

Presentation Abstracts

Theme 2: Collaboration in training and development

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Abstract title: *Skills Set Matrix: A learning framework for occupational therapists at South West Healthcare*

Through the process of revising the South West Healthcare Grade One Occupational Therapy Rotation Program, including the introduction of two additional rotations (Paediatrics and Hand Therapy), it was identified that a formal framework for accelerated, evidence based, skill and knowledge development would be essential to guide a self-directed learning program to support Grade One Occupational Therapists entering these new and specialized fields.

Objective:

- To support the skill and knowledge development in Grade One staff members in the rotation program using evidence based methods in line with the Allied Health Credentialing, Competency and Capability framework (2014).

Through liaison with our Allied Health educator, benchmarking, a literature review, and exploring our own service needs and goals, we elected to develop and populate a “Skills Set Matrix” for the Hand Therapy and Paediatric streams. These matrixes identify areas of learning from basic through intermediate and advanced, creating a targeted approach to the clinician’s professional development in their current clinical field. With the matrix as a guide, the clinicians are able to demonstrate their skills and knowledge using the framework that is populated by evidence based resources.

We are yet to formally evaluate the effectiveness of the Skill Set Matrixes as we intend to do so at the conclusion of the rotations. The anecdotal feedback that we have received at this stage is positive. Should this information prove accurate then we hope to develop and evaluate several more Skill Set Matrixes in the other rotations: GEM, Rehab, Outpatients and Acute.

Biography

Leanne is a senior clinician specialising in Ambulatory Rehabilitation Service and hand therapy at South West Healthcare. Prior to this, she was working at Stawell Regional Health, working clinically and non-clinically across the continuum of care and supporting junior staff with their learning goals in a multitude of clinical areas. She began her occupational therapy career at Eastern Health in a grade one rotation, which included a rewarding self-directed

learning program, aimed at developing specialized knowledge and skills for each of the rotations: this inspired her passion for this recent undertaking.