



SKYE THERAPY
CHILDREN'S OCCUPATIONAL THERAPY

GUIDE TO WORKING WITH US

Grow with us! 



OUR STORY

The sky is the limit!

Skye Therapy was founded in January 2023, as a mobile occupational therapy service to the Brisbane and Ipswich region. Our heart is to provide excellent therapeutic services to young people which bring about tangible positive outcomes in their lives. We work so that this process is joy-filled for children, their families and their therapists.

Our Purpose: To support children to thrive in learning, play and life. We believe that with the right direction and support the sky is the limit!

Our Impact: So far we have helped our clients achieve 64 of their personal goals of increased skill and confidence within an activity of their daily life. That means in 64 areas these children and their families are now experiencing greater joy and engagement in the activities that are meaningful to them as a result of Skye Therapy's support.

64

OUR VALUES

CONNECTION | COLLABORATION | EMPOWERMENT

We care about building and maintaining strong and safe therapeutic relationships. We strive to meet the child and their adults where they are at.



We recognise that children live, learn and play within their social context of their family, caregivers, educators and other health professionals. We work within this **team context** to collaborate on goals, method of working towards outcomes, and defining what a successful outcome is.



We care about placing **power in the hands of children** and their families by building their knowledge, confidence, and readiness so they can thrive in all things learning, play and life. We recognize that children and their families have many **strengths** already within their grasp that they can use to step towards their growth areas, so we help identify the tools already in your toolbox, increase skills in using these tools, and add extra tools to live a healthier and happier life.



OUR TEAM

Your future team mates



Our Wonderful Team!

"There is so much space for me to be me! As Skye Therapy is a growing business I get to be a part of building something and I make it my own, not just step into what someone else is doing. It makes work a lot more fun, challenging and worthwhile." - Julia

Jessie Ellis

Director & Senior Occupational Therapist

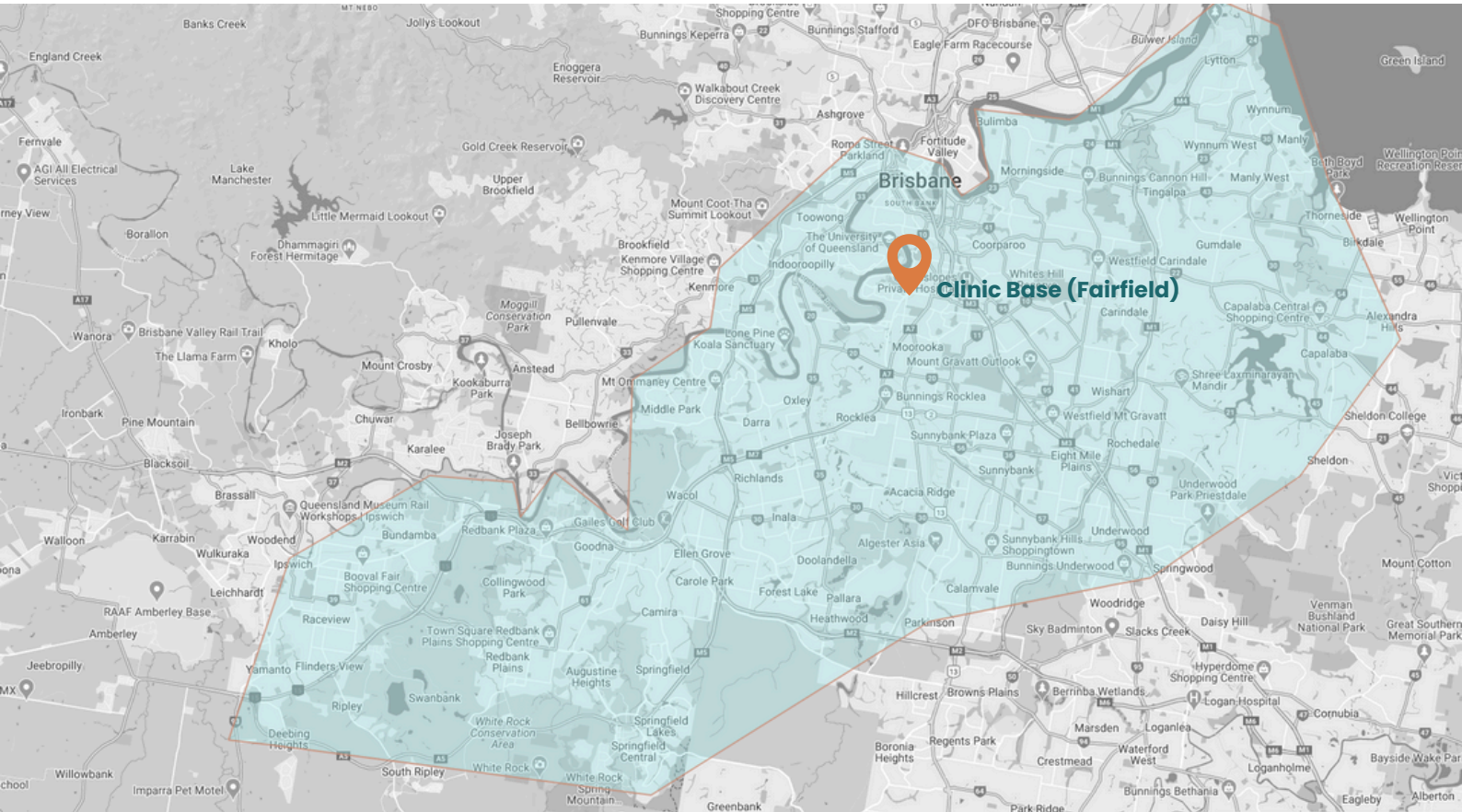
Bachelor of Occupational Therapy (Honours) from the University of Queensland



