

OCCUPATIONAL THERAPISTS
BOARD OF QUEENSLAND:

A HISTORY
1980 TO 2012



OCCUPATIONAL THERAPISTS BOARD OF QUEENSLAND A HISTORY

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CONTENTS

Chapter 1	
The Push for Registration	1
Chapter 2	
Establishment of the Occupational Therapists Board of Queensland	15
Registration of occupational therapists trained overseas	19
Mutual Recognition and Deregulation of the Partially Regulated Professions	25
Chapter 3	
Occupational Therapists Registration Board Chairs	26
Ruth Read.....	27
Judith Trevan-Hawke	30
Jim Carmichael.....	32
Chapter 4	34
The Occupational Therapists Registration Board, year by year	34
1980–1981	35
1981–1982	35
1982–1983.....	36
1983–1984.....	36
1984–1985.....	37
1985–1986.....	37
1986–1987	37
1987–1988.....	38
1988–1989.....	38
1989–1990.....	40
1990–1991	42
1991–1992	43
1992–1993.....	44
1993–1994.....	45
1994–1995.....	46
1995–1996.....	47
1996–1997	48
1997–1998.....	50
1998–1999.....	51
1999–2000.....	52
2000–2001	54
2001–2002	55
2002–2003.....	56
2003–2004.....	56
2004–2005.....	57
2005–2006.....	59
2006–2007	60
2007–2008.....	62
2008–2009.....	64
2009–2010	68
2010–2011	70
2011–2012.....	71
References.....	74
Appendix 1	
Notice, The Courier-Mail, Saturday 19 December 1981	76
Appendix 2	
Initiation of the Occupational Therapists Bill in Parliament, 2 October 1979.....	77
Appendix 3	
First Reading of the Occupational Therapists Bill in Parliament, 16 October 1979.....	78
Appendix 4	
Second Reading of the Occupational Therapists Bill in Parliament, 31 October 1979	84
Appendix 5	
Assent to the Occupational Therapists Bill in Parliament, 20 November 1979.....	86
Appendix 6	
Graph of Registrant Numbers from 1982 to 2011	87
Appendix 7	
Research grants awarded by the Occupational Therapists Board of Queensland.	88

ACKNOWLEDGMENTS

The Occupational Therapists Board of Queensland would like to acknowledge the occupational therapists who pioneered the establishment of our profession in the state of Queensland. The foresight, tenacity and persistence of these early leaders – Lester Bock, Patricia Agnew, Ruth Read, Jacque McConnell, Mary Rankine Wilson, Wendy Impey, Robyn Shiels, Heather McLean, Sadie Philcox, Jan Dyke, Mary Ticehurst, Fiorella Morlin, Jennifer Lines and Louise Van Willigan, to name but a few – enabled the establishment of our regulatory authority and legally cemented our standing as a professional entity.

We express our sincere thanks and gratitude to the three Chairs of the Occupational Therapists Board of Queensland: Ruth Read, Judith Trevan-Hawke and Jim Carmichael. Your vision, leadership and commitment to the profession over many years have been exemplary and greatly appreciated.

Thanks, too, to all of those who contributed to the production of this publication: Ruth Read, Jacque McConnell and Judith Trevan-Hawke, who met with members of the History Sub-Committee and shared their knowledge and insights; Jackie Bentley, for enabling our access to the archived OT Association newsletters; and Lester Bock, for his articulate account of the establishment of the Board from his perspective as OT Association President.

The Occupational Therapists Board of Queensland is indebted to the staff of the Office of Health Practitioner Registration Boards, registrars, office and support staff, and Executive Officers, who have supported the Board over the past 30 years to achieve its legislated functions in a professional and competent manner.

The current Occupational Therapists Board of Queensland is honoured and privileged to have served the public of Queensland and is pleased to be passing on the mantle to the National Registration Board as a new era commences for Occupational Therapy in Australia.

Cathy McBryde, Judy Willey and Angela Thynne

Occupational Therapy Registration Board History Sub-Committee

1

THE PUSH FOR REGISTRATION

The origins of the Occupational Therapists Registration Board in Queensland lie in the late 1930s, when just three Australian occupational therapists were practising in this country: Sylvia Docker and Joyce Keam, who both trained in England, and Ethel Francis, who trained in Philadelphia, Pennsylvania, in the United States.

‘Occupational Therapy as a profession in Australia, was born during the Second World War. There was a sense of urgency. The army recognised the need for occupational therapy for returned soldiers. It actively supported the establishment of a war emergency course in February 1942, to train occupational therapists to meet the growing demand.’ (Anderson and Bell, 1988, p. 6).

Consequently, February 1942 saw the opening of the Occupational Therapy Training Centre in Sydney, and by 1945 fifty-four Diplomas in Occupational Therapy had been awarded. The majority of the graduates were initially employed by the army; however, as World War II drew to a close, the primary employer became hospitals.

One of the first graduates from the Sydney centre in 1945 was Mrs Sadie Philcox, who became its Director in 1949. The Victorian School of Occupational Therapy opened in 1948 as the second occupational therapy school in Australia. Queensland followed in 1951 with a four-year degree course in Applied Science in Physiotherapy and Occupational Therapy at The University of Queensland (Anderson and Bell, 1988).

The drive to establish an Occupational Therapists Registration Board in Queensland began when this combined degree split into a Physiotherapy degree course and a three-year diploma course in Occupational Therapy in July 1955. The physiotherapists already had a regulatory body, and with the Occupational Therapy course newly independent the need for a separate Registration Board became a high priority.

The Registrar of The University of Queensland wrote to the government requesting the establishment of a regulatory authority for occupational therapists (Read, circa 1989). However, because there were so few occupational therapists working in Queensland at the time (there were only approximately twenty positions available when the first group of students completed their diploma in 1958), the request was rejected. Two further applications made to the Minister for Health in 1959 were also unsuccessful.

