

Review of the Monash Health Grade One Physiotherapy rotations

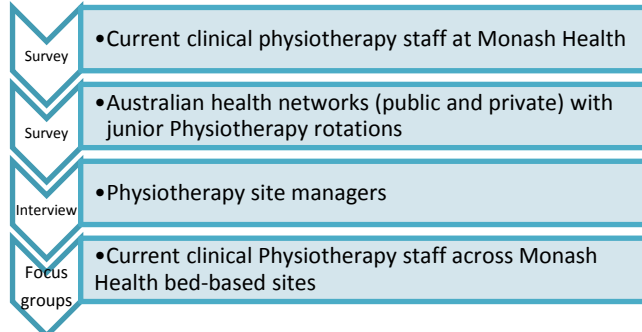
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Background:

The grade one physiotherapy rotations at Monash Health are divided into 3 separate rotation pools, with minimal opportunities for cross-site rotations. The current grade one physiotherapy rotation model at Monash Health was reviewed to ensure that it aligned with the goals of the Physiotherapy Department and the Allied Health Strategic Plan 2013-2018 and promoted a united Monash Health Physiotherapy Department.



Methodology:



Evaluation findings:

Current rotational structure

- 58% of grade one staff were satisfied.
- 58% of senior staff felt that it promoted a sustainable workforce.
- Perceived risks identified included:
 - Reduced staff satisfaction and retention rates,
 - Limited career progression opportunities and
 - Sub-optimal management across continuum of care.

Proposed change to Cross site rotational model

- Benefits identified included:
 - Improved communication and integration between bed-based and community services
 - Improved workforce flexibility and the streamlining of processes across sites.
- In line with 63% of comparable multisite networks.
- Short-term barriers identified that could be overcome and would not impact patient care.

Recommendations:

The development of a cross-site grade one rotation model (involving one pool of rotations) should be considered.

Inexperienced grade ones should be allocated a broad range of rotations across the continuum of care.

Experienced grade ones should be able to select their preferred site, specialty or clinical setting.

A cross-site rotations portfolio should be developed, with site-based representatives involved in the rotation allocation process.

Rotations should remain four months in length.

Future rotations to community health, community paediatrics, Rehabilitation in the Home (RITH) and a non-clinical or "research" rotation should be considered.

There should be structures in place to support grade one staff rotating across sites.

The rotations with highest demand should have a separate application process. A paediatric training program has since been developed, to begin in 2016.

Grade one staff should be provided with advanced notice of their upcoming rotations.

Aims / objectives:

- Provide recommendations regarding the grade one physiotherapy rotation model at Monash Health.
- To evaluate the current grade one rotation structure
- Assess the feasibility of increased cross-site grade one rotations.

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