

## Interviewee Questions for New Graduate Speech-language Therapists

These questions are designed to help you understand how the workplace you are entering supports new graduate SLTs as they transition into independent practice while fulfilling the NZSTA's professional requirements. These questions are only examples—you may have other questions you want to ask.

**Tip:** Choose two or three questions that matter most to you so the interview feels like a conversation rather than a checklist. Asking thoughtful questions shows you care about your practice and seek a workplace where you can thrive. You are advised to reword your chosen questions to feel comfortable asking them.

### 1. Supervision & New Graduate Support

*"Could you outline how your service supports new graduates in meeting the NZSTA New Graduate Framework requirements?"*

#### **Note: Key NZSTA New Graduate Framework Requirements**

Must work under a **Registered Member of NZSTA** (supervisor must maintain membership throughout).

Expect to complete not less than **12 months** of new graduate supervised practice.

Participate in **regular clinical supervision (recommended ~every 2 weeks)**.

Maintain a **portfolio** showing competence across **CBOS 2011** standards (assessment, analysis, planning, implementation, service delivery, professional practice, and lifelong learning).

Submit a **Portfolio Summary Table** and **Supervision Log** signed by your supervisor to gain full Registered Member status.

The framework **supports the transition to independent practice**, not extending student practicum.

### 2. Caseload Management

*"What would a typical caseload look like for a newly qualified therapist, and how is it managed during the transition period?"*

*"Will I have allocated time for session planning, documentation, and reflection?"*

### **3. Professional Development & Resources**

*"Are there opportunities to attend CPD sessions, journal clubs, or participate in special interest groups?"*

*"How is feedback and professional growth encouraged within the team?"*

### **4. Logistics & Practical Support** (more relevant in private and NGO sectors)

*"Are travel costs or mileage reimbursed for community-based work?"*

*"What access will I have to clinical resources, digital tools, or shared therapy materials?"*

### **5. Team Culture & Collaboration**

*How would you describe the team culture here?*

*How does the team support each other during busy or challenging times?*

### **6. Questions related to accessibility and neurodiversity**

You do not have to disclose anything you don't want to. However, if you feel comfortable, you could ask in a general way:

*"How do you support staff who work differently or may need flexibility in how they work?"*

*"Are there systems in place to ensure everyone can work in ways that suit them best?"*

*"How do you accommodate individual learning styles or communication preferences in the workplace?"*