In Western Australia, however, where a total of just 19 occupational therapists were practising, the Occupational Therapy Registration Act was debated and passed in 1957, several years before a training school was established. The passing of this Act resulted in compulsory registration in Western Australia from 1960, which continued to fuel ongoing deputations to the Queensland Health Department by The University of Queensland and the Queensland branch of the professional association, the Australian Association of Occupational Therapists (AAOT Qld) until 1962 (Anderson and Bell, 1988).

It was 20 years, however, before the quest for registration in Queensland began again in earnest. Ruth Read (one of the first graduates in 1958 of the three-year Diploma in Occupational Therapy Course) and Lester Bock (one of the first group of students to graduate from the University of Queensland with a degree in Occupational Therapy in April 1971) were both committed to, and integrally involved in, the establishment of a Registration Board in Queensland.

Their accounts of this time in our profession’s history follow.

REGISTRATION — THE LONG HAUL

Ruth Read

For a few years there had been a combined Physiotherapy/Occupational Therapy Degree course at The University of Queensland. In 1955 the Occupational Therapy three year Diploma course was introduced. In July of that year the Registrar, University of Queensland wrote to the Government seeking Registration of Occupational Therapists. This was followed by a letter from the Secretary, The Australian Association of Occupational Therapists, Queensland Branch in June 1956.

It was not surprising that these and subsequent requests were not taken seriously as when that first group of five students completed their course in early 1958 there were only about twenty (20) positions for occupational therapists in Queensland.

Some twenty years later the situation had begun to change. In 1977 there were approximately one hundred and forty (140) students enrolled in the three and a half year Bachelor Degree Course at the University and there were an estimated one hundred and fifty (150) positions for occupational therapists in Queensland.

Initially occupational therapists were expected to work under Medical supervision and some would have considered this should have provided adequate protection. By 1977 therapists were moving into the community, into facilities with little or no Medical presence and were thinking about Private Practice. Courses to meet local needs were being established in developing countries and there was concern that some of these therapists would not meet the higher standard required in Australia. By this time there were qualified therapists who had been out of the work force for perhaps ten years and there was no mechanism for assessing their competence.

The time was right for the Minister and the Department of Health to look seriously at the issue following a letter from the Association in August 1977. New Zealand had had Registration of Occupational Therapists since 1949, Western Australia since 1958 and it was being negotiated in South Australia.

There was no further correspondence for some time although the President of the Association (Lester Bock) had a Deputation to the Minister on other issues in March 1978 and Registration was again mentioned. However the wheels were turning internally. Registration of Speech Therapists was also being considered and at first there were proposals that there be a combined Board with possibly Physiotherapists also included.

Since the first Diplomas were awarded in early 1958 two hundred and fourteen (214) had qualified and approximately one hundred and thirty (130) were working in Queensland. For those first twenty years there had been an average output of only ten a year while in 1978 there was a first year intake of sixty (60) with thirty nine (39) expected to graduate in June. The Association had formed a Registration Sub-Committee and in March 1979 Patricia Agnew wrote to the Adviser in Occupational Therapy for statistical

information staff establishments etc. Both within the Department and the Association the laborious task of preparing a draft Registration Act was well under way.

The First Reading, on the motion of Sir William Knox, of the Occupational Therapists Bill took place on October 16, 1979. The Bill was read a second and third time on October 31, 1979.

Sections 1 - 16 inclusive of the Occupational Therapists Act 1979 were proclaimed to come into effect on April 24, 1980.

Concurrently the members of the Board were announced. This meant that the Board Members would then begin the task of drafting the by-laws, preparing application forms, designing the Common Seal and letterhead etc., before Registration would become a legal requirement.

The Association had been asked to submit by February 29, a list of five names from which the Minister would select three. A Special Meeting of the Association was held on February 20 and as a result a postal ballot was arranged.

Members were asked to vote for five from a list of eleven persons who were considered to reflect the wishes, values and ideals of the Profession and had been involved with the Profession's affairs in Queensland.

There were to be two other occupational therapists selected by the Minister and two other persons not necessarily occupational therapists. Criteria for selecting the latter related to qualities that would be helpful to and complement those of the occupational therapists:- A clear analytical approach to a problem, an empathy with the philosophical base of the profession, experience in assessing overseas qualifications, experience of Registration, drafting regulations and experience in assessing cases of malpractice.

The criteria for selecting the five occupational therapy members attempted to bring to the Board as wide a range of experience as possible from differing clinical fields, student education, employing bodies, interstate, overseas and rural experience as about 25% of therapists worked outside the Brisbane Metropolitan area.

The following were appointed for a three year term as from 24th April, 1980;

Nominated by the Minister for Health-

Ruth Marit Read, B.Occ.Thy., (Chairman);
Walter John Smith, M.B., B.S.(Qld.), (Deputy Chairman);
Robin Nola Shepherd, B.A.;
Jacqueline Fay McConnell, B.Occ.Thy., B.A.

Nominated by the Minister for Health from a panel of names submitted by the Queensland Association of Occupational Therapists-

Mary Grace Rankine Wilson, Dip.Occ.Thy.;
Surya Kumar Shah B.App.Sc., M.Ed., O.T.D., O.T.R.;
Pamela Joyce Williams, Dip.Occ.Thy.

A recent innovation (Nursing was the first) was the appointment of a member of the profession as Chairman as previously Boards had a Medical Officer as Chairman.

The Registrar, Mr. R. G. Cottle was appointed on May 17, 1980.

The Board was not able to meet until the Department of Health provided funds for its operation.

The Minister for Health, W.E. Knox, advised by letter that the first meeting of the Occupational Therapists Board of Queensland was to be held at 5.00 p.m. on Thursday, 16th October, 1980, at the office of the Board on the First Floor, Administration Building, Cnr. George and Elizabeth Streets, Brisbane.

