

## **Competent clinicians: dream or reality?**

Julie Connell, Julie-Anne Ross, Gail Gordon

*Metro South Health Service District, Queensland Health, Brisbane, Queensland, Australia*

**Introduction:** Allied health clinicians are integral to providing high quality clinical care and for maximising clinical outcomes. For this reason ensuring that they are performing at a satisfactory, or higher, level is essential. Professional support options are frequently discussed, however, are not always implemented in a way that allows staff to engage in and drive this process of practice review.

### **Objectives:**

- Review the evidence for providing professional support
- Highlight success factors in the implementation of a suite of professional support options for Occupational Therapists
- Highlight areas for improvement when implementing professional support options for Occupational Therapists

**Approach:** This presentation will reflect on the experiences of an organisation, and in particular Occupational Therapists, in efforts to ensure competent clinicians through the implementation of a suite of professional support options.

### **Practice implications:**

- Ensure accountability for staff performance at all levels of the organisation
- Engage and empower staff to drive their own development
- Align district and corporate priorities
- Build Occupational Therapists awareness and capability
- Facilitate opportunities for Occupational Therapists
- Contribute to, and support, the establishment of a collaborative learning culture

**Conclusion:** Proactive application of professional support options is essential for Occupational Therapists to ensure we maintain a workforce that is competent.