I love developing young people to thrive, so I chose to focus my OT career in paediatrics. I initially started as an occupational therapist in a private practice, and later moved to the non-for-profit space. When I founded Skye Therapy I wanted to bring together the agility to provide a highly tailored service that private practice can facilitate, with the space and spirit of generosity for each client that can come with non-for-profits. I love working alongside children who have difficulties sustaining attention and helping them move from frustrated to focused. My heart for Skye Therapy is to grow an excellent team who can serve many children to enable them to reach their potential of focused and fulfilled lives.

WHERE WE WORK

South Brisbane and surrounds



Mobile Services

Accelerated Progress for Clients | Variety for Clinicians

- **Supports within the child's natural context:** We love providing services at children's homes, daycares, kindergartens, schools and other community locations. We find that when supports are provided in the child's natural physical and social environment children are often more comfortable, they tend to achieve their goals more quickly, and they can more easily transfer skills and knowledge from inside to outside the session. Frameworks around best practice for intervention with children point to the benefits of service delivery in natural environments, rather than an isolated setting.
- **Variety of locations:** Travelling to clients opens doors for us to connect with a range of educational organisations, and maintain variety within our work.

Clinic Base

Team Hub | Flexibility for Families

- **Team Hub:** By January 2025 we will have a clinic base available at Fairfield, with a hub of our resources, a shared office space, and a therapy room. This means that our team can receive formal and informal support by connecting with each other, work from an ergonomic desk, and restock on resources for the next sessions in the community.
- **Option of clinic-based sessions:** Having sessions at home or school is not always an option (or the best option) for some families, depending on their goals, financial constraints, policies of the child's school, or personal preference. By having the option of a clinic space we can provide flexibility for families to have assessments, support sessions, or parent coaching sessions in the space that best suits them.