Surya Shah was granted leave of absence until February 1981 and did not attend the first three meetings.

The attention of Board Members was drawn to the observations of Mr. Justice Street on the Duties and Responsibilities of Members of A Board. The example related to a law suit heard by His Honour, Mr. Justice Street, Chief Justice of New South Wales, in the Supreme Court in the case involving the Board of Fire Commissioners but had general relevance. The following is an extract from the Judgement:

"The object of providing for interested groups to nominate the members of a Board might be said to be threefold: first one can be confident that an interested group will select a man whose personal qualities and competence equip him for membership; second, it promotes the confidence of that particular group in the Board, and provides a means of liaison between that group and the Board; and third, it ensures that the Board as a single entity, has available in its deliberations the views of all the interest groups. The presence of the second and third elements necessitates in a Board member the highest standards of integrity, both in his thinking and in his actions. The consideration which must in Board affairs govern each individual member is the advancement of the public purpose for which Parliament has set up the Board. A member must never lose sight of this governing consideration. His position as a Board member is not to be used as a mere opportunity to serve the group which elected him. In accepting election by a group to membership of the Board he accepts the burdens and obligations of serving the community through the Board. This demands constant vigilance on his part to ensure that he does not in the smallest degree compromise or surrender the integrity and independence that he must bring in to bear in Board affairs.

Nomination of individual members and their election to membership by interested groups ensure that the Board as a whole has access to a wide range of views, and it is to be expected within this wide range of views that inevitably there will be difference in the opinions, approaches and philosophies of the Board members. But the predominating element which each individual must constantly bear in mind is the promotion of the interests of the board itself. In particular, a board member must not allow himself to be compromised by looking to the interests of the group which appointed him rather than to the interest for which the Board exists. He is most

certainly not a mere channel of communication or listening post on behalf of the group which elected him. There is cast upon him the ordinary obligation of respecting the confidential nature of the Board affairs where the interests of the Board itself so require."

By August 1981 the Board was ready to submit the draft By-laws to the Solicitor-General for examination. After minimal alterations the "Occupational Therapists By-laws 1981" were published in the Queensland Government Gazette on Saturday 12th December, 1981 and concurrently the remaining sections 17 to 38 both inclusive of the "Occupational Therapists Act of 1979" were proclaimed.

The following weekend (December 19, 1981) a notice appeared in the Courier Mail and other Newspapers:-



THE OCCUPATIONAL THERAPISTS BOARD OF QUEENSLAND

Notice is hereby given that Sections 17 to 38 of the Occupational Therapists Act 1979 came into operation on 12th December 1981. Any person who desires to practise occupational therapy in Queensland must now apply for registration under Section 18 of the Act.

It is an offence for a person to practise as an occupational therapist unless such person is registered under the Act.

Application forms may be obtained by telephoning Brisbane 224 5514 or by writing to the Registrar, The Occupational Therapists Board of Queensland, G.P.O. Box 2438, Brisbane 4001.

Four occupational therapists from the Board were appointed as an Advisory Committee to examine the applications for registration and make recommendations to the Board. It should be noted that the Act had a "Grandfather Clause" where considerable work experience rather than formal qualifications may be accepted.

At the meeting of the Board on February 11, 1982 the first twenty-three applicants were registered. This group, of course, included the five Board Members!

It took twenty years to begin to get somewhere and even when the notion was accepted it took another five years to bring to completion.

Note: Appendix 1 on page 73 shows a copy of the original notice.

History of Professional Registration for Queensland OTs

Lester J. Bock B. Occ. Thy (Qld)

I was involved in all attempts by the profession to obtain professional registration in Queensland. The process was long and laborious. I decided to write a history of the events from my point of view as a record of the lengthy process, and to reflect on some unrelated political events which provided sudden success.

I was in the first group of students in April 1971 to graduate from the University of Queensland with a degree in OT. The Head of Department was Sadie Philcox who was one of our lecturers. She inspired us all and was a great advocate for the O. T. profession.

Sadie certainly inspired me and later became a life-long friend. During my term as President of the OT Association in Queensland, I visited Sadie several times in Sydney and she provided me with much encouragement and advice on registration and other professional matters.

My undergraduate lectures by Sadie Philcox generated much thinking within me and upon graduation I resolved to try to do something for OTs to become professionally registered in Queensland.

I had been a member of the professional association for a year when, at a general meeting on 1st June 1972, I raised the matter of trying to gain professional registration. The minutes of the Association records that "Lester expressed concern OTs did not have registration, and felt that no matter what the cost, QAOT should set out to obtain registration." It was also recorded that I "agreed to form a committee and take further action on the matter".

The QAOT minutes of 21st September 1972 recorded that I had spoken to OTs in Western Australia to understand the procedures they had used to gain professional registration. There is also a record about the fact that I had spoken to the Deputy Registrar of the Queensland Registration Boards. He told me that:

- the size of the profession would not be a problem,
- a percentage of administration costs might be required but the latest profession to be registered (Chiropractors) were not paying anything towards administration costs,
- individuals pay an initial registration fee and then an annual fee, and
- professional registration is totally a political decision.

In October 1972 I made an appointment to see the Minister for Health, Mr. S. D. Tooth. I indicated I was an official representative of the profession and sought his support for registration of OTs in this state. Mr. Tooth was polite but gave a clear indication the answer was NO.

This dismal news was reported to the 16th November 1972 meeting of the association. Actions on the matter of registration ceased, as there seemed no point in the absence of political support. The registration sub-committee of "Lester Bock, Miss Fraser, Mrs Drinan, and Miss Jenkins" remained and was alert to professional registration matters.

