



# New Graduate Physiotherapy Public-Private Partnership

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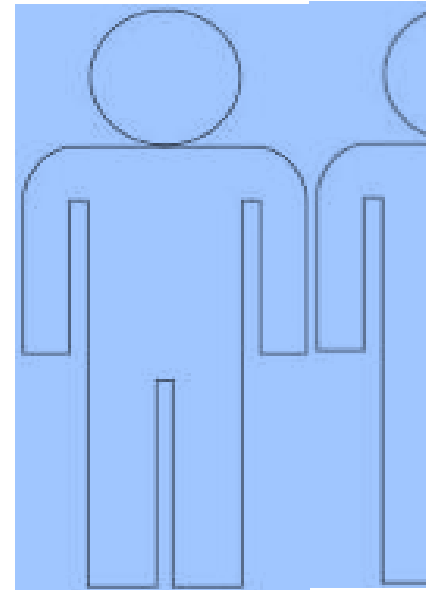
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# Context

- Recruiting to Allied Health positions in rural areas can be challenging
- The Bega Valley is a small rural coastal community 400km from Sydney
- Traditionally recruiting to physiotherapy vacancies has been because people come to the area

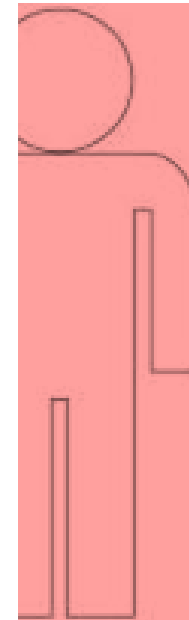
# How the partnership model started

- Sapphire Coast Physiotherapy (SCP) had a vacancy and were looking for a new graduate
- Training two new graduates is much preferred for reasons of efficiency and peer support
- There was not enough work for two graduates



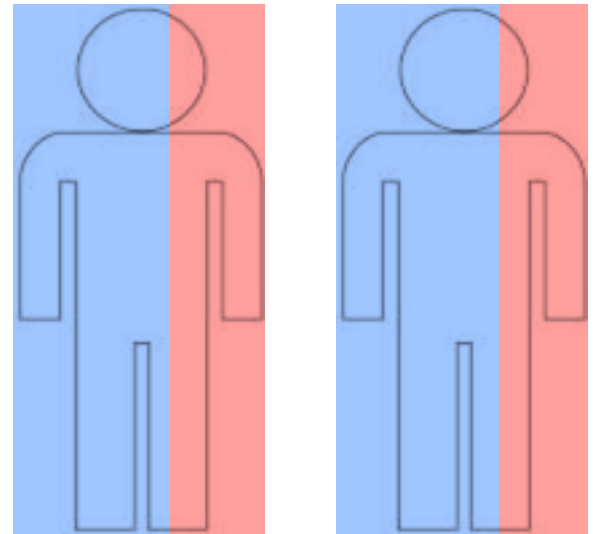
# How the model started (cont)

- Bega Valley Health Services (BVHS) Physiotherapy Department had longstanding vacant hours
- Recruiting to a part-time position in a rural area is often more luck than good management
- Little likelihood of recruiting a new graduate



# A partnership was born!

- SCP approached BVHS about a joint recruitment
- The vision: two new graduate positions
- Shared education
- Informal agreement with decision making by consensus



# Challenges and risks

- NSW Health e-recruit offers little flexibility for targeted advertising
- Merit based selection policy
- Timeframes to attract and secure new graduates
- A risk for all parties – how the model went reflected on all

# The final model

- Shared recruitment – Public systems with SCP directors as job specialist and independent on panel
- Two new graduates working part-time in each sector
- Shared education model with intensive tutorials over first six months
- Two graduates commenced in January 2013

# Evaluation framework

- Formal research methodology (qualitative using Appreciative Inquiry framework)
- Focus groups held:
  - New and recent graduates
  - Public sector managers
  - Private sector managers
- Insights into partnership after 11 months in roles



# A variety of experience

- a broader education and experience
- a greater insight into the patient continuum of care
- a range of mentoring support
- allowed experience of different working cultures
- inform future career choices

# Successful recruiting

- attracted quality applicants to difficult-to-fill positions
  - number and quality of applicants exceeding expectations
- ‘repeatedly when we came to checking with the referees we were told “this is one of my top graduates, this is one of my top students” with applicant after applicant’*

# Overcame social isolation

- recruiting to more than one position
- a larger pool of work contacts across the sectors
- Rural environment lends to community engagement

# Relied on flexibility

- Management flexibility was required
- Prioritise education
- Allow for rostering to suit the needs of both sectors
- Flexibility from graduates working across multiple worksites

# Enhanced networking

- enhanced networking between sectors
- created a community of physiotherapists
- breaking down the “us and them” barriers between the public and private sectors

# Strengthening the model

The PPP model would be strengthened by:

- funding support for the model to allow both sectors to dedicate time to training and education
- developing strategies for easing the transition into the PPP model
- management of industrial matters such as explicit recruitment, specific position descriptions and set-term contracts

# The future of the model

- Now over 12 months in to the model
- Expanded into student placements
- Part of the future for both sectors
- Viable option for other regions and professions

# Questions