Review of Occupational Therapy in Glasgow HSCP

Defining Core and Specialist Skills and a Competency Framework to support Role Development across Health and Social Work Occupational Therapists

Hilary Bell, Lynne Cairns, Dorothy Rae, Karen Lovering, Alison Docherty, Diana McCrone

‘Making Occupational Therapy Services better for the people of Glasgow’ - a review of Occupational Therapy across Health and Social Work for the Glasgow Health and Social Care Partnership (HSCP)

Background

Occupational Therapists qualify with knowledge and core skills applicable to all fields of health and social care. At point of registration practitioners progress to work in a preferred area of practice and go on to specialise in a particular area e.g. rehabilitation, social work or mental health. This commonly results in practitioners focusing on their specialist skills and knowledge with less focus on skills/tasks delivered elsewhere in the health and social care system. This can result in onward referral to occupational therapists in different parts of the system meaning service users face seeing multiple therapists and facing repeated waits during this process.

The Occupational Therapy Review seeks to identify competencies and practice that all Occupational Therapists in the HSCP can complete, regardless of care group thus reducing the need to cross refer to other Occupational Therapy services.

This project supports the 2020 Vision as it proposes role development and joint working for Occupational Therapists in Health and Social Work in Glasgow.

As a key area of development a sub group has reviewed and developed systems to support the wider role for all Occupational Therapists.

Aims

The sub group was tasked to:

- Define and develop core and specialist skills and competencies for Occupational Therapists working in community (social work), rehabilitation and older peoples mental health.
- Identify the complexity of roles/tasks.
- Identify the shared skills across each care group to support a leaner approach to service delivery.
- Develop a competency framework to implement the competencies identifying training needs and areas of practice change and development.

Method

A series of engagement events across a six month period with Occupational Therapists from each care group defined tasks utilising a “traffic light” analogy to define skills undertaken within each care group:

- Core tasks routinely carried out by all Occupational Therapists within each service.
- Tasks wider than those undertaken within a care group, but which if added to current roles would reduce the need for onward referral, and provide a speedier, smoother journey for the service user.
- Specialist tasks requiring additional knowledge/skills developed through practice.

Competency framework and process maps were developed for each developing task in the amber category:

- Environmental assessment.
- Brief mental health interventions.
- Community based functional rehabilitation.
- Social inclusion.
- Vocational rehabilitation.
- Upper limb assessment.
- Seating, shower seats/adaptations/housing.
- Carer education.

Tests of change

Tests of change are ongoing with Occupational Therapists from each of the three identified care groups delivering a wider role utilising the competencies highlighted as amber.

Occupational Therapists participating in the tests of change will carry out all core occupational therapy interventions and those defined as “amber” in the competency framework as required by each service user referred to them. Current allocation processes continue with no changes.

To carry out the wider roles each Occupational Therapist will be supported by:

- the competency frameworks;
- process maps outlining each step of the interventions;
- access to sub group leads to ensure safe and effective practice;
- professional triangles’ with Occupational Therapy colleagues from each care group in their area who are also participating in the test of change.

Evaluation

Feedback is being collated from service users, Occupational Therapists and Team Leads to evaluate service user impact, skill development training requirements and the impact on multidisciplinary teams.

A database recording service users interventions/timescales for care provided has been developed.

Training needs are being identified and case examples are being reported which detail the steps undertaken within core and wider (amber) tasks.

Expected Outcomes

Occupational Therapists delivering a wider range of skills with the support of additional knowledge, support and training through the implementation of “amber” tasks will support a leaner HSCP Occupational Therapy process for service users.

This will reduce service user onward referral to different Occupational Therapy services and will facilitate staff in each care group to deliver an equitable service model.

References


Review and Reform of the Provision of Occupational Therapy Services in Glasgow City Health and Social Care Partnership (HSCP).