Following a stimulus from Lester's Registration Sub-committee, the QAOT wrote to the Director-General of Education on 15th February 1973 regarding a newspaper article. We suggested OTs should be included in a proposed special plan for handicapped children in the department.

Various letters were also periodically sent complaining about, or pointing out errors in advertising for Occupational Therapists, when craft ladies or diversional activities officers were being sought.

The Registration sub-committee continued to be active in PR tasks such as:

- careers evenings at schools
- inclusion of Occupational Therapy in various careers booklets
- informing various government and non-government careers advisory services about Occupational Therapy and its role.

These activities were substantial and sustained.

Since gaining registration seemed impossible at the time, the registration sub-committee's activities subsided. In its place, various members contributed individually as the need arose. I continued to attend careers evenings as a QAOT representative. I recall attending about fifteen secondary schools a year and taking along various items from the department where I worked. Other members watched the newspapers, and media for incorrect advertising or erroneous journalism regarding the OT profession.

As treasurer of QAOT I noted at one meeting that we had only 28 financial members. Thus we were relatively few in numbers trying to plug a big hole. I felt the membership base of the profession was not strong and we needed to increase membership, and give QAOT a better financial structure. I therefore proposed various constitutional amendments at the AGM of 17th July 1975. The following were agreed and carried:

1. That QAOT publish a newsletter, and provide that and a copy of the journal, to members as part of their membership fees.
2. The boundaries were set to differentiate between city (metropolitan) and country membership. Furthermore, the various categories of membership (overseas, non-working, etc) were set.
3. The date of effect for membership was clarified; and importantly,
4. Membership fees were now to be based on a percentage of a base grade graduate's salary.

These changes were important and are still basically in effect today. The association had until that time; functioned on small fees, low membership numbers, and minimal monetary reserves. Two years later the credit balance of the Association had doubled, we were gaining more members, and a greater number of professional seminars were being organized.

Registration continued to percolate in my brain and I was enthused when, at a QAOT meeting of 26th February 1976, we saw a copy of the Victoria O.T. Association's application to their state government for professional registration. Eventually their application was rejected and they ceased to pursue the matter any further.

In early 1977 the psychologists were fortunate in having political support for professional registration. In this environment, I sought a meeting with Dr Llew Edwards, (later to become Sir Llew Edwards) Minister for Health. My aim was to try to open the issue of professional registration for OTs in the light of political enthusiasm for registration of psychologists.

I had that meeting with Dr Llew Edwards on 31st March 1977. He was very friendly and gave some indication that perhaps there should be a Board of Therapists, not of the individual professions. However, he was clearly only thinking aloud and made no commitment at all.

I had a meeting a few weeks later with Dr Cheong of the Health Department. He was the Chairman of the Physiotherapists Registration Board, and I wanted to gain more information about the process of registration. This meeting proved of little worth.

My enthusiasm remained and determination increased. I drafted my own suggested Occupational Therapists Registration Bill and took this to an extraordinary meeting of QAOT on 23rd June 1977. The minutes reflect that "it was unanimously agreed that Lester Bock should draft a letter to the Minister for Health ...". Within days I was reworking my suggested legislation in the light of feedback from the extraordinary meeting. Then in September 1977, both the suggested legislation and a covering letter from QAOT were sent to the Minister for Health.

At a QAOT general meeting of 15th September 1977 it was noted that a prompt response (acknowledgement) had been received from the Minister for Health and "Lester Bock was asked to follow up this correspondence and remain in contact with Dr Llew Edwards regarding our application for legislation". This contact was much easier for me now as I was the President of QAOT.

At this time I had established good contact with the Speech Therapists who had confided to me that Dr Edwards had shown enthusiasm to push for their professional registration. The Speech Therapists were having no problems at all.

At the general meeting of QAOT on 26th January 1978, a committee of four was "elected to consider the QAOT standpoint on aspects of professional registration. This was in preparation for what we hope will be a successful application to the Minister for Health. He is currently considering our application. The people elected were Patricia Agnew (later Ph D) Heather McLean, Robyn Shiels, and Wendy Impey."

In March 1978 I had another meeting with Dr Llew Edwards, Minister for Health. It was a dismal event. He seemed unconvinced about the OT contribution, its necessity, or its value.

He was determined with me and was not prepared to negotiate at all. In fact, I left the meeting disheartened and depressed. I reported to the next association meeting and the response of members was one of determination. It was resolved to "employ all available methods to meet this challenge". The OT student body also offered to become involved to assist.

In late September 1978, QAOT sent another letter to Dr Edwards seeking some indication of progress to our official request for registration. Again in October of the same year letters of support for professional registration were forwarded to Dr Edwards from the Australian Physiotherapists Assn, and Dr Ian Ferguson, a Brisbane rheumatologist and strong supporter of OTs. Dr Edwards responded with an acknowledgement.

Now late in 1978, events were traveling fast in state politics. There seemed to be some tension in the Liberal party ranks where Dr Edwards was leader and Minister for Health. Dr Edwards and Sir William Knox had locked horns and a tussle for leadership of the party developed.

On 15th December 1978 there was a boil-over in the Liberal party and Sir William Knox became the party leader, and took over the Health portfolio from Dr Edwards. I became very hopeful we might get another chance with a new Minister to deal with. After all, clear advice earlier on was that political support was essential.

The registration sub-committee continued to do its work. Support had also come from the AMA and all OTs were asked to lobby their local members of parliament.

In early 1979 I decided to seek a meeting with Sir William Knox the new Minister for Health. I gave him a few months to settle in and then met him as the President of QAOT, and also brought up the matter of professional registration. He was helpful and most pleasant. The first meeting went so well he suggested we meet again in a few weeks time.

At the second meeting we discussed the OT profession at some length and again visited the topic of professional registration. Sir William Knox was now clearly supportive of our case and he spoke in positive terms about how next to proceed. He had a copy of my suggested legislation I had forwarded to Dr Edwards some time previously.

