

Consultant Occupational Therapists in the United Kingdom



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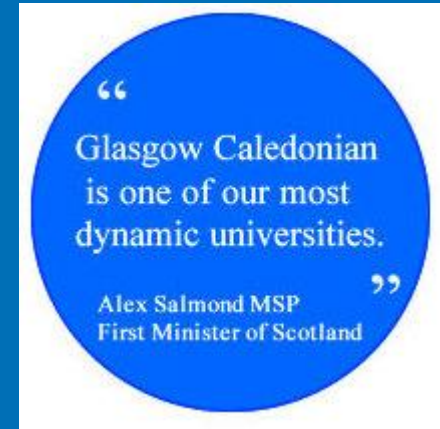
Session aims

In this session I hope to:

1. Provide an overview of GCU and the programmes that we deliver
2. To outline the development of the 'Consultant' Occupational Therapist role in the United Kingdom
3. To share with you four case studies of practicing Consultant Occupational Therapists in Scotland
4. To encourage you to think about your future career plans and goals and how you might achieve them

GCU

- 17,500 students from over 100 countries study in Glasgow
- Campuses in Glasgow, London, Oman and in New York
- Over 400 courses available
- Three large schools:
 - School of Health and Life Sciences
 - Glasgow School *for* Business and Society
 - School of Engineering and Built Environment





School of Health and Life Sciences

School of Health and Life Sciences

- Established in 2011 following the merger of two smaller Schools
- Brings together Allied Health, Nursing and Social Care disciplines together with Biological and Biomedical Sciences, Psychology and Vision Sciences
- The school is the largest provider of health care and life science education in Scotland
- Structured around three departments:
 - **Department of Psychology and Allied Health Sciences**
 - Department of Health and Community Sciences
 - Department of Life Sciences

Occupational Therapy Subject Area

- **BSc (Hons) Occupational Therapy**
 - Four-year pre-registration programme
- **MSc (Pre-registration) Occupational Therapy**
 - Two-year pre-registration programme
- **Post-registration (MSc/Prof. Doc./PhD)**



GLASGOW
T2013

College of Occupational Therapists
37th Annual Conference and Exhibition

PLUS THREE
Specialist Sections' Annual Conferences
Mental Health, Older People and Work

College of
Occupational
Therapists



Specialist Sections

Mental Health
Older People
Work

18–20 June 2013 Scottish Exhibition and Conference Centre (SECC), Glasgow, Scotland

Hello from Glasgow!



Consultant occupational therapists in the United Kingdom

Background

- The UK has 33,612 Registered Occupational Therapists
- Prior to the year 2000, clinical career progression for Occupational Therapists was limited
- To progress their careers, occupational therapists would often leave clinical practice and move into management, education or research roles
- There was no incentive for highly skilled clinical staff to remain in a client-facing role

Occupational
Therapist

Senior
Occupational
Therapist

Head
Occupational
Therapist

Why modernise the career structure?

- To create a more flexible and competent workforce
- To update career pathways and choices for professionals
- To better prepare professionals to take on clinical leadership roles
- To recognise advanced practice and extended roles being adopted in the clinical environment

Implementation of 'Consultant' roles

- 'Consultant' posts were launched as a policy decision by the UK government in 1999, making it possible for Nurses, Midwives and Allied Health Professionals (including Occupational Therapists) to become Consultants
- The aim was to retain experienced and highly skilled practitioners in practice settings
- These new posts created a similar structure to that of the medical profession and provided the same level of autonomy for both medical and non-medical Consultants



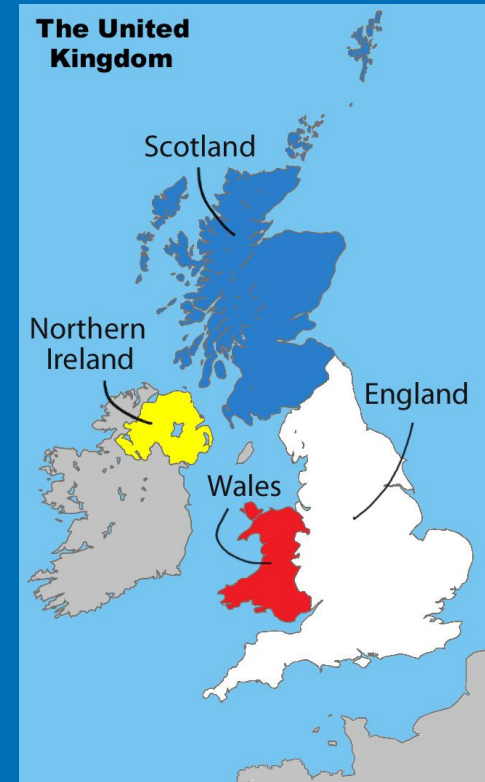
Implementation of 'Consultant' roles

- Implementation of the policy was delayed by political devolution in the UK
- Responsibility for 'Health' was devolved with each of the four UK nations assuming full territorial responsibility
- Political divergence continues to influence the NHS - each UK nation is becoming increasingly distinctive in their approach to health
- First Consultant Occupational Therapist was appointed in 2004 in the area of stroke rehabilitation



