



# *Occupational Therapy Board of Australia*

*Competency Standards for the  
Occupational Therapy Profession*

- Medium health consulting company
- All aspects of health consulting and health education
- Registered training organisation
- ISO: 9001 status
- Four directors – each with extensive health backgrounds

# Expertise within the company



- Health services administration
- Health services planning
- Health information management
- Clinical (nursing, medicine and allied health backgrounds)
- Private and public sector
- Education
- Evaluation
- Biostatistics
- Risk management
- Project management
- Organisational change



# Jenny Sturgess



- Jenny is the project lead.
- 40+ years experience in OT and managing allied health services.
- Has held academic roles educating OT students.
- Holds a research Masters degree and a Doctorate of Occupational Therapy.
- Previously the Director of the Allied Health Clinical Education and Training Unit, managing funds to link clinical education to competencies.



# Anne Morrison



- Anne will provide strategic oversight and will be the regulatory advisor.
- 30+ years regulation and accreditation experience.
- As Chair of the Australian Nursing and Midwifery Council she worked to develop national competency standards.
- As Executive Officer of the QNC, she developed expertise in the use of competency standards for clinical, education and regulatory purposes.
- As QLD State Manager for AHPRA, her office managed the transition of OTs into the national scheme.



# Cate Fitzgerald



- Cate will act as an occupational therapy advisor.
- State-wide Program Manager for OT Clinical Education and Training in QLD Health.
- Extensive experience as an OT working with QLD Health and the Commonwealth Department of Health.
- Cate is a lecturer and Clinical Education Liaison Manager at UQ.
- Contributed to the development of a range of clinical education initiatives within OT.



# Raphael Rutkowski



- Raphael will be the lead project officer.
- Raphael has consulting experience across health, ICT, energy and government projects.
- Expertise in project and change management, process review and strategic planning.
- Proficiency in analysing and visualising complex data sets and research.
- Raphael has strong research experience and has published work while completing his PhD.

# Overview of the Project



The objective of this project is to develop a new set of threshold competency standards for the OT profession that:

- Reflect current evidence-based practice and expectations
- Are suitable for use in clinical, education and regulatory contexts
- Can be used as an assessment tool for accreditation purposes
- Will help define the expected competencies for registration as an OT in Australia.



- **Stage 1 - Research and Analysis**
  - > Undertake project initiation meeting
  - > Align existing competencies and prepare a research report
  
- **Stage 2 - Development of draft competency standards**
  - > Complete draft competency standards to be reviewed by the Board, Reference Group and Advisory Panel
  
- **Stage 3 - Preliminary Consultation**
  - > Undertake consultations with selected stakeholders
  - > Prepare report with proposed changes to draft competency standards
  - > Undertake preparations for public consultation

- **Stage 4 - Public Consultation**

- > Interviews with national and international representatives
- > Focus groups / workshops in each state and territory
- > Online consultation processes including survey/webinars
- > Prepare report with proposed changes to draft competency standards

- **Stage 5 - Review and Finalisation**

- > Complete final competency standards and submit to Board for feedback

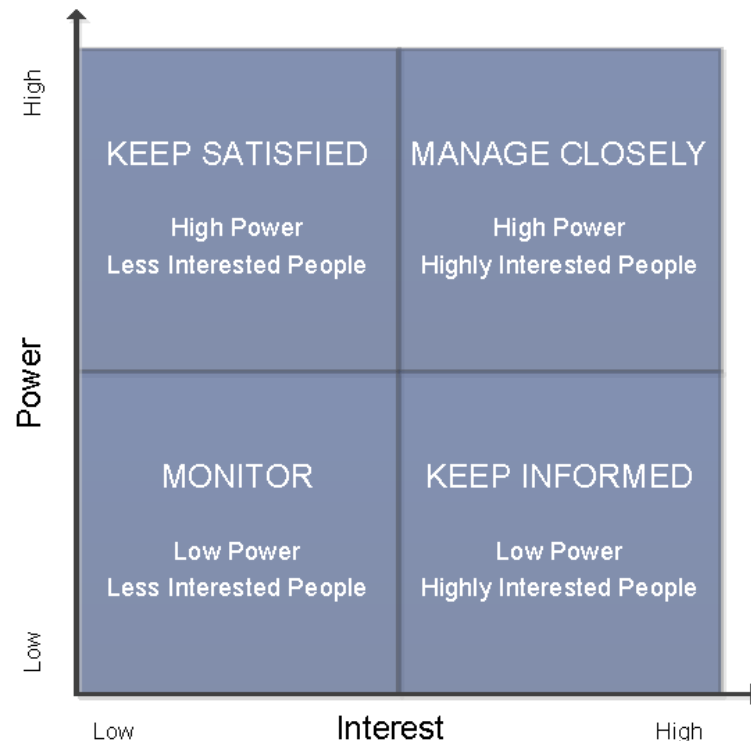
- **Stage 6 - Implementation**

- > Develop assessment tool to assess competency
- > Prepare final report

# Stakeholder Engagement Plan

Our consultation approach will:

- Provide effective engagement with a wide variety of stakeholders
- Take into account the complex regulatory environment
- Communication and Stakeholder Engagement Plan mapping key stakeholders on a power/interest matrix



# Engagement Strategy



- **OT Board of Australia**
  - > Partnership - continuous communication throughout project
  
- **Reference Group and Advisory Panel**
  - > Partnership - continuous communication throughout project
  
- **OT Council**
  - > Participation - two-way engagement, possibly during preliminary consultation phase with the Board of Directors.
  
- **OT Council of NSW**
  - > Participation - two-way engagement, possibly during preliminary consultation phase with the Board of Directors.

- **OT Australia**
  - > Consultation - interviews with key representative during public consultation phase. Invitations to focus groups / workshops.
  
- **Education providers**
  - > Consultation - interviews by teleconference with heads of OTs at universities. Invitations to public consultation focus groups / workshops.
  
- **Public, private and NGO OT employers**
  - > Consultation - interviews with select employers. Targeted invitations to focus groups / workshops.

# Engagement Strategy



- **Registered OTs**
  - > Push Communications - Online survey sent to all registered OTs.
  - > Consultation - Targeted invitations to focus groups / workshops.
  
- **Clients / Patients**
  - > Consultation - Targeted invitations to focus groups / workshops.
  
- **Public**
  - > Pull Communications - Information provided on OT Board / AHPRA websites to invite feedback during public consultation phase.

# Communications Plan



- A detailed communication plan was developed with input from the OT Board, Reference group and Advisory panel.
- The following are key contacts:
  - > Project team – Anne Morrison
  - > OT Board – Miriam Bourke
- A Project Risk Register will be set up and regularly updated