I had another meeting with the Minister at which he brought in his legislative draftsman. He raised a few matters and these I agreed to take to a QAOT meeting and get back to him. (It should be noted that Patricia Agnew accompanied me to some of these meetings with the Minister).

The matters the minister raised were:

- Our definition of OT: This needed further consideration.
- Suggested members of the Board: The Minister required that the

chairman be nominated by the Governor-in-Council. A barrister was also to be a member of the board.

- Further consideration would be given to payments for public servants who were members of the Board.
- Qualifications for registration: Several points were agreed upon. Others required re-consideration.

The Minister said he would not consider WFOT approval as automatic cause for registration. He agreed that OTs could be registered at the discretion of the Board. Furthermore, he felt my suggested legislation was too tight and would need to be loosened. It was made clear that these were matters on which he would like the profession's opinion.

At the general meeting of QAOT on 24th July 1979, various matters for feedback to the Minister were discussed. Additionally, Patricia Agnew moved that we ask the Minister to keep us involved in the framing of the legislation. The Association received a letter from Sir William in September 1979, advising that we would be contacted later when the legislation was being drafted.

In Early October 1979, I was called to a meeting with Sir William Knox, Minister for Health and his legislative draftsman. He wished to inform me of a couple of matters, and these I discussed with the QAOT executive on 10th October 1979. The matters were that there would be no definition of an Occupational Therapist in the legislation, and the Board would be slightly different from that which we had requested. The executive agreed to accept this and I related the profession's satisfaction at my next meeting with the Minister.

The Minister was ever so helpful and he called to tell me when the Bill was being introduced to parliament on 10th October 1979. What an exciting time. Then his office called me asking for some suggestions that could be included in the speech of Sir William Knox in the passage of the Bill through parliament.

Finally the Minister's secretary called me and extended an invitation from the Minister to be in the parliamentary gallery on 31st October 1979 to hear the second and third readings of the Bill, and for the vote. I attended as invited and it was a pleasure to shake hands with Sir William Knox later when we met and congratulated one another. These were happy times for the OT profession. We felt we had achieved quite a milestone. Years later I attended an unrelated dinner at the Brisbane Club, and sat beside Sir William for the event. He remembered me immediately and we chatted at some length about the political situation at the time of registration, which gave us the opportunity. Sir William was a great supporter of ours.

It took me years of hard work and application to gain professional registration, but at last we had achieved it.

Registration of Occupational Therapists will uphold the code of ethics and standards of behaviour implicit in the profession of Occupational Therapy.

The Registration Sub-Committee has co-opted interested Occupational Therapists and students to embark on an active campaign to nurture an Occupational Therapy Act through State Parliament. The task is a mammoth one, which will involve every Occupational Therapist. It is the opinion of the Registration Sub-Committee that because of our limited numbers and even more limited financial resources, that a wide publicity campaign is needed in order to gain public support for the need for Occupational Therapy Registration. We have defined key people and key areas to whom we wish to direct our attention. These include politicians, health care agencies, educators, voluntary services and such like.

We have an ambitious plan to educate the public who need and use our services and the legislators who dictate our policies. We intend "arming" every Occupational Therapist with the information he or she will need to educate a specific target population. We intend that when the time comes for lobbying on our behalf the support for Occupational Therapy Registration will be there - no-one will need to ask - what is Occupational Therapy and who are Occupational Therapists, instead we want to hear and see "More Occupational Therapists - More Occupational Therapy for More People".

You are earnestly required to attend a special meeting on Registration to be held on Thursday, 10 May, Therapies Building, University of Queensland, at 6 p.m.

THE REGISTRATION SUB-COMMITTEE

ZZ

1.

REGISTRATION SUB-COMMITTEE REPORT

Since the last report of the Registration Sub-Committee (November, 1978), we should like to advise members of QAOT that the Australian Medical Association, Queensland Branch, has agreed to support the registration of Occupational Therapists in Queensland.

The position regarding registration is that the Minister for Health is "investigating the matter thoroughly". The Physiotherapy Association (Queensland Branch) has also agreed to support our application. It would appear that a concerted effort by every Occupational Therapist needs to be made now to bring the matter to a head.

We suggest that all Occupational Therapists make an effort to seek support by approaching their local member, Cabinet Ministers and other people, whom Occupational Therapists might consider influential to lobby on our behalf. Mrs. Sue Behan has suggested that the Law Society be approached as a powerful lobby group for example.

The ground work for registration has been done and it is really up to individual members to ensure that we now receive public support. We propose that how we get public support be an issue for discussion at the next general meeting. Will all Occupational Therapists please make sure they attend - we need to act NOW!