Implementation of 'Consultant' roles

- The policy has been most successful in Nursing – over 1000 in post. Evidence of their impact is limited – possibly due to methodological weakness of the limited research available
- In the UK we have around 30 Consultant Occupational Therapists (half of which are in Scotland)
- What lessons can the occupational therapy profession learn?



Principles underpinning the creation of Consultant roles

Consultants will:

- **Contribute to better outcomes for patients, carers, families and communities**
- **Improve patient pathways and service delivery through influence and innovation at a strategic level**
- **Exercise advanced levels of clinical judgement, knowledge and experience**
- **Participate in, and influence, practice and service decision-making at NHS Board, regional and national level**

Consultant posts should be structured around five key themes



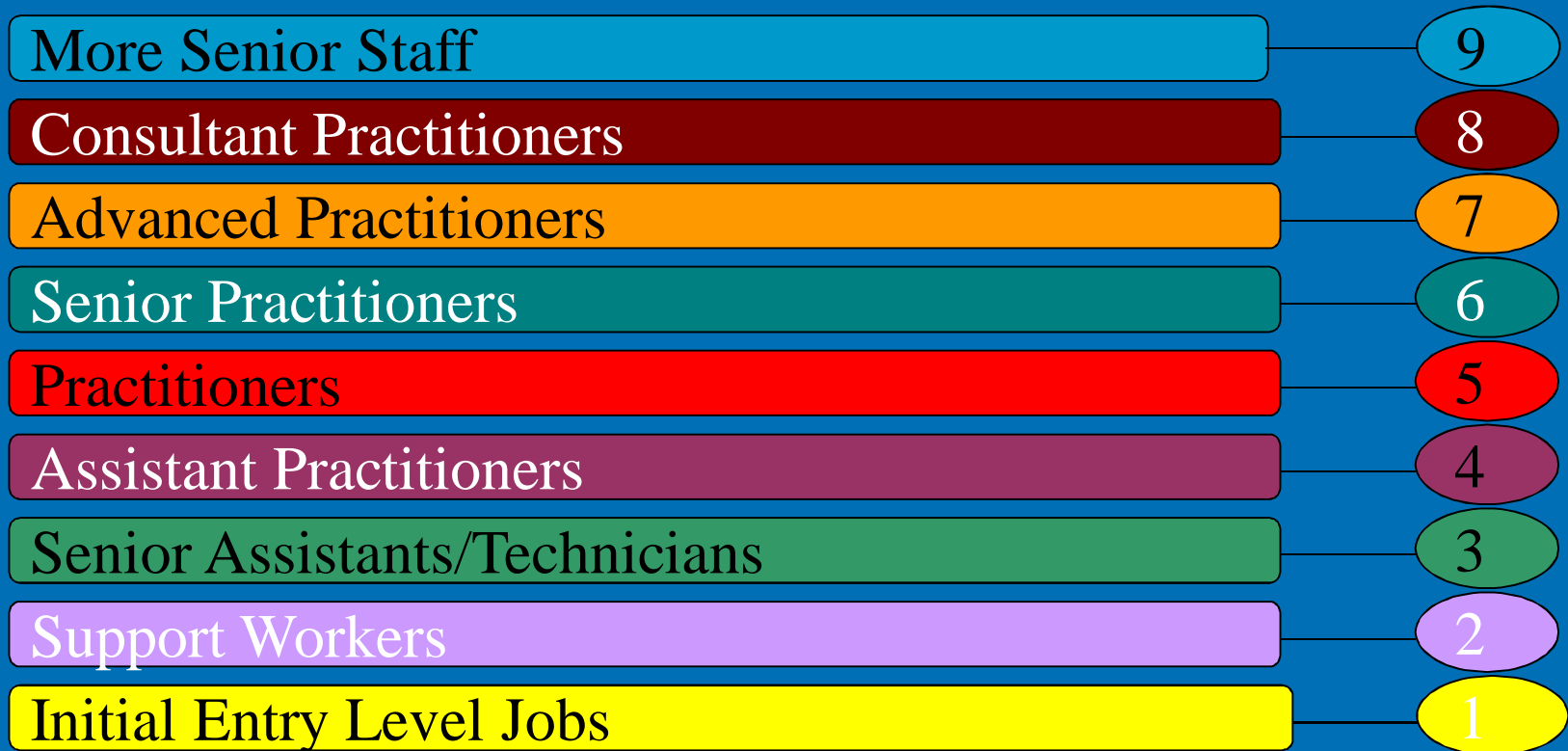
Qualifications and expertise of appointees to Consultant roles