OUR TEAM, YOUR CAREER

Our Team Vision - grow with us 



Director & OT
Jessie Ellis

- Occupational Therapist
- Business operations & strategy
- Clinical direction



Business Support
Nick Ellis

- Business strategy
- IT support
- Finance management




Team Leader

- Facilitates team wellbeing and development
- Engagement in business and strategy



Clinical Lead

- Facilitating team clinical excellence and growth
- Creative and evidence-based clinical direction of services




Senior Therapists

- Clinical direction and support to team



Practise Manager
Julia Meliendrez

- Streamlining warm client services
- Finances & bookkeeping
- Marketing



Specialise

- Grow into your interest areas through a tailored caseload and CPD opportunities



Paediatric Therapists

- Occupational Therapists
- Speech Pathologists
- Physiotherapists
- Other allied health professionals



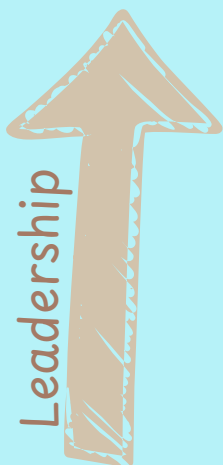
Client Support Team

- Warm and clear client services



Therapy Assistants

- Deliver therapy programs as written by our therapists
- Support with streamlining therapist service delivery



ONGOING TEAM PROJECTS

What we are investing in



01

We gift 10% of our profit

We believe that all children should be supported to lead a joyful life, despite challenges they may face due to disability or disadvantage. While we serve children and families in our local area with therapy support, we also want to broaden our impact by empowering great organisations who are well positioned across Australia and overseas to help families in different ways than we can. So, each term (quarterly) our team selects a charity that helps families and reflects our heart, and we gift 10% of our business profits to them.

Some charities we have partnered with so far are CBM Australia and Open Haven.



02

Resource bank for attention strategies

We are compiling a bank of evidence-based resources for supporting children with attention challenges (including ABI, ADHD, Autism, anxiety, learning disorders, sensory processing differences). There is a broad range of excellent resources and research scattered across the internet, on podcasts and other publications. However, it can be challenging for families and educators to locate, and even harder to select and implement the tools and strategies which are the right fit for their child's specific needs. We care about placing the right tools in the hands of children and their families so they can thrive.



03

Allowance for resource purchases

We have an allocated allowance for each therapist to purchase resources beneficial to delivering tailored support to our clients. As a growing business we are continuing to invest in having the right tools for each clinician, and our team as a whole. We want to empower our team to make pragmatic decisions about which purchases will be most beneficial for helping clients achieve their goals and have fun doing so!



**WHY
WORK
WITH US?**

Flexible hours
Choose your own hours

Commitment to
Evidence Informed
Practice

Achievable
billable
expectations,
dedicated
admin time

CPD budget &
regular supervision

Competitive salary

Customer
service
and admin
support

HOW WE WORK

Hours, Leave, Expectations

- **Choose your work hours:** Our team can choose which work times suit their lifestyle, preferences and work style best. Clinicians manage their own schedule (with support as needed), so you can work when you function best, have a 4 day work week, avoid traffic, be ready for school pick up, and/or to make it to your gym class or team training on time.
- **Billable targets:** A therapist's billable time will be gradually increased over time as their confidence and caseload grows. Once at full capacity we typically aim to see 3-5 clients per day.
- **Dedicated admin time:**
 - **Billed Indirect Support:** For each face-to-face service we provide there is dedicated indirect support time we allocate to provide sufficient space for the non-face-to-face support involved in providing an excellent therapeutic service. That means each day we have dedicated admin time to stay on top of notes and communications.
 - **No pm clients on Fridays:** As a norm, we don't see clients after lunch on Fridays to ensure we can stay on top of non-face-to-face tasks for our clients, and other team related tasks.
- **Car use:** Our therapists use their own vehicles to travel to clients and are reimbursed according to award rates (per kilometer). We work to reduce costs for clients, and travel time for therapists, by grouping clients in similar locations together.
- **Work from home (or wherever):** During non-face-to-face support and administration time our team can choose to work from home, our clinic base or local cafes and libraries (or anywhere else!).
- **Leave**
 - **Paid Leave:** 4 weeks per year + your birthday off
 - **CPD Leave:** 1 week per year. We are committed to providing quality evidence-based services, so we create space through CPD leave and regular supervision to enhance your professional development.
 - **Unpaid Leave:** Unlimited - Team members are welcome to take as much unpaid leave as they desire. We are mindful of our client's need for regular and predictable support sessions, and work with team members to create a plan that serves both them and our clients well.
- **Resources:** We provide our staff a laptop to use for work related tasks. We have a growing resource library at our clinic base at Fairfield that therapists can restock from. We also provide an allowance to each therapist to use on buying resources of their choosing.

