

Review of Occupational Therapy Glasgow City HSCP

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Update on Work to Date

“Making Occupational Therapy services better for the people of Glasgow”

- Strategic context for Glasgow
- Findings of the Review
- Recommendations
- Next Steps and Pieces of Work
- Planning and Implementation
- Early success

Aims of Integration

- Transform the way health and social care services are provided
- Support people to live longer and healthier lives and live at home for as long as possible
- Drive real change that improves lives

Principles of Integration

- Respect the rights of patients/service users
- Make the best use of the available facilities, people and resources
- Integrate services from the point of view of patients and services
- Plan and lead services locally in a way that is engaged with the community
- Take account of the particular needs of patients/services users

Scope of the Review

Occupational Therapy Services within the Scope of the Review are:

- Social Work Rehabilitation
- Older People's Mental Health Adult Mental Health
- Specialist Children's Services Learning Disability
- Homelessness Addictions

Services outwith the Scope of the Review are:

- Forensic Mental Health Services Respiratory Services
- Bridging Service

Key Partners

- Acute Occupational Therapy Cordia (Reablement)
- Housing Partners Equipu

Changes to Terms and Conditions are outwith the Scope of the Review

Change of Employer is outwith the Scope of the Review

Findings of the Review

- Informed by Occupational Therapy Staff
- HSCP System characterised by potential for duplication, ‘hand off’s between professional groups and services
- Different approaches to the provision of aids and adaptations
- Challenges in accessing and sharing information
- Differences in how we measure our performance
- Best use of a skilled resource?
- Confusing picture for all!!!

The Road to the Future?



Source: Gareth Morgan

Recommendations

- Future Direction of Occupational Therapy
 - Core Role for all HSCP Occupational Therapy Staff
 - Specialist Knowledge and Skills
 - Embedding OT's within MDT Construct with clarity of role and contribution to MDT
 - Review of management, professional leadership and governance arrangements.

Recommendations

- Service User Pathways and Process's
 - improve the service user experience of our pathways and processes

- Financial Framework, Equipment and Adaptation Eligibility
 - revisiting our eligibility criteria to ensure that they are consistent across all our care groups and teams

- Partnership working with the Housing Sector
 - role and contribution of the HSCP in supporting aids and adaptations.
 - role of HSCP OTs in supporting assessment and provision of aids and adaptations as part of a co-ordinated person-centred approach.

Recommendations

- Future Occupational Therapy Workforce, Management, Professional Leadership and Governance
 - We recommended that a workforce plan be developed to identify the future OT workforce profile, alignment and skills across Glasgow City HSCP in line with the new direction for Occupational Therapy.
 - Performance Standards and Indicators (Performance Framework)
 - It is recommended that a single, consistent and coherent performance framework be put in place for Occupational Therapy services across the HSCP.



Planning and Implementation

- Focus on planning and active implementation informed by ‘Tests of Change’
 - Frontline OT Staff involved and supported to undertake tests of change
 - ‘Tests of Change’ include screening, aids and equipment, shadowing opportunities etc
- HSCP Wide Workstreams October / November ongoing...
 - Development of Core Role, Specialist Skills, Contribution to MDT etc – opportunities to become involved

You said.....We did....

