

# Formation of the Queensland Health Allied Health Research Careers Development Framework

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## Background:

Allied Health clinicians have increasingly grown their research careers within health services. However, available frameworks for health service staff to map their research capabilities often focus on an academic context, and fail to take into account the broad range of research roles that exist within health services.

This project aimed to develop a research career capability framework for Allied Health research careers within Queensland Health

## How was the framework developed?

Four sequential phases were employed, see our **development paper**<sup>1</sup> for full details:

- 1 **A rapid review** generated 2,125 potential capability statements potential capabilities for the framework
- 2 **A Project Reference Group (PRG)** and the research team synthesized these into an initial set of 73 capabilities
- 3 **An e-Delphi survey** with 48 stakeholders from across Queensland Health established consensus on which of these capabilities would be included in the framework
- 4 **Final refinement** of capabilities and development of other framework elements (e.g. domains, self-rating scale) was achieved using a PRG survey and consultation process

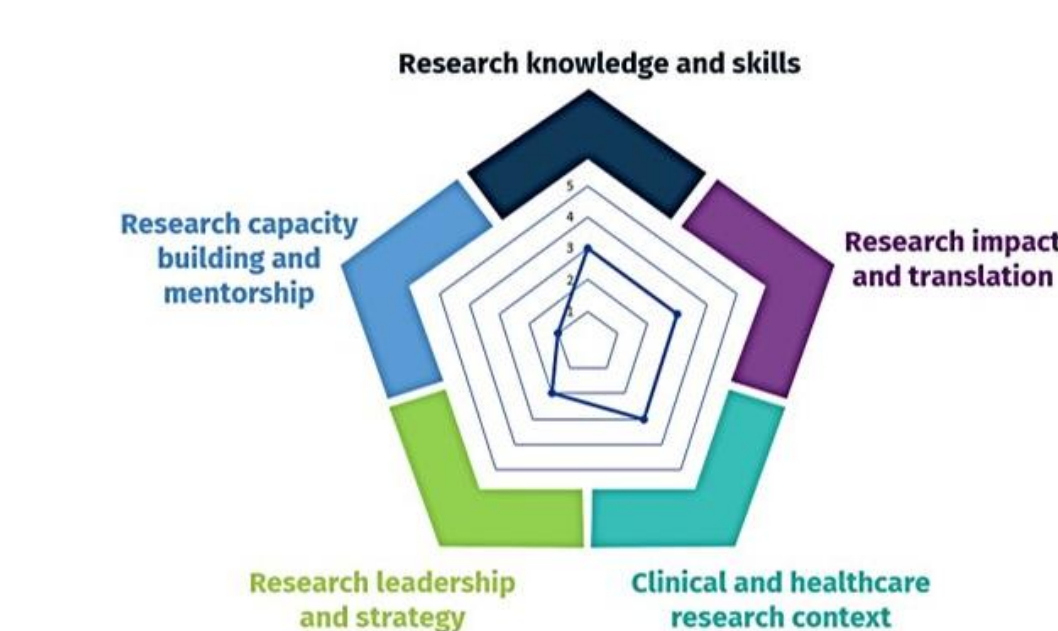
## The Framework

The final framework included 61 capabilities under five domains (Figure 1)

Each capability is self rated using a five-point self-rating scale (1=no proficiency, to 5 = expert proficiency)

The framework is currently being used in Queensland Health to support skills mapping and research career development for Allied Health.

