



Integritas Allied Health NEW GRADUATE GUIDE

About Integritas Allied Health

We are committed delivering evidence-informed and cost-effective care 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 (or eligibility)
- Desire to contribute to an interprofessional model of care in a multidisciplinary team
- Passion for quality client care and 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.

Who are we?



Integritas Allied Health, is a partnership between CatholicCare Sydney and [Australian Catholic University \(ACU\)](#), that provides a high quality interprofessional allied health service. 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 seek to 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 and ACU allied health students to gain essential professional and specialist skills in this innovative service.

Through this exciting partnership, new graduates will have in-clinic support from both CatholicCare and ACU professionals, 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, and the combined history and experience of CatholicCare and ACU provides continuing opportunities for collaboration and impact in your role.

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

What can I expect?



Our graduate program spans one year, 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.

Enabling you through your graduate year and beyond, you will have:

- variety in working environments and client caseload
- realistic client-related hours, with flexibility and family friendly options and leave benefits
- dedicated time for prep 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 \$5k per annum for external training and conference attendance

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
- Regular meeting with an ACU professional development mentor.

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 case load



Become a Clinical Supervisor



Grow into leadership



Why work with us?

CatholicCare provides new graduates with a competitive remuneration package, providing an above-award salary + a \$1,000 commencement bonus + access to over \$18,000 per year in salary packaging + over \$5,000 per year invested in your individual development + so much more in leave and wellbeing benefits + extra perks!

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
- Paid Family&Domestic Violence Leave

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



- \$5,000 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	\$ 75,000
Superannuation	\$ 7,875
Total Remuneration	\$ 82,875

PLUS Salary Packaging

Estimated tax savings per annum with salary packaging	\$ 6,400
Increase to your after-tax earnings with salary packaging	15.96%
Equivalent gross salary required for this after-tax earnings	\$ 84,771

PLUS Perks and Benefits

Commencement Bonus	\$ 1,000
Professional Development budget	\$ 5,000
Professional Insurances	\$ 1,000
Equivalent total salary plus super plus benefits	\$ 99,646

Why grow with us?



As a clinical 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.

At CatholicCare, your development opportunities will include

- Regular self-paced online learning
- Access to industry-leading professional development through ACU
- Over \$5,000 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
 - weekly clinical supervision and mentoring
 - monthly professional development events
 - monthly supervision with an ACU professional development mentor
 - quarterly interdisciplinary training
 - peer support learning programs.

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 & 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 & 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."

Aifia, Speech Pathologist & 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."

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. It 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.

The service delivery will be supported by interprofessional student placements, and Integritas will seek to build its capability by integrating seven disciplines into the health service: Occupational Therapy, Speech Pathology, Physiotherapy, Social Work, Psychology, Exercise Physiology and Nutrition/Dietetics.

Effective processes will be developed 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 will ensure it delivers evidence-informed and cost-effective care that has meaningful impacts for service users while building a highly skilled and empathetic future health workforce.