

The HCA Allied Health New Graduate Guide



HCA

Healthcare Australia

Walk into your graduate year confidently.



HCA Allied Health



@hca_alliedhealth



@hcaalliedhealth



About us

Our team of allied health professionals work in residential aged care, homecare, NDIS, private practice, hospital, telehealth and wellness centres across Australia to keep our community safe.

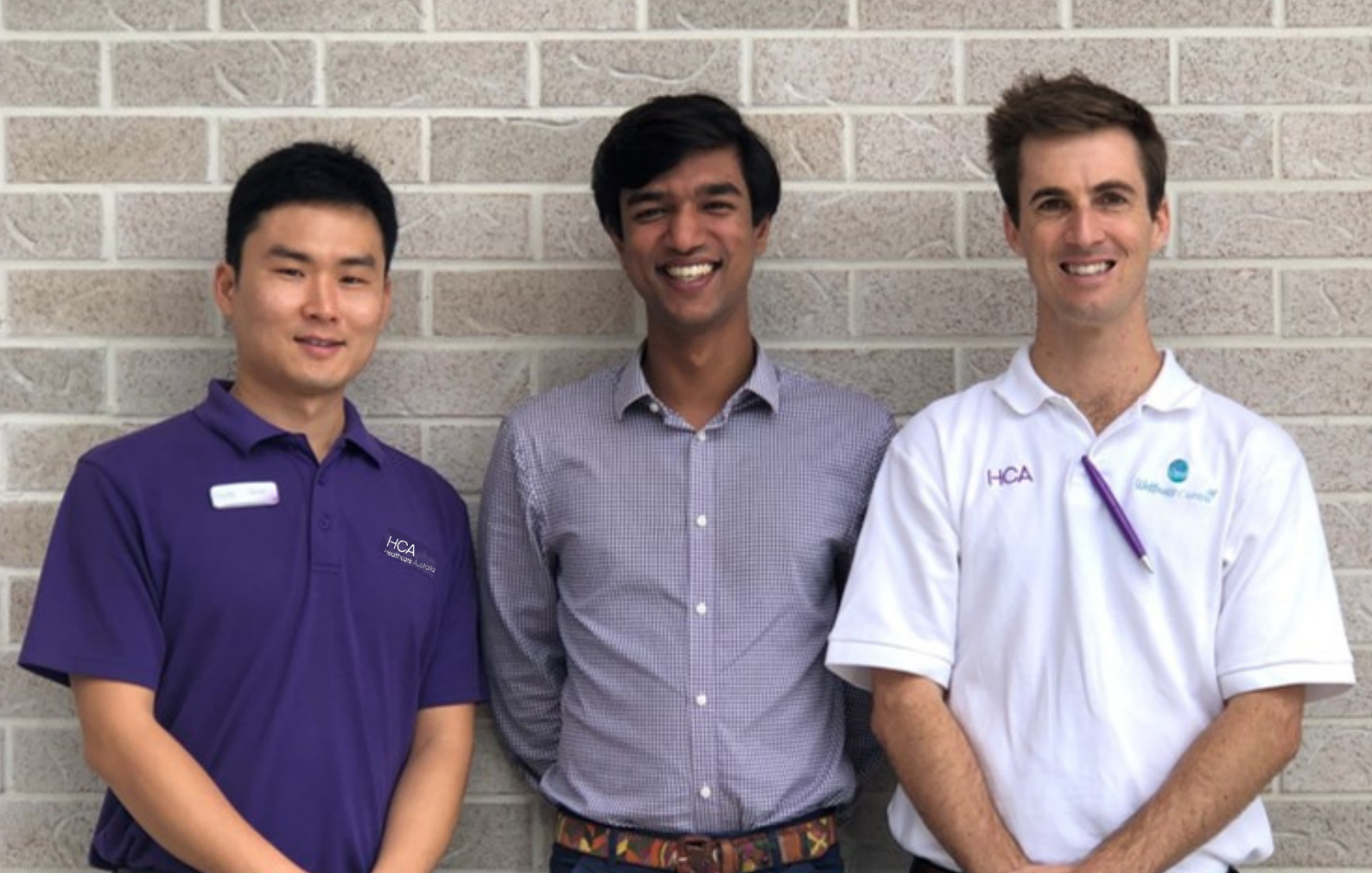
Healthcare Australia is a market leader and has been supporting the Australian healthcare system for over 45 years. Over the last few years, our allied health division has experienced exciting growth and we are now lucky enough to have several hundred clinicians working around Australia in our iconic purple shirts!

