

Review of Occupational Therapy in Glasgow City HSCP Defining Core and Specialist Skills and Competencies

In May 2017 a working group was established to define and develop core and specialist skills and competencies for Occupational Therapists working across the HSCP whether from Community, Rehabilitation or Older People's Mental Health teams.

This work is linked to the wider OT review 'Making Occupational Therapy Services better for the people of Glasgow'.

Defining the skills and the development of a competency framework will: -

- identify the skills and knowledge of occupational therapists in core and specialist roles,
- the complexity of the roles,
- provide a process to ensure equity of shared skills and
- will be an information source for occupational therapists and managers of occupational therapists regarding role developments and expectations.

Quickly acknowledging that a small working group would require to meet with a range of frontline staff, a series of Engagement Events were established to progress this work

Using a 'traffic light' analogy, work began to define skills undertaken within each care group:

Green: tasks which occupational therapists undertake routinely whichever care group they work in.

Amber: tasks which, at this stage, may be 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.

Red: tasks considered specialist within a care group, and not for consideration as part of this work.

Engagement events initially defined which tasks belonged to which category, and have subsequently focussed on those considered '**amber**' ensuring:

- a shared understanding of the language used for these tasks,
- equity in the tasks across each care group through the identification of the specific components of each task
- that training and support is available when adding these tasks to current roles

Work is ongoing, and will include

- competency frameworks for each amber task
- a contact sheet per sector identifying contact details where staff can go for advice
- the development of a peer review or 'shadowing' process to support initial change.
- the development of professional triangles for initial and longer term support mechanisms
- acknowledgement of the need for fluidity between amber and red as required in complex cases / unusual clinical presentations / until new roles are embedded

Whilst acknowledging that there are tasks considered as 'Amber' currently, it is anticipated that these will, in time, become routine in practice for the OTs for each care group. Tasks may be considered to be core 'green' at present in some care groups however will not be categorised as green until they are core tasks for all OTs.

Amber tasks are defined as:

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

Key Points:-

- The competency frameworks developed at this stage are in draft format and will be added to / amended through further consultation with the care group OTs involved
- The processes for onward referral within the frameworks will be established through ongoing work within the neighbourhood team developments
- Additional role development will be supported by training / awareness sessions appropriate to the expected frequency of the task being carried out
- Outcome measures will evidence the effectiveness of the tasks
- Tests of change, supported by clinical effectiveness, will be carried out to evidence the impact of the competency frameworks and reviewed as required prior to full implementation. Process mapping will be carried out prior to the tests of change to verify processes.