# Integritas Allied Health

## NEW GRADUATE GUIDE

## About Integritas Allied Health

We are committed to delivering evidence-informed and cost-effective therapy that has meaningful impacts for service users, while building a highly skilled and empathetic future health workforce. Our graduate experience supports this vision, welcoming new specialists into structured and supported programs alongside our established health professionals.

**We recruit all allied health specialists, including:**

- Speech Pathologists
- Physiotherapists
- Occupational Therapists

**What you need to join our graduate program:**

- Completion of relevant tertiary qualification(s)
- AHPRA registration (for eligible professions)
- Desire to engage in a collaborative model of care within a multidisciplinary team
- Passion for delivering exceptional client care with a focus on achieving outstanding outcomes

Read on to learn more about what your journey as a graduate at Integritas Allied Health looks like, the benefits and support you will be provided, and why our team choose to work here.

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# Who We Are?

Integritas Allied Health, provides high quality interprofessional allied health services.

Integritas delivers person-centred, evidence-based healthcare that enables children and families, young people and adults to achieve their goals.

Our mission is to uphold the dignity of all those who access our services, to respect their participation in decisions about their care and develop high levels of trust between the service and consumers.

Integritas is a teaching service committed to educating the future allied health workforce by providing opportunities for new graduates to gain essential professional and specialist skills in this innovative service.

Through our work with universities, new graduates will have in-clinic support with the opportunity to participate in research and continuous learning.

Our work is also supported by the clinical and therapeutic practitioners across other disciplines at CatholicCare Sydney, and the combined history and experience of CatholicCare Sydney, continuing opportunities for collaboration and impact in your role.

Our clinic is located in Southwestern Sydney, and we also provide services in client's homes, schools and other community locations.

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# What can I expect?

Our graduate program spans two years, with a focus on setting you up to grow your career with us beyond the 12 months. Your graduate year will provide experience across multiple areas of expertise, setting solid foundations for your clinical confidence.

With the support and expertise of the team, and a strong framework of clinical supervision, you will be empowered to grow in your independence and advance your career with us.

**Through your graduate year and beyond you will have:**

- variety in your working environments and client caseload
- realistic client-related hours, with flexibility and family friendly options and leave benefits
- dedicated time for preparation and documentation before and after clients
- strong referral network allowing you to focus on what you do best - support clients!
- generous support for professional development, with up to $2,500 per annum for external training and conference attendance

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## Year 1: Graduate Year

Meet the team, tour the clinic and be introduced to Allied Health in the community, NDIS, Home Care, and why we love to work here!

From your first week, buddy with a senior clinician and start your client case load!

**Ongoing support to enable your success:**

Connect with your clinical supervisor and senior clinicians

### 3 Monthly

- regular team building and connection events
- 3 monthly learning and professional development goal progression check in
- 6 monthly attendance at external professional training

### Monthly

- 4 hours of clinical supervision
- 2 hours of operational supervision
- monthly team meetings
- access to professional development opportunities

Set your career goals and professional development plan

## Year 2: Master your practice!

- set new goals with your professional development plan
- continuation of clinical & operational supervision – 3 hours a month
- participate in student placements and supervision

Consolidate your skills through a varied and more complex caseload with clinical guidance and support and/or begin to mentor first year new graduates.

Opportunities to begin specialisation or work in an area of clinical interest with an ongoing generous personal professional development fund.

## Year 3: Where to from here?

Start a research pathway

Consolidate your specialty caseload

Become a Clinical Supervisor

Grow into leadership

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# Why work with us?

We offer new graduates a competitive remuneration package, which includes:

- Above-award salary
- $1,000 commencement bonus
- Access to over $18,000 per year in salary packaging for living expenses and meal entertainment, which increases your take-home pay
- $2,500 per year invested in your individual development
- Extensive leave and wellbeing benefits
- Additional perks and extras

## Balance

- generous 5 weeks Annual Leave and 3 weeks Personal Leave
- paid Graduation Leave
- paid Celebration Leave – have your birthday off!
- an extra day off at Christmas
- 10 weeks paid and flexible Parental Leave
- flexible and hybrid work
- commitment to a family inclusive workplace
- paid leave to support studies

## Health & Wellbeing

- 6+ sessions per year with our Employee Assistance Program
- wellness benefits including in-person and online yoga and fitness classes
- mindfulness sessions and access to a premium mindfulness app
- connection and celebration days in your team and across the organisation
- reward and recognition celebrated in regular awards and at events

## Extra Perks

- $2,500 per year invested in your professional development
- rewards program with access to discounts and benefits at selected retail, attractions, restaurants and more!
- Novated leasing – use your pre-tax income to pay for a car and its expenses
- Employee surveys – shape the organisation with your voice

| Remuneration and Benefits Break Down | |
|---|---|
| New Grad Base Salary | $ 80,838 |
| Superannuation | $ 7,875 |
| **Plus Salary Packaging** | |
| Estimated tax savings per annum with salary packaging | $ 6,400 |
| **Plus Perks and Benefits** | |
| Commencement bonus | $ 1,000 |
| Professional development budget | $ 2,500 |
| Professional insurances | $ 1,000 |
| **Yearly salary plus super plus benefits** | **$ 99,613** |

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# Why grow with us?

As a health professional, your personal and professional development is core to your success and independence. Our commitment to your learning is not a benefit or a perk – it is an essential part of every day with us.

**In our Graduate Program, your development opportunities will include:**

- regular self-paced online learning
- access to industry-leading professional development
- over $2,500 per annum invested in supporting your personal career goals, including
  - a $2,000 professional development allowance that you choose how to spend
  - paid time off to attend external professional development, such as training and conferences
  - monthly professional development events

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# What do our team say?

## Testimonials from the CatholicCare Clinical Therapies Team

**Jacinta, Occupational Therapist:**

"There aren't a lot of jobs out there that genuinely make you happy and proud to be part of the community, the Clinical Team at CatholicCare does just that."

**Emeche, Program Coordinator and ACU Almuni:**

"I love working at CatholicCare as there is a strong team environment, and management is always available to provide support!"

**Katrina, Occupational Therapist and ACU Almuni:**

"CatholicCare is a large all-inclusive family. Besides working within the scope of a traditional Occupational Therapies community, I have also been fortunate enough to wear other hats, i.e. Case Management and Oedema Therapist. CatholicCare is supportive of my ongoing professional development and personal growth journey."

**Afia, Speech Pathologist and ACU Almuni:**

"Every day is an opportunity with charming clients, and wonderful families. Being part of the client's growth journey is exciting and rewarding. CatholicCare will offer you a satisfying career, and comradery within a supportive team that you will love."

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# Our Integritas Purpose

To provide an interprofessional allied health service that is person-centred and delivers high-quality evidence-based healthcare to achieve individual, family/carers and community goals.

Integritas will uphold the person's dignity, respect their participation in decisions about their care and seek to develop high levels of trust between the service and consumers.

Effective processes are in place, from intake to discharge, prioritising client goals that inform assessment and intervention to enable participation in life. The service is committed to evaluating outcomes for all stakeholders, from individuals and their families to staff and students.

This ensures Integritas delivers evidence-informed and cost-effective care that has meaningful impacts for service users while building a highly skilled and empathetic future health workforce.

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