We recruit all allied health specialties, but our main clinical areas are:

- Physiotherapists
- Occupational Therapists
- Podiatrists
- Dieticians
- Speech Pathologists

What you need to work with us!

- Relevant tertiary qualification(s)
- AHPRA registration (or eligibility)
- Australian work rights
- A hunger to learn
- Sound communication skills



What you get from our graduate program...

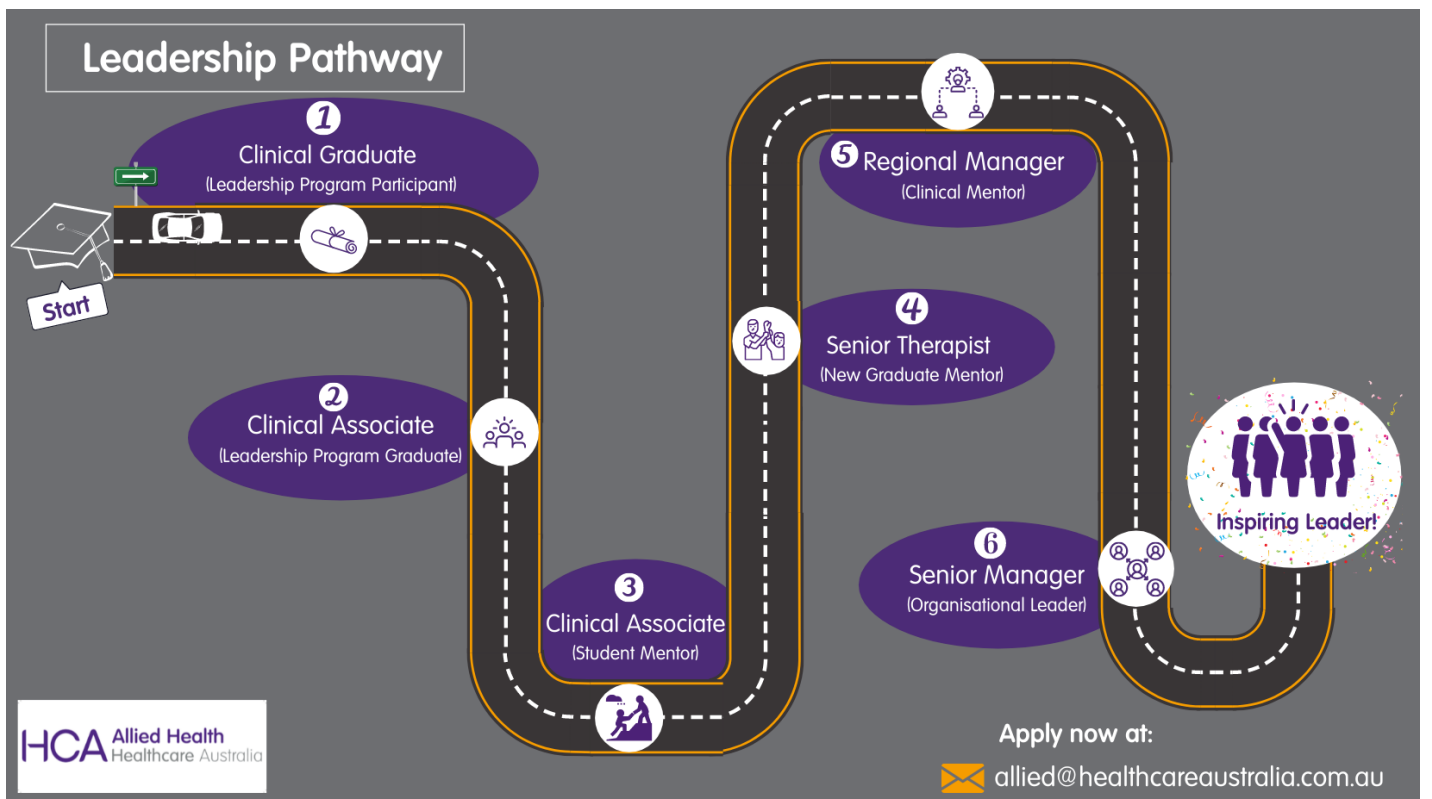
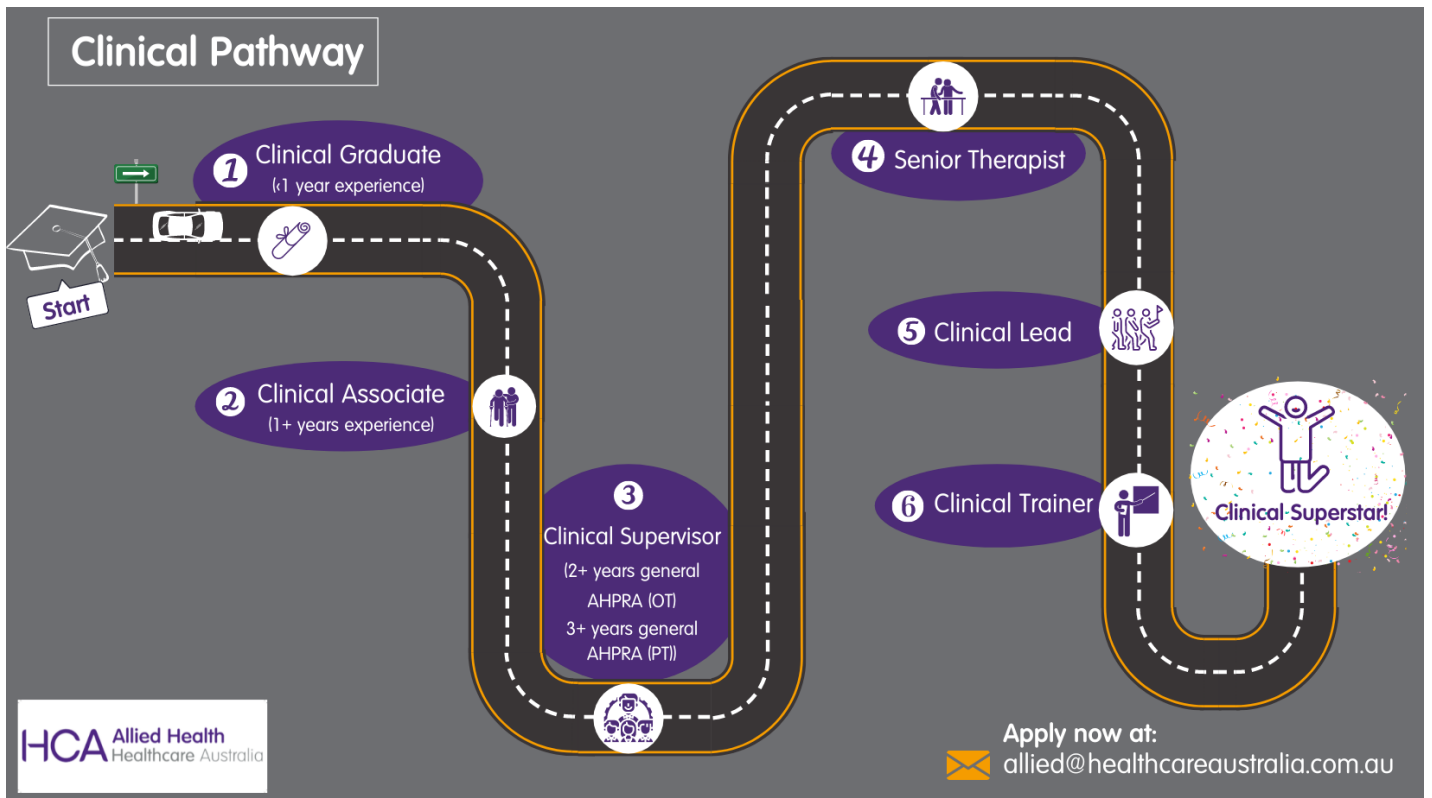
Our graduate program spans one year. We focus on giving you the tools and foundations you will need to work independently and confidently in a clinical setting!