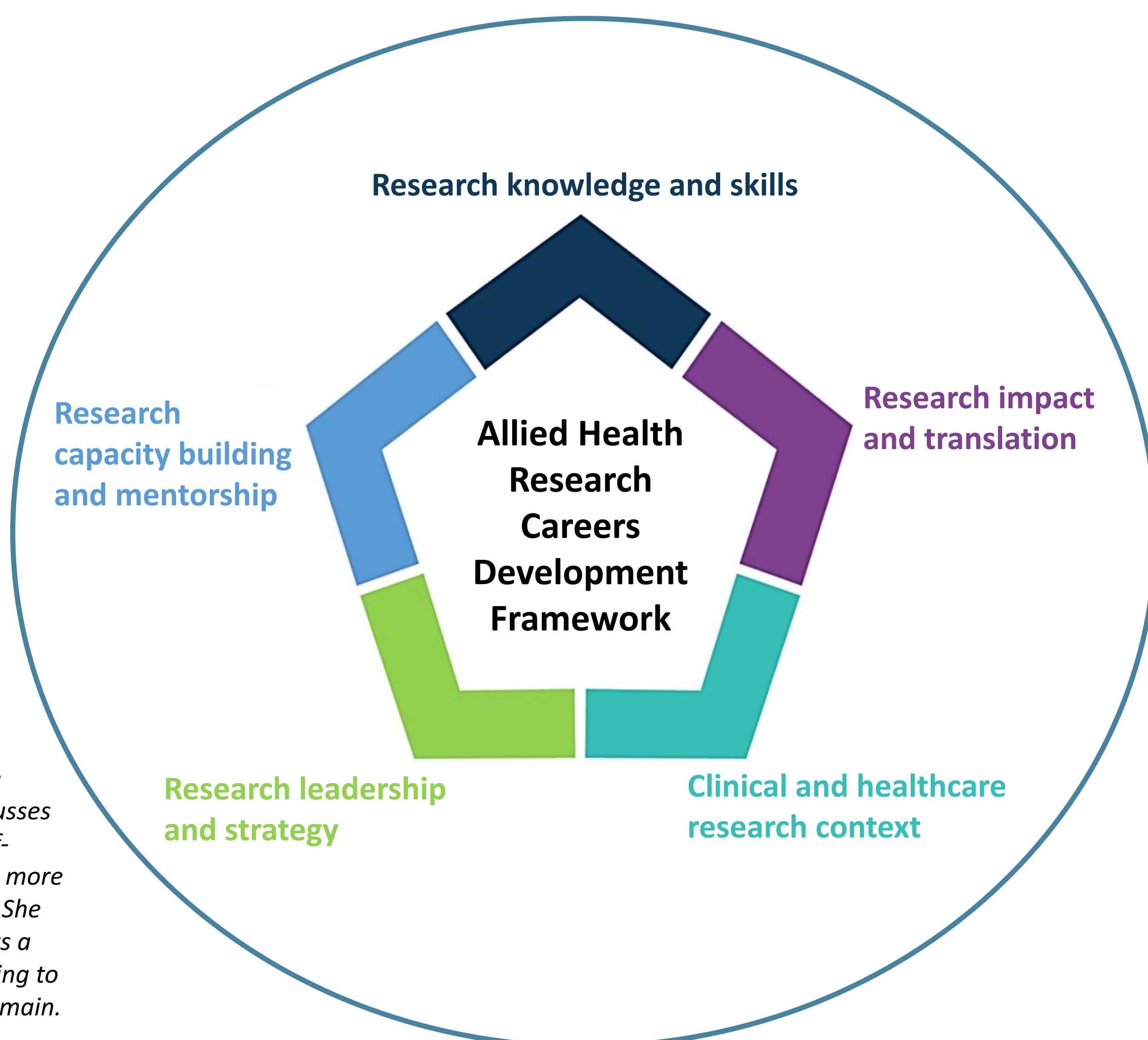
### Case study of self-mapping



My Scores	
Research knowledge and skills	3
Research impact and translation	3
Clinical and healthcare research context	3
Research leadership and strategy	2
Research capacity building and mentorship	1



