



Occupational Therapy & Social Work Mental Health & Wellbeing Early Career Program Overview

OVERVIEW

In 2022, St Vincent's introduced the Occupational Therapy and Social Work Mental Health Graduate Program. The graduate program is a 24-month program. Graduates are classified as grade one clinicians and rotate through a variety of bed based and community programs. During the program, clinicians are supported to develop both discipline specific and generic mental health clinical skills.

PROGRAM STAFFING AND GOVERNANCE

The graduate program is staffed by Occupational Therapy and Social Work Clinical Educators. The Allied Health education team report to the General Manager Mental Health and Addiction Medicine. Graduate clinicians report to their Program Manager and have professional accountability to their Discipline Leads.

PROGRAM AIMS

- St Vincent's is the employer of choice for allied health professionals.
- Provide a quality, leading education program to graduates to ensure that Better and Fairer Care, is always provided to patients and their supporters across St Vincent's Mental Health Programs.
- Support the growth and learning of graduates to ensure that Department of Health Interprofessional Key Competencies are met.
- Promote reflective practice through clinical supervision and group supervision.
- Retain Allied Health clinicians in grade two positions at St Vincent's Mental Health on completion on the graduate program.

Occupational Therapy & Social Work Mental Health & Wellbeing Early Careers Program Components

Supported Clinical Experience

Graduate positions are considered as training roles. The work complexity and flow will acknowledge and reflect the early career development of the clinicians. Allocated workload will increase in a graded manner as experience, skill and confidence are developed. Workload is allocated and monitored via the usual local program mechanisms, this will often be the team leader and task supervisor and may involve consultation with the team manager or discipline clinical educator.

Learning Plans &

Competency Based Learning

Graduates are provided with a Learning Plan which provides an overview of the DoH Key Competencies. Clinical Educators support graduates in meeting these key competencies and help identify opportunities to undertake the required learnings.

Coaching

Monthly coaching sessions are held virtually on Thursdays from 10am to 11am. Graduates present de identified clinical work, including MSEs and Risk Assessments, for peer and Clinical Educator review and support.

Orientation

Graduate program orientation is provided in addition to local program orientation on commencement of each rotation. Graduate program orientation consists of an introduction to Public Mental Health, Mental Health Assessment, MSE, Risk Assessment and Mental Health & Wellbeing Act 2022.

Training days

Monthly full day in-person training days are a requirement of the Graduate Program. Clinicians are required to prioritize attendance. The training day topics address Department of Health Key Competencies, core mental health clinical skills, Our Workforce, Our Future- Workforce Capabilities Framework and transition to professional practice.

Group Supervision & Individual Supervision

Group supervision monthly for 1.5 hours in duration on training days. Group supervision is facilitated by Allied Health Clinical Educators
Individual Supervision is provided by a designated supervisor of the relevant discipline. Graduates participate in weekly supervision.

Supervisor reflective practice

Supervisors of graduates are offered discipline specific group reflective practice four times per year, which is facilitated by clinical educators.

Site expectations

On each rotation, graduates are provided with a 'site expectation guide' to support their learning at each mental health program.

Evaluation

Graduate program participants are required to participate in the program evaluation which includes both quantitative and qualitative data collection. Program evaluation supports the Allied Health Education Team in measuring the success of the program in meeting the program objectives and provides an overview of the graduate's experience of the program components.

Discovery days

Graduates are encouraged to identify up to four supernumerary in a different clinical settings across St Vincent's Mental Health and Wellbeing. This is an opportunity to gain exposure to the different programs and identify potential career progression opportunities. Supernumerary days are subject to manager approval.