site rotation structure involving one pool of rotations. Identified benefits to this model included additional opportunities for grade one staff, improved cross-site communication, improved workforce flexibility, cross-site collaboration and integration of bed-based and community services. Site managers felt that there would be no additional operational risks of a grade one rotation re-structure.

Discussion:

The implementation of a cross-site rotation model was thought to have short-term barriers that could be overcome and would not impact patient care. These barriers included logistics surrounding the allocation process, orientation, training, education and workforce planning. Additional supports would be required for staff who were rotating across sites. Future work is required relating to the orientation and supervision process, leave planning, cross-site portfolios, meetings and continuing education. An evaluation framework should be developed prior to the introduction of cross-site rotations.