You will be equipped with clinical and non-clinical support to ensure you are feeling welcome, comfortable and empowered to do what you do. Here's a brief overview of what our graduate program entails:

- Induction
- Supported practice
- Regular check-ins from your manager
- Designated mentor to guide you on your new grad journey
- New grad specific professional development events
- Regular get-togethers with fellow grads
- Automatic progression upon completion of the program
- Generous salary and joining incentives

Talk about support!

What your career could look like





Why our team loves us...

- \$1,000 professional development fund for external courses per year
- We have full time, part time, casual and locum opportunities available everywhere!
- We're run by clinicians – we get it.
- Work alongside a team of enthusiastic allied health professionals.
- Extensive, regular and tailored career progression opportunities
- Ongoing training from your very own mentors.
- Excellent pay and flexible working conditions.
- We foster a warm and inclusive work environment with regular social events so you can get to know your colleagues outside of work.
- Opportunities to work in your local area or see the country with regional working holidays available!
- Ability to work in a sole site or the chance to travel with locum opportunities!
- If you are looking for variety, our team can work across multiple clinical settings.
- We love employing your mates - refer and get paid! (T&C apply)
- Gold-standard credentialing
- Our staff well-being matters – supportive People & Culture Team, AltiusLife well-being app as well as a free/confidential counseling service for our staff.
- We encourage our team to take regular breaks away from work to ensure they are well.

Where we work

No matter where you are now, or where you'd like to end up; we're able to offer you work across Australia! We are lucky enough to have permanent teams with clinical mentors and peers on the ground to provide crucial support whilst you complete our new graduate program.

On top of this, all of our teams have a dedicated state-based support team who ensure your rosters are set in advance as well as getting regular check-ins from your People & Culture Coordinator.



Agency opportunities

Our dedicated team will be with you to ensure you are ready to step into your next assignment and will be your advocate when dealing with our clients. No matter what you're looking for, a career doing locums, or a locum to perm arrangement, we will be able to handle it all for you! We work with many providers across Australia in a variety of clinical settings.

We help you with your resume and do interview preparation with you to ensure you've got the best chance at securing work. Other perks of locum assignments are the ability to choose your desired location(s) of work, the ability to travel, exposure to many different caseloads and clinical settings. You can choose the length of your locum and offers more flexibility!

Locums are great to build on your experience and allow you to build on areas you are passionate about. Once you've worked with us, you will stay in our network so when we have new roles, you will know about it first!

When a client accepts new graduates, it means they have senior staff on site who will induct new graduates and mentor you until you feel comfortable to manage your own caseload. All clients offer a Professional Development allowance. They also provide cars and mileage if the role involves travel.

With agency bookings like locums, we talk in hourly rates, you will be paid each week from HCA and more often than not you can expect your locum to be extended before the end date. If your locum does come to an end, our team will be able to line up another locum following a check in with you to see what you're after for your next assignment!

If you would like to continue to locum we can move you to another site, or if you want to take a break we make a note of when you would like to work with us again and alert you before your start date of the roles that are available. We can also speak with you to see the exact caseload you would like to do and can reach out to all our clients in that space on your behalf.



I'm in! What now?

We would love to answer any questions you may have! Our recruitment process is anchored around finding your ideal fit within our company, so we would love to get started!

If you are interested to learn more about permanent aged care, NDIS or homecare roles, please email our team at:
allied@healthcareaustralia.com.au.

If you would like to explore locum, hospital, private practice or telehealth work, please email our team at:
allied@healthcareaustralia.com.au.

Alternatively, call us on 1300 952 433!