P. Agnew,
FOR REGISTRATION SUB-COMMITTEE

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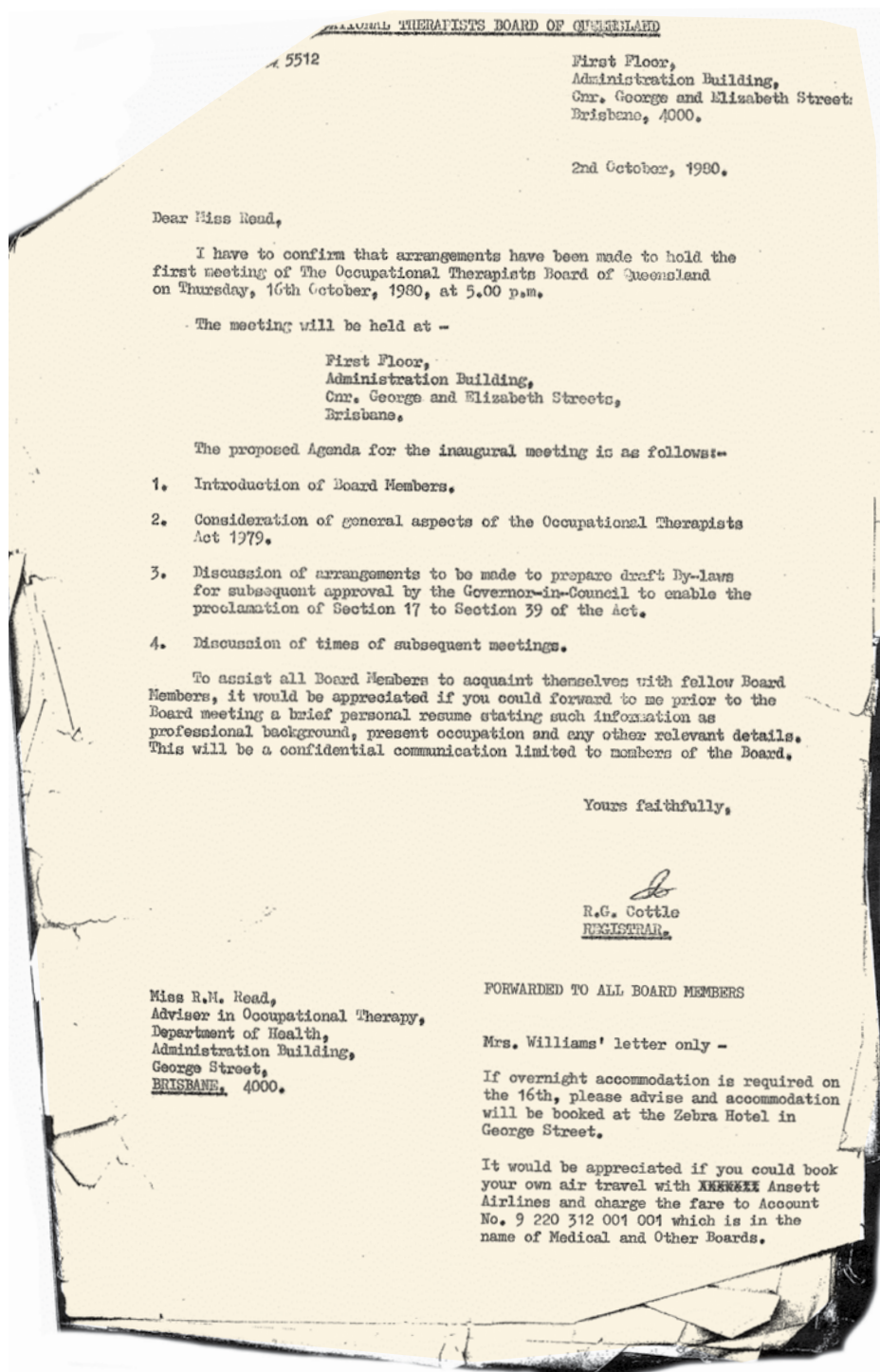
14

2

ESTABLISHMENT OF THE OCCUPATIONAL THERAPISTS BOARD OF QUEENSLAND

The Occupational Therapists Bill was initiated in Parliament by the Honourable Sir William Knox (Member for Nundah, Minister for Health) on 2 October 1979 (see Appendix 2, page 74). The first reading of the Bill occurred on 16 October 1979 (Appendix 3, page 75) and the second and third readings on 31 October 1979 (Appendix 4, page 82). Assent to both the Occupational Therapists Bill and the Speech Therapists Bill took place on the same day, Tuesday 20 November 1979 (Appendix 5, page 84).

The members of the Occupational Therapists Registration Board were appointed for a three-year term commencing on 24 April 1980; however, the first meeting of the Board was not until Thursday 16 October 1980 at 5pm. The letter sent to Miss Ruth Read by the Registrar Mr Cottle announcing the meeting and the proposed agenda is reproduced below.



The Board was constituted under the *Occupational Therapists Act 1979*, but was also subject to the provisions of the *Medical Act and Other Acts (Administration) Act 1966* and the *Financial Administration and Audit Act 1977*. It was initially funded by the Queensland Health Department.

Ms Ruth Read, the inaugural Chair of the Occupational Therapists Registration Board, and Ms Jacqueline McConnell, one of the first members of that Board, recalled that the primary function of the Board as it was established was to find and register occupational therapists – with the first applicants not registered until 11 February 1982.

The criteria for registration were very similar to the current requirements, in that applicants were requested to submit evidence of their occupational therapy qualification, provide references attesting to their good standing/character, provide proof of identification, and sign a statutory declaration attesting to their English language proficiency and lack of any criminal convictions.

Other Board functions at the time included a significant educative role, with frequent talks to new graduates and occupational therapists in private practice. Occasionally the Board was confronted with a ‘holding out’ issue (an unregistered person calling themselves an occupational therapist), and it received occasional queries about advertising laws. No official complaints system was in place, and any criticisms received about an occupational therapist were usually dealt with by a phone call from one of the Board members to the registrant.

The minutes of the December 1989 meeting also reveal discussion about the possibility of running a refresher course for occupational therapists returning to the workforce after prolonged absences of five years or more.

The Boards in Western Australia and South Australia had been operational for approximately twenty years by the time the Registration Board in Queensland was established in 1980. The Northern Territory Board registered its first few occupational therapists a few years later, on 22 July 1986. Subsequently, in 1986, the Inaugural Conference of the Australian Occupational Therapy Registration Boards (Western Australia, South Australia, Queensland and the Northern Territory) and the associations of states and territories that did not have registration (New South Wales, Victoria, the Australian Capital Territory and Tasmania) was held in Brisbane at the Crest Hotel, now the Citigate King George Square, Brisbane. Annual conferences ensued and were hosted by each state and territory on a rotational basis.

