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Management practices: Enhancing the workplace integration of occupational therapists in their first year of employment

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Background: Management practices can facilitate or impair occupational therapists' successful integration into the workplace in their first year of employment, and impact on the quality of client services these graduates provide. **Aim:** This component of a larger study aimed to identify the management practices that influence the success of the workplace integration of newly qualified occupational therapists, from the perspective of these therapists. **Method:** A qualitative inquiry approach was used in which twelve occupational therapists in their first year of employment participated in semi-structured interviews. Data was audiotaped, transcribed and analysed using content analysis. Measures to promote credibility and trustworthiness of the data were implemented throughout the research process. **Findings:** Occupational therapy managers and supervisors have a vital role in establishing and implementing the sound management practices that facilitate the successful integration of newly qualified occupational therapists into the workplace. These management practices include provision of a comprehensive workplace orientation, effective supervision, support, communication and stress management systems, good continuing professional education opportunities, and appropriate human and physical resources. The implementation of these practices optimizes graduates' learning and skill development, their confidence in their work role, their stress management strategies, their job satisfaction, the quality of their client services and their overall professional development. **Conclusions/Practice implications:** This research has identified the key management strategies that occupational therapy managers and supervisors can implement to facilitate the successful workplace and workforce integration of therapists in their first year of employment, with subsequent benefits to clients, graduates and workplaces. **Learning Outcomes:** Participants will identify the management strategies that facilitate the successful integration into the workplace and workforce, of occupational therapists in their first year of employment, and the positive outcomes that ensue for graduates, workplaces and clients.