

# Allied Health Workplace Learning: Developing the Professions

Jane Porter<sup>1</sup>, Lisa Majteles<sup>2</sup>

1 Fiona Stanley Hospital, Locked Bag 100, Palmyra DC, WA, 6961, jane.porter@health.wa.gov.au

2 Fiona Stanley Hospital, Locked Bag 100, Palmyra DC, WA, 6961, lisa.majteles@health.wa.gov.au

Fiona Stanley Hospital (FSH) is a new 783 bed quaternary hospital in Western Australia. Allied health incorporates 11 professions with over 370 staff in a contemporary integrated model. The Allied Health Strategic Plan (2015-2017) identifies workplace learning as a critical component to leading clinical practice and enabling an inspired workforce. The aim of this presentation is to discuss the multi-tiered approach to workplace learning, specifically focusing on the Allied Health Clinical Training Program (AHCTP), share the lessons learnt and future directions.

Medical and nursing professions have long embraced workplace learning through post-graduate competency based training to develop specialty skills. For allied health, it is important to support workplace learning beyond student level competencies taking a systems approach. At FSH, junior allied health staff will rotate six monthly through clinical areas. Acknowledging the limited exposure new graduates receive through student training, the AHCTP provides the experiences critical to developing and consolidating necessary skills to support the needs of complex patient cohorts and specialist clinical teams. It also acknowledges the need to provide greater opportunities for career diversity and progression and address some of the challenges of creating a sustainable workforce that delivers safe, best practice.

The AHCTP builds on baseline graduate profession specific competencies, to detail performance criteria for each clinical rotation. The program describes how to achieve and evaluate specific criteria supporting clinicians to move from novice to advanced beginners to competent within specialties. Evaluation includes review of junior clinician's confidence and formal assessment against the performance criteria, self-evaluation and reflection and evaluation of workplace learning strategies.

Opening a new hospital and establishing an innovative, integrated allied health model has provided a unique context and timely opportunity to take a holistic approach to address workplace learning as part of the wider allied health clinical practice and governance framework.