



Service Priorities and Programmes Electronic Presentations

Convention ID: 547

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Post title: Other(Please specify):, Cluster Services Division, HO

Evaluation of 3-year Training and Development Program for Newly Recruited Allied Health Professionals

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Keywords:

Allied Health Professionals
Newly Recruited
Training and Development

Introduction

“Enhance training and development” is one of the strategies set out by Hospital Authority (HA) to ensure staff competencies for quality healthcare services. A 3-year training and development program for newly recruited allied health professions (Program) has been launched since 2007 for 15 allied health (AH) professions. It aims to provide staff with structured exposure, refinement of practice and prepare them to take up future career challenges in HA. Upon completion of the Program, staff should become an independent general AH practitioner.

Objectives

(1) to evaluate the effectiveness of the Program (2) to identify areas for further improvement of the Program

Methodology

Self-administrated questionnaires were conducted to staff that completed the Program and their immediate supervisors in 2010 and 2011. The questionnaire was stratified in the domains of Program content, learning process and competency with visual analogue scale and open-end questions. Response from staff and their supervisors were compared and analyzed.

Result

Questionnaires of 122 pairs of New Recruits (NRs) and immediate supervisor were received. A majority of NRs and supervisors commented that the Program was appropriately organized in terms of adequacy, breadth and duration of training. In echo to HA's strategies, both NRs and supervisors agreed that the Program was effective to enhance ability of NRs to work independently, and they were confident that NRs could practice as independent allied health general practitioners upon the completion of the Program. NRs and supervisors were appreciated that intra- and/or inter-clusters job rotations were arranged for attaining specific clinical exposure. Incorporation of soft skills training, especially on communication skill, was suggested by different professions to further improve the overall competency as a health care

practitioner. The Program was well recognized by NRs and their supervisors as an effective mean to ensure staff competencies for quality healthcare services. Therefore, the Program should be continued for all allied health professions. Soft skills training may be included in the Program for further enhancement.