

# All Star Therapies

Geraldton, WA



# Welcome!



# About

We are a passionate group of allied health professionals who provide quality, neuro-affirming and strengths based care to children and their families.

Our services include Occupational Therapy, Speech Therapy and Therapy Assistant programs.

We also offer workshops for parents, schools and day care providers, and regularly offer group programs to target a range of goals.

Our clinic is in Geraldton WA, and we provide a mobile service to Dongara, Mingenew, and Northampton.



# Our Core Values

Our practice is based on our core values, which help guide us in every decision we make. Our goal is to create an environment where clients, families and our team feel welcome, cared for and supported.



## Neurodiverse affirming

Our therapies are strengths-based and recommended by autistic adults, and focus on developing the community around the child, rather than just changing the child.

We also hope to provide a supportive work environment for people of all backgrounds, life experiences and diversities.



## Focus on Quality

We pride ourselves on delivering a quality service to every person who walks through our doors. Our therapies are evidence-based, and best practice according to autism and neurodivergent experts.

This also means our team regularly complete training and mentorship to allow them to provide quality services!



## Family-centred

Our services aim to strengthen the family and community around the child. This means that the child receives support and understanding regardless of where they are.

We also aim to be flexible with regards to our team and their lifestyle needs. We can support a range of hours and working week structures.



## Safe Space

We're passionate about providing a safe space for our families and children.

We aim to provide a safe and nurturing work environment, so that our team enjoys coming to work, and can thrive to be the best version of themselves.

# Why choose All Star?

## **We offer:**

### **Structured mentoring**

We want to help you become the best version of yourself which is why we place so much emphasis on the learning and sharing of knowledge. When you join our team, you will be supported with structured orientation, and a mentor to help you get started. We try and stick to a regular mentoring pattern of fortnightly sessions, whether that be with a more experienced member of our team, or an external clinician who is better placed to support your Professional Development goals.

### **Professional development support**

We value ongoing development of professional and clinical skills, which is why we offer regular professional development - whether that be in house PD exchanges, or financial contributions towards education and courses.

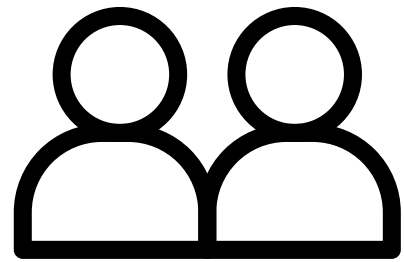
### **Above award wages**

When you join our team, we want to show you how valued you really are. We offer above award wages, and reimbursements for all kilometres travelled in your personal car.

### **Career progression pathways**

When you join our team, you aren't just signing up for a job. Instead, we want to support you to take on an opportunity to grow your personal and professional skills, while growing your career as well!

# Mentoring & Education Support



## **1:1 mentoring sessions**

Regular 1:1 mentoring meetings with your mentor to help you grow and develop in every aspect of your practice.



## **Access to online learning activities**

Access to various online learning activities that will take you through everything you need to know about providing neuro-affirming, and strengths based supports to your clients, and to be the very best therapist you can be.



## **Financial support and PD leave**

We place a strong value on further training and upskilling, so provide financial support and leave to our team to ensure they can attend external CPD, courses and conferences.



# Career Growth and Support



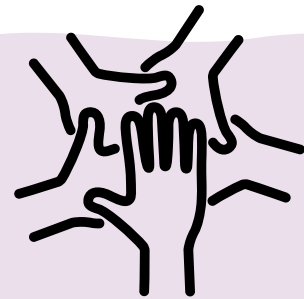
## Fortnightly team meetings

Our regular team meetings are a great way to get together as a group to collaborate on our services, celebrate our wins and plan for the upcoming fortnight.



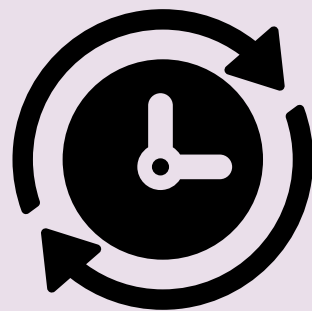
## Leadership opportunities

We strive to create as many opportunities for informal and formal leadership roles within our career pathways. As our team is always growing, there's various ways we can support you to grow your leadership skills within the team.



## Quarterly team days

Checking in as a team on our strategic plan, and collaborating on projects helps us to feel connected to one another and ensures we all feel supported in our next steps. Regular Wellness afternoons also help to keep our growing team connected.



## Flexible contracted hours

We recognise that the 38 hour work week doesn't fit everyone's life, and therefore we offer flexibility within your own contract to choose the hours you want to work. These hours can also be adjusted throughout your contract. If full time work isn't the right fit for you, we will work with you to find the best option for you.



# So what should you expect from us?



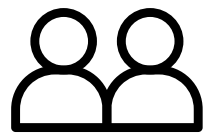
## **Honesty & transparency**

Honesty and transparency are two of the most important things we look for in our team members, so it's only fair we hold ourselves to the same standards. We promise to be honest and transparent with you in every interaction with have!



## **Praise & constructive feedback**

Expect to receive plenty of praise and recognition for the work you do well, but know that we'll also provide you with constructive feedback when things don't go so well. Mistakes are only an opportunity for growth and improvement, so we like to take the chance to learn from them.



## **Ongoing 1 on 1 mentoring**

We believe that without support, no one can be expected to grow and develop their clinical skills. That's why our 1 on 1 mentoring is so valuable - it's your time to get support for your clinical skills and to discuss any professional development activities you might complete to achieve your goals.



## **Accountability**

Expect us to give you individual mentoring and support, so that you can grow in all areas of your role. This means we will be accountable to you, just as you'll be accountable to us in all that you do. We use Key Performance Indicators (KPIs) to measure our team's productivity and to ensure we are supporting you where you most need it.



# And what do we expect from you?

## **Open and honest communication**

If you are unhappy with something or someone in our workplace, we expect you to let us know. If we can do something better or in a different way to make your job easier we will, but we can only do this if you are open and honest with us and willing to learn in all areas of your work.

We also expect you to regularly communicate with us and keep us up to date with your clients, your tasks and any ongoing projects. We have multiple avenues for regular communication, both formal and informal and we expect you to use them so that we know how you're travelling.

## **Accept responsibility**

Just as we take responsibility for our actions, behaviours, and outcomes we expect you to do the same. We don't blame others or make excuses for why something didn't work out the way we wanted. We expect that you take responsibility for your client's and their outcomes, and for all other tasks to take on while working with us. We expect you to be accountable to your agreed KPIs, and to be open to feedback when these need to be improved.

## **Be a team player**

As part of the All Star team, we expect you to look out for others in our team the same way they look out for you. We expect you to collaborate with other team members and to ask if there is anything you can help them with just as they would do for you.

## **Prioritise work & plan to succeed**

When you are at work, we expect you to be present, positive and ready to be at your best. Time management and the ability to prioritise tasks are essential to being efficient in your role. No one likes missing deadlines or taking work home, so it's imperative that you are able to effectively manage your time at work.

## **To be solutions-focused**

We trust you have the tools and capabilities to solve most problems that you encounter at work. If a problem arises we expect you to let us know about it but we also expect you to come to us with a solution and willingness to accept our return advice.

**If you think you'd make a  
valuable member of our team**

**Chat to us!**

**Email a cover letter and resume to  
Rachel Banks**

[rachel@allstartherapies.com.au](mailto:rachel@allstartherapies.com.au)