Post holders must have:

- **Extensive clinical experience**
- **Strategic awareness**
- **Career-long learning and development**
- **An active engagement with research and evaluation**
- **Formal education links with an educational institution**

Post holders must have a Doctoral qualification or a Masters qualification and be in pursuit of a Doctorate.

The NHS career framework





Therese Jackson Consultant Occupational Therapist in Stroke

STROKE TELEREHABILITATION

Linking rural stroke unit with specialist rehabilitation centre

Fraserburgh Hospital opened a 6 bedded stroke rehabilitation unit in January 2009 as part of NHS Grampians Stroke Managed Clinical Network strategy to deliver specialist care locally. Consultant input to the unit is provided by a Consultant Occupational Therapist in stroke based in Aberdeen, 44 miles away, with a journey time of approximately 60 minutes.



National clinical guidelines (SIGN) and Stroke Service standards (GIS) recommend the use of goal setting in stroke units. However it is not always an efficient use of time to travel long distances on a regular basis.

Better Health Better Care (2007) recommended the use of up-to-date technology to improve access to specialists whilst also preventing the need for the patient to travel long journeys in poor health and often with a relative or carer.

A successful collaborative bid to Scottish Government's Health Department from NHS Grampian's stroke rehabilitation team and the Scottish Centre of Telehealth, allowed the procurement of a trolley based Tandberg 95 Edge video conferencing unit for the rural stroke unit. In spring 2010 the video conferencing unit was installed in Fraserburgh. This links via the NHS N3 IP network to the consultant's PC at the stroke rehabilitation unit in Aberdeen, which has Polycom PVX videoconferencing software installed.

Remote attendance by the Consultant Occupational Therapist for the unit at goal setting meetings is now being achieved through the use of telerehabilitation. Evaluation of the remote goal setting service is via patient and family satisfaction questionnaires & travel costs saved. The number of video consultations and reliability of technical systems is also being captured.

Specialist rehabilitation support, meetings, training and consultations will also be offered between stroke unit sites in order to provide an efficient and equitable service.

Access to other rehabilitation support via telemedicine is also currently being explored and potential for home assessments, therapy consultations and advice is also planned.

Contacts

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Fraserburgh Hospital

Woodend Hospital



Thérèse Jackson Consultant Occupational Therapist in Stroke



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Rehabilitation**



Jean McQueen

**Consultant Occupational Therapist
in Forensic Mental Health**



Elaine Hunter

**Consultant Occupational Therapist
in Dementia**

I want to be a Consultant,
how do I get there?

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Case study

Ivano Mazzoncini - Senior Mental Health Nurse

[VIEW](#)