The agenda of the National Conference of Occupational Therapists Registration Boards held in Perth in 1989 is reproduced on the following page.

NATIONAL CONFERENCE OF OCCUPATIONAL THERAPISTS

REGISTRATION BOARDS

Meeting of the National Conference of Occupational Therapists
Registration Boards will be held on Sunday 29th October, 1989 at
the Sheraton Hotel, Adelaide Terrace, Perth.

A G E N D A

1. PRESENT

2. APOLOGIES

3. CONFIRMATION OF MINUTES

4. BUSINESS ARISING FROM MINUTES

- (a) Physically and mentally incapacitated occupational therapists - Does the Equal Opportunities Act have any impact on the continued registration of such persons.
- (b) Update on the proposed amalgamation of Occupational Therapists Boards into other Boards.
- (c) Progress Report on the establishment of legislation in N.S.W, A.C.T. and Tasmania and the outcome of correspondence with the respective Ministers of Health in each State and Territory.
- (d) Incorporation of occupational therapy practices.
- (e) Advertising by occupational therapists.
- (f) Australian Association of Occupational Therapists - Code of Practice.
- (g) Occupational Physiotherapists
- (h) COPQ
- (i) Occupational Therapy Aids

5. GENERAL BUSINESS

- (a) Use of non-invasive electrical stimulator equipment by occupational therapists.
- (b) To consider whether any joint resolutions arising from the Conference should be forwarded to the Health Ministers Meeting with a view to exerting pressure to obtain either new legislation or amendments to existing legislation.

6. VENUE FOR NEXT CONFERENCE

When the Council of Occupational Therapist Registration Boards (Australia and New Zealand) Inc. (COTRB) was established in 1996, COTRB meetings replaced the Registration Board conferences.

REGISTRATION OF OCCUPATIONAL THERAPISTS TRAINED OVERSEAS

While registering occupational therapists with recognisable qualifications from tertiary institutions within Australia was relatively straightforward, assessing those trained overseas proved slightly more complex. Over the years, several groups adopted responsibility for this role and assessments have taken various forms.

When the Registration Board was initially constituted, the Council on Overseas Professional Qualifications (COPQ) monitored suitability of professionals who had gained their qualifications overseas. In July 1989, the National Office of Overseas Skills Recognition (NOOSR) was established, absorbing the functions and resources of the COPQ. This was followed by the formation of the COTRB in 1996, and the Occupational Therapy Council (Australia & New Zealand) Inc. (OTC) in 2010.

The COPQ, had been established in 1969 under the auspices of the Department of Employment, Education and Training (DEET). DEET was the national body responsible for assessing the suitability for employment of professionals and tradespeople wanting to work in Australia who had obtained their qualifications overseas. Assessing overseas-trained professionals, including occupational therapists, had proven problematic. In an effort to address these difficulties, expert panels and councils were established by COPQ for each profession (Lee, 1987).

The Expert Panel in Occupational Therapy was formed following a meeting in Canberra on 2 November 1978 between the COPQ and representatives of the Australian Association of Occupational Therapists (AAOT) and the existing Registration Boards (South Australia and Western Australia). The panel comprised clinicians, academics, representatives from State Registration Boards and representatives from AAOT (Lee, 1987). The Queensland representative was Mrs Patricia Agnew, Lecturer in Occupational Therapy at The University of Queensland. The committee was '... charged with the task of producing a screening examination and associated procedures, which will identify overseas trained occupational therapists suitable to practice in Australia' (AAOT Executive, 1979).

In Issue 4 of the *Australian Occupational Therapy Journal*, 1979, the AAOT Executive called upon AAOT members to volunteer their skills to write questions for potential use in the screening examination, the first step in assessing overseas-trained occupational therapists for their suitability to work in Australia. Item-writing workshops were conducted throughout Australia in the last two weeks of November that year. The workshops included a seminar on question-writing and a subsequent session focused on producing and validating written items.

Considerable work ensued, with the format of the exam finalised approximately 18 months later. A letter to the editor of the *Australian Occupational Therapy Journal* published in June 1981 (Vol. 28, Issue 2, pp. 86–88) outlined the format of the assessment. It is reproduced on the following page.

The examination will consist of two multiple-choice-question papers—one theory and one applied—each of about two hours duration. Candidates whose native language is not English will also be required to undertake a taped English examination in which their responses to a series of comprehension questions will be recorded for assessment in Australia. The Panel also considers that it will be necessary to test the counselling and evaluative skills of prospective practitioners. For this purpose the Panel intends to devise an oral examination and case study component which would be completed after the English test and the two professional papers. The oral examination would require candidates to record on tape short answers to certain questions on occupational therapy. The clinical case study would require a response in writing to a case study presented to candidates as a printed document. Each component of the oral exam would be of 30 minutes maximum duration. Candidates passing all of these tests would be allowed to enter Australia in order to undertake a period of supervised practice of up to three months duration in one of a number of clinical settings to be approved by the Panel for this purpose. This arrangement is seen as providing a means of orientation for practitioners trained in countries socially and culturally different to Australia. Upon satisfactory completion of the period of supervised practice candidates would be required to undertake a final clinical examination. The Panel hopes that a pass in the final clinical examination would be accepted for registration purposes by registration boards and for provisional membership purposes by A.A.O.T.

Similar screening examination procedures have been devised by other C.O.P.Q. panels; examinations are already conducted in dentistry, dietetics, medicine, nursing and physiotherapy, and are being developed in accountancy, podiatry and veterinary science.

To prepare an examination appropriate for Australian conditions and methods of practice, the Panel approached the state branches of A.A.O.T. and the schools of occupational therapy for help in devising suitable questions. The response has been magnificent and the Panel is extremely grateful for the assistance so generously given.