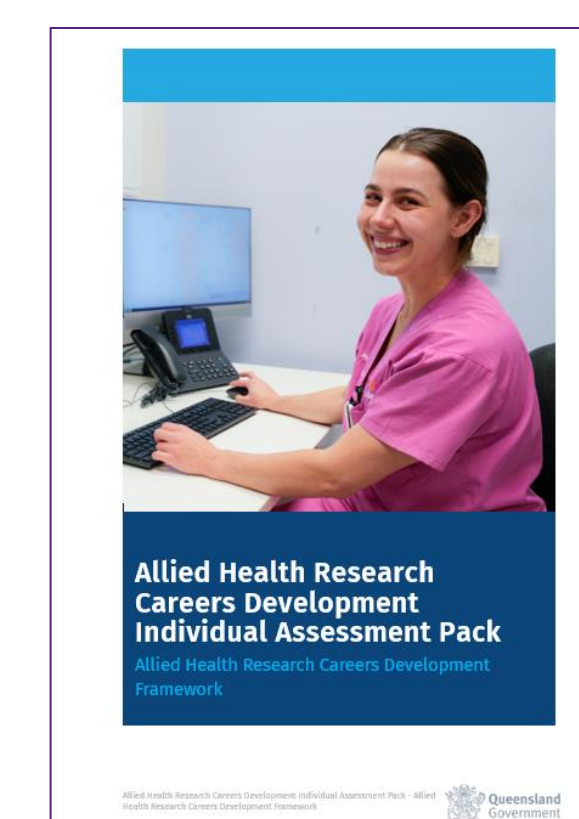
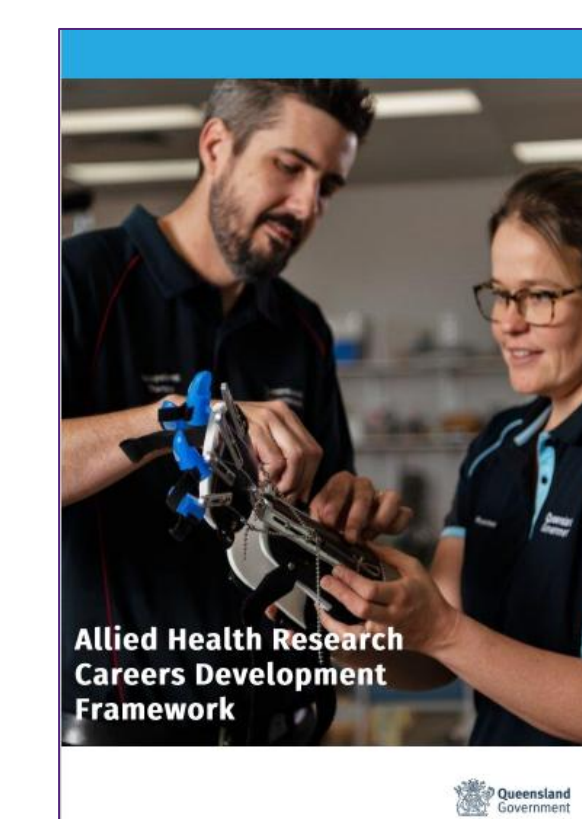
Cindy is an OT who is working full-time clinically while completing her PhD. In her annual staff appraisal she discusses her research skills with her manager. Based on her self-assessment on the framework, she has identified she needs more experience in research capacity building and mentorship. She reviews the individual capabilities in this domain and sets a target of co-supervising one honours project and contributing to one research training session this year to develop in this domain.



### Access the framework



<https://www.health.qld.gov.au/hpresearch/html/careers-development-framework>



## Our next directions:

Directory of training and resources aligned to each capability to support staff development

Statewide survey to understand how the capabilities apply to different research roles

Workforce development tool to help managers align roles and capabilities

Encourage spread of the framework to other locations and professions

1. **Framework development paper:** Brandenburg, C., Ward, E.C., Stoikov, S., Pitt, R. & McBride, L-J. (2025). Development of a capability framework for Allied Health research careers in health services. BMC Health Services Research 25, 231.