1 2 3 4 5

Illustrating the support and development available for NMAHP Careers

• Identify your career aspirations

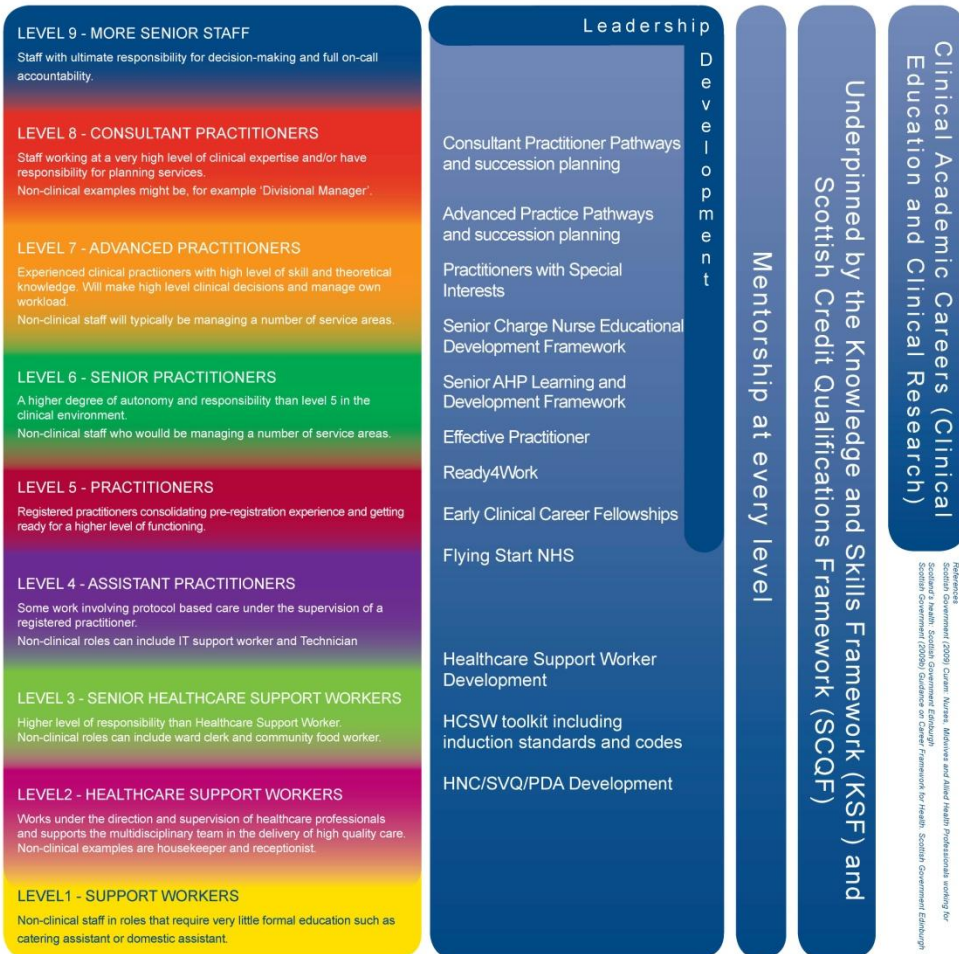
• Identify your development needs based on the career framework

• Be bold!

A range of initiatives are led and/or supported by NHS Education for Scotland to develop Nurses, Midwives and Allied Health Professions across all levels of The Career Framework for Health. Some of these are also integral to Modernising Nursing Careers, Midwifery 2020 and Modernising AHP Careers. These initiatives are set out in the action plan for NMAHP's CURAM (SGHD 2009) which is dynamic and will evolve over the next few years.

NHS Career Framework for Health

Illustration of NMAHP initiatives in progress as at November 2009



The Career Framework for Health is a UK wide development that was initiated by the Department of Health and has subsequently been developed by the UK Sector Skills Council (Skills for Health). The Career Framework is an enabling tool which sets out a common language to support career planning and progression both vertically and laterally. It does this by mapping the NHS workforce onto a nine level core skills and competence framework. Used in conjunction with the KSF it can illustrate career options more clearly helping staff moving from one role to another at the same level of competence or to prepare for the competencies needed when planning a vertical career move (Scottish Government, 2009b)

Contact the NMAHP Careers Team

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Web-based learning programme for Nurses, Midwives and Allied Health Professionals

- Designed to be completed within the first year in practice
- Learner directed
- Provides a supportive, guiding learning environment
- Most successfully undertaken with the support of a mentor
- Easily followed with downloadable learner guides and useful web links
- Open to all healthcare settings for NMAHPs



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The Learning Programme

- 10 Learning Units make up the development programme
- Each has an aim and learning outcomes
- Each sub-section contains learning activities
- All activities linked to NHS career framework



Learning Programme 	
>	Communication
>	Clinical Skills
	Clinical Skills Development
	Assessment and Planning
	Providing Treatments
	Improving Health
	Enabling Others
	Reviewing Care
>	Teamwork
>	Safe Practice
>	Research For Practice
>	Equality and Diversity
>	Policy
>	Reflective Practice
>	Professional Development
>	Career Pathways

Making it work together



Other initiatives


- Early clinical career fellowships
- Effective practitioner programme
- Senior professional education and development programme
- Leading better practice

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My current research

- Is concerned with understanding and explaining what Consultant Occupational Therapists 'actually do' in their day-to-day practice
- Is initially focussed on Consultants in Scotland
- Driven by two key questions:
 - What is the main concern of Consultant Occupational Therapists in their day-to-day practice?
 - How is this concern resolved?
- The research 'product' will be a conceptual theory that explains this concern and how it is resolved

Thank you for your participation!

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