

Thinking about employing a new graduate speech-language therapist?

Each year, there is a fresh batch of speech-language therapy students who have completed their four or five years of studies and are eager to join the workforce.

All speech-language therapy graduates have attained entry level on a range of speech pathology-based competencies, although they require time to consolidate these and grow their confidence.

The New Zealand Speech-language Therapists' Association (NZSTA) promotes and maintains high standards of its members' education, clinical practice and ethical conduct. We require newly qualified speech-language therapists (from an NZSTA-accredited programme or those with qualifications approved by the NZSTA) to complete the New Graduate Framework.

What are the essential requirements and expectations for the New Graduate Framework?

- o New graduates must work in a best practice framework, abiding by the NZSTA Code of Ethics and working within the principles of te Tiriti o Waitangi, particularly the principles of partnership, participation, and protection for both Māori and non-Māori clients. The timeframe to complete the Framework can vary, but it is unlikely to take less than 12 months.
- o **Clinical supervision with an experienced NZSTA registered speech-language therapist:** NZSTA recommends that the new graduate participates in one supervision session at least every two weeks. Supervision may include peer or group supervision and 1:1 supervision with their nominated lead supervisor.
- o **Maintenance of a competency portfolio across the units and elements of the Competency-based Occupational Standards (CBOS) updated 2017:** New graduates must demonstrate evidence of maintaining competent practice across various indicators and unit elements of the CBOS 2011. NZSTA expects the supervisor and supervisee to set the learning objectives and negotiate the evidence required at the start of the new graduate's first year with regular review of the competencies/learning objectives and evidence throughout the 'year'.
- o **Supervisor Responsibilities:** The clinical supervisor(s) need to commit to their availability for the ongoing support of the new graduate. They also have final sign-off on the clinical documentation on the maintenance of the CBOS (2011) competencies. They must see and sign off the new graduate's portfolio of evidence.

Recruiting a new graduate speech-language therapist can be an excellent investment in our future workforce. The process of supporting and nurturing new-to-workforce employees can be enriching. Recent graduates tend to be more tech-savvy, so they bring important new skills to their teams, including their ability to self-learn, access information, and leverage resources found on the internet. They come on board with knowledge of up-to-date EBP and greater awareness and competency around cultural safety. The health and education sectors

will be assured of a pipeline of skilled practitioners by taking care of the next generation of speech-language therapists.

Who are we:

The New Zealand Speech-language Therapists' Association (NZSTA) is the peak body representing over 1,000 speech-language therapists.

We are committed to excellence in speech-language and swallowing care and enabling people with difficulties in communication and swallowing to participate in their communities.

We do this through setting ethical and professional standards of practice for our members and advocating on communication and swallowing health care matters.

NZSTA regulates speech-language therapists in several ways to provide accountability and quality assurance and to protect the public.

<https://speechtherapy.org.nz/>

The NZSTA regulates speech-language therapists in New Zealand in the following ways:

Accountability

The NZSTA provides a clear statement of the speech-language therapy scope of practice, including what is not within the scope of a profession.

The NZSTA provides quality assurance of the tertiary courses in New Zealand.

The NZSTA provides quality assurance for overseas-trained speech-language therapists requesting membership.

The NZSTA provides a framework ensuring a structured and supervised first year of practice for newly qualified speech-language therapists.

The NZSTA provides continuous quality assurance for its registered professionals.

The NZSTA provides a framework ensuring a structured and supervised first year of practice for speech-language therapists with fewer than 1,000 hours of practice in the past five years.

The NZSTA can restrict a professional's activities to protect the public and, in some cases, withdraw an individual's membership.

How we do this

- Scope of Practice Policy
- Policy documents in specialist areas of practice
- Programme Accreditation Framework
- Qualification Approval Process
- Mutual Recognition Agreement
- *New Graduate Framework*
- Ethical Complaints Procedure
- Annual declaration of abiding by Code of Ethics & statement of good standing and recency of practice
- Continuing professional development requirements, log and auditing
- Return to Practice Framework
- Ethical Complaints Procedure
- Annual declaration of abiding by Code of Ethics & statement of good standing
- Annual practice certificates, including conditions