SUPPORT WE OFFER

Ongoing support for all our therapists



- **Supervision:**

- Internal: A tailored supervision plan for internal clinical and professional development (e.g. creating and reviewing treatment plans, time management, how to manage tricky behaviours)
- External: Option of engagement in choice of fortnightly-monthly external supervision with supervisor of choice (according to the clinician's needs and interests)
- Peer support: Option of engaging with partner/sister clinic for external peer supervision and support
- Ride along: Option to book in an internal Senior OT to ride along for community visits or sit in for clinic-based sessions each term to provide feedback on professional and clinical skills, and support with challenging or new clients.

- **Onboarding new clients to your caseload:**

- Graded increase to your caseload until reaching billable targets
- Senior OT conducts 'initial chat' with all new clients to triage and guide an initial plan for each family

- **Scheduling:**

- Book in regular days to use clinic room at Fairfield clinic base vs being on the road for community/school/kindergarten visits
- Scheduled time to work side by side with other clinicians in shared work space for opportunities for informal support
- Option of booking a room at sister clinics to rub shoulders with other therapists, and have a stop point/base at more remote locations

- **Admin Support:**

- Ongoing support from our admin team for billing and booking enquiries and changes
- Our admin team will handle all invoices, phone calls and non-clinical administration tasks.

NEW GRAD SUPPORT

for New Graduate and Early Career Therapists

As well as the above support we offer the following additional supports for new graduates and those newer to paediatrics:

- Weekly 1:1 internal supervision with a Senior OT for clinical and professional development (e.g. creating and reviewing treatment plans, time management, how to manage tricky behaviours)
- **Month 1:**
 - Shadowing Senior OT to learn the ropes
 - Co-treat initial clients with Senior OT and be provided with guidance and feedback to develop clinical skills
 - Daily scheduled touch points with supervisor
 - Complete introduction to NDIS course/s (CPD)
 - Start seeing own clients with a low caseload
- **Month 2-4:**
 - Gradually build caseload
 - Regular scheduled touch points with supervisor throughout the week + phone calls with supervisor as needed
 - Support to manage booking clients and scheduling
 - Start engaging in peer supervision groups
 - Conduct formal assessments and reports with Senior OT
 - Book further CPD courses to support clinical skills (as determined with your supervisor)
- **Monthly 5-6:**
 - Likely to be feeling more confident and moving towards a full caseload
 - Touch points in person, via phone call or video call with supervisor as needed
 - Senior OT to review and provide feedback on written reports
- **Month 6-12:**
 - Supervisor will continue be on call for support as needed, and will review documentation as needed
 - Continued weekly internal supervision and regular external supervision
 - Engage in further CPD courses as beneficial
 - Start to reflect on what energizes you within the clinical and professional roles, and begin to take on creative roles to support the business (e.g. social media content, blog writing, resource creation)

WHAT WE ARE LOOKING FOR

Occupational Therapists | Speech Pathologists | Physiotherapists

Committed to neurodiversity-affirming and evidenced-based practice

Passionate about young people

Ready for the adventure, creativity and leadership to shape our growing clinic

Care about connecting, collaborating and empowering

Value providing services in the child's natural context

HOW TO APPLY

Email: workwithus@skyetherapy.com.au

If this sounds like you, we would love to meet with you to see if we are the right fit for each other! Reach out to Jessie with your CV and we will be in contact.



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