



# Mastery tool for Grade 2 Clinicians

Nancy Finlay  
Debbie Schulz

**MCKELLAR CENTRE**

*Promoting Health Independence*

# Project Background

- Employers have difficulty recruiting and retaining allied health professionals (AHP)
- Significant impact on delivery of sustainable multidisciplinary services
- ↑ AHP not employed in health or discipline (ABS, 2001)

# Project Background

- Management issues found to contribute to poor recruitment and retention
- AHP poorly prepared for
  - Operation of health systems
  - Management of workload, business & personnel
  - Team processes for practice

# Project Background

- Competency development frustrating
- Failure to master skills leading to loss of self-esteem (Fitzgerald, 2000)

# Project Background

- Organisations that provided:
    - Mastery experiences
    - Successful co-worker models
    - Encouraged performance feedback
- = enhanced occupational self-efficacy &  
↑ occupational success and satisfaction

# Project Background

- Employees with high self-efficacy
  - Coped better
  - More satisfied in their job
  - ↑ Commitment to organisation
  - Less intention to quit organisation or profession

# Project Aim

- Develop and evaluate an orientation mastery tool to enhance self-efficacy of Grade 2 AHP to perform required tasks
- Determine the impact of mastery tool on work intentions

# Project Outcomes

- Create a master list of Grade 2 AHP tasks
- Identify and link resources to ↑ skills and knowledge for 2 tasks
- Plan the orientation and PD activities
- Produce an orientation mastery tool and user guide

# Project Outcomes

- Improved self-efficacy of Grade 2 AHP
- Change in work intentions

# Project Outcomes

- Sustainable model – imbedded into orientation systems and transportable across services/ professions
- Tool to guide orientation & mastery of essential skills for Grade 2 AHP