



Is This Workplace Working For Me? Top 10 things to ask yourself about your current or future workplace:

MoveAbout Therapy Services Answers

1. Know your values. What's important to you right now? List them and number them in order of importance. Consider the examples below:

- Learning- Loads of PD- see below
- Career growth- MTS Pathways
- Money- Competitive base salary, Bonuses, Profit Sharing
- Team and culture- The best!
- Particular client group- Ability to develop speciality
- Other:
- Particular type of therapy- Ability to develop speciality
- Paid Parental Leave- \$11,000+ parental leave for all team after working for MTS for 12 months
- Flexibility- Yes
- Support- We support the people who support the kids- see below

2. How frequently do clients attend? Weekly? Fortnightly? Monthly? Intensively? (Such as 5 times in a week). Weekly and intensively as primary modes of therapy. Monthly consults for some families awaiting weekly therapy, on term breaks, moving towards discharge, or in an intensive model of practice.

3. How long are sessions (and does the time include indirect service)? i.e., 50-minute hour where 50 minutes is face-to-face and 10 minutes (for transitions, set up and documentation)? vs 60 minutes face-to-face.

4. How many clients are you expected to see? What are the Key Performance Indicators (**KPIs**) expected- how many billable hours per week? New grads: 23, Level 1.4-1.6: 24, Level 2.1 and above: 25.

5. What are the expectations regarding caseload?

- Starting caseload: 10-15 per week
- Full caseload: At KPI number plus one assessment per fortnight (including assessment, scoring and caregiver meeting).

How quickly are you expected to build to a full caseload? Build to full over 4-6 months.

For offsite sessions (homes, schools), is travel included in the required hours? Yes- a majority of clients are at the clinic but home and school/ preschool visits or sessions including travel.

Will you have the opportunity to shadow existing team members as part of your hours during the early months? Loads- up to 15 hours/ week in the first few months. At MoveAbout, KPIs of 24 means case management of 24 families (not 96- FN x 30min).

What sort of supervision, mentoring and professional development are included?

- 1:1 supervision frequency: Weekly and as needed
- Group supervision frequency: Weekly

Is your supervisor available to join sessions to provide coaching or support you if you're having a tough session? Absolutely, we support the people who support the kids so you have a whole team behind you.

Does the business have the capacity for me to grow within the business? Beyond this year, how will the business support me to grow and develop my career? More than anywhere- We spend \$10,000-\$20,000 per year on internal training for our team including Master Clinician sessions with experts in trauma, sensory processing, relationship-based approaches including DIR/Floortime and complex families. These include Kim Barthel (OT: trauma, SPD, NDT), Sheila Frick (OT: SPD, sound therapy), Tracy Stackhouse (OT: SPD, genetic disorders, executive functions), Sherri Cawn (Speech Pathologist: communication, DIR), Beth Osten (OT: DIR, SPD, mental health) & Diane Selinger (Psychologist: DIR, mental health), Lisa Scher (Physical Therapist: Neuromuscular conditions, Perception Action Approach) and others. We also provide at least \$1,000 per year for external training of your choice.

6. Career Pathways

How will the business help you grow? Are they offering a year or a career? We care about supporting you in your career (not just compete for a year). We help team members develop **3 year desire statements** and create passion projects, portfolios and **career pathways** that are meaningful to each individual team member.

Do they have the capacity for you to grow within their business? We are always focused on supporting our team members to grow.

Do they have a variety of career pathways available or one pathway? There are so many ways to grow at MoveAbout in ways that are meaningful to you. Most places have one pathway (newbie, intermediate, team leaders, manager, owner). While this pathway exists, we help our team develop **individualised pathways** that are truly meaningful and individualised including leading projects and teams such as clinical supervision, management, ownership, professional development, groups programs, diversity and inclusion, reconciliation, social media, YouTube, team mental health, healthy snacks, workplace safety, technologies, rural health, and even an ownership pathway. We also consider travel and family to be pathways that we can support. That's why we added parental leave.

7. What is the rate of pay?

- Annual base rate: Individualised and always well-above award, always calculated and communicated before superannuation.
- Superannuation: Currently 11.5% above.
- Other: Paid parental leave worth over \$11,000, profit-sharing framework, bonuses.
- Total package: Individualised, including above (contact us for more details)

8. Administration and reception: What admin supports are provided?

e.g., answering phones, doing intake, taking payments, organising schedules, cancellations and reschedules, mailing Medicare letters, purchasing.

We have an awesome admin team who do all the above. Therapists do have the freedom to reschedule appointments where it is easier for them to do so (i.e., if a parent asks to reschedule next week and you can look at your schedule and book it in).

9. The Business:

How long has the business been around? Does the business have good systems? Where does the business see itself in 3 years and 5 years?

MoveAbout launched in 2008 in the Hills area of Sydney, 2016 in the Central Coast and 2022 in Warners Bay (Port Macquarie/ Newcastle). The whole team is trained and skilled at creating systems that make life easier. We run like a well-oiled machine which allows our team members to focus their time, energy and creativity on doing great work and growing as therapists.

In Warners Bay, one of our team members has become a co-owner as part of an Ownership Pathway. We are not interested in growth for growth's sake. We do want to increase our reach to further achieve our vision, but we want to do it in ways that are sustainable and meet the personal vision and values of our team members.

Is the business profitable? This is important for the sustainability of the business long term, to receive salary increases and bonuses, purchase resources, and have opportunities to grow within the practice.

We run a strong business with the whole team collaborating to ensure we are the strongest of businesses. This allows us to support our team members the best, provide the best training, have the best resources and pay competitively (and with profit-sharing, this is also hopefully the best).

Use this 'MoveAbout Answers to- Is This WorkPlace Working for Me' as a guide to what's possible to improve your current workplace and to reflect on your current position, or to consider and negotiate positions you are applying for.

At MoveAbout, we support the people who support the kids, so reach out if you would like some support in reviewing a job offer or want to know more about becoming a MoveAbout team member: www.moveabout.com.au/careers



SCAN ME