A bank of questions has now been built up from items contributed by occupational therapists in the various States and branches of the profession. The questions are designed to test significant areas of occupational therapy in both its theoretical and applied aspects. As the questions have been contributed by a wide cross-section of the Australian profession, the Panel is confident that the examination will accurately test those aspects of occupational therapy practice significant in Australia.

The purpose of the examination is to pick out the safe and efficient practitioners, capable of working effectively in Australian conditions. To establish whether this objective is being met, the examination itself will need to be tested by a wide sample of Australian practitioners. This testing will show up any weaknesses or ambiguities in the questions and the results will help the Panel to decide on an appropriate pass mark for the examination.

We therefore need a cross-section of Australian practitioners who would be willing to help by taking a trial test of the examination papers. The papers should be ready for trial-testing later in 1981 and an approach will then be made to A.A.O.T. members for assistance. It is hoped that therapists working within all areas of specialty will be

prepared to participate. All candidates at these trial tests will remain anonymous, identified by an examination number known only to themselves. The anonymity of volunteers taking part in these tests will be scrupulously preserved. Each examination paper distributed will be numbered, each volunteer being asked to note the number on the paper he or she handed in. No names will be used at all. Result sheets will be circulated to participants but as they will indicate the results obtained by each member and not by each name, complete confidentiality will be assured.

The Panel's work in formulating a suitable and nationally acceptable examination has been immeasurably helped by the active support of the profession.

On behalf of the Panel, I would like to express our thanks for the help we have received to date and to invite the further assistance of practitioners in our plans to trial test the examination.

C. Clowes

Expert Panel in Occupational Therapy Committee on Overseas Professional Qualifications

The first examinations took place in 1983 (Lee, 1987).

An Occupational Therapists Registration (Qld) Board meeting in November 1988 considered an agenda item from the COPQ consisting of the letter and attachments reproduced below.

Dear Registrar,

I am writing to seek your assistance in providing nominations for a position on the Council on Overseas Professional Qualifications' (COPQ) Expert panel in Occupational Therapy. The Panel is responsible for the assessment of the qualifications of overseas-trained occupational therapists who wish to work in Australia.

At the present time there is a vacancy on the Panel and I would greatly appreciate any nominations you may care to make. A curriculum vitae would also be needed for each nominee. I should mention that although the Panel will make a number of recommendations to COPQ the final decision on membership rests with the Council.

I have enclosed for your information a copy of COPQ's criteria for membership of its Expert Panels and Councils. With reference to the criteria I should perhaps highlight that at present the Panel is comprised of female members only and therefore does not have a gender mix (Criterion 5) and does not contain a current clinician or one trained overseas (Criterion 6). In addition the Panel does not have representation from Tasmania, the Australian Capital Territory or the Northern Territory. A list of the present members of the Panel is enclosed.

Another matter I would appreciate your advice on, is to which agencies the enclosed information booklet on the Expert Panel in Occupational Therapy should be distributed in your State. Copies will be sent on receipt of your advice.

I can be contacted on (062) 644741 if you have any queries.

Yours sincerely

JOHN ROBERTS

for Executive Director

CRITERIA FOR MEMBERSHIP OF EXPERT PANELS AND COUNCILS

1. The Council would like panels to consider their current composition and to indicate, to the Council, how they see it as reflecting the parameters and personal criteria set down below.
2. The Council considers that the membership criteria used by panels should reflect, where relevant, representation of:
 - 2.1 education, training, assessment, accrediting and registering bodies
 - 2.2 employing bodies
 - 2.3 union bodies
 - 2.4 Commonwealth and State bodies
 - 2.5 persons who are seeking recognition.
3. The Council recognises that it is necessary to appoint persons to panels who have seniority and can make an impact on decision-making within professions.
4. It suggests, in addition, that panel appointees should have a familiarity with, or a commitment to, processes and procedures that will facilitate the recognition of overseas qualifications at the appropriate professional standard.
5. Panels should reflect an appropriate balance of gender and experience.
6. Council is concerned to ensure that panels will adequately reflect the ethnic diversity of the community through the appointment of overseas professionals now practising in Australia.
7. To ensure that Council has adequate documentation upon which to respond to panel recommendations for panel membership it is suggested that, in addition to curriculum vitae, the panels set down how the nominee reflects the parameters and personal criteria outlined above – given the needs of the panel at a particular time and the availability of suitable nominees.

**Accepted by Council
24 February 1986**

The membership of the Expert Panel in Occupational Therapy as at October 1988 was as follows:

Mrs Carolyn Webster (Chairperson; Immediate Past President, AAOT)
Management Consultant, Western Australia Police Department

Mrs Margaret Farrow
Senior Lecturer in OT, South Australian Institute of Technology

Mrs Margaret Hiep
Occupational Therapy Adviser, Victorian Mental Health Authority

Ms Anne L Shepperd
School of OT, Cumberland College of Health Sciences

Mrs Jenny Ziviani
Head, Department of OT, The University of Queensland

Shortly afterwards, in July 1989, the NOOSR was established and absorbed the functions and resources of the COPQ.

A media release at this time by The Honourable JS Dawkins, MP, Minister for Employment, Education and Training stated that NOOSR would replace the COPQ. 'Although COPQ has formally ceased to exist, its pioneering work in overseas skills recognition has set a basis on which national recognition processes for migrants' skills can become a reality across all professions and para-professions', Mr Dawkins said.

The government wanted the professions to take responsibility for their own competence, with the ultimate aim that they be self-funding. The engineers were the first profession to do this and were funded by the government to establish a model that other professions could adopt.

The NOOSR assessment consisted of a series of multiple-choice questions, clinical case studies and an oral examination.

The OTA was responsible for ratifying the questions that comprised the multiple-choice component of the exam (known as NOOSR Trial Testing). This was usually undertaken at national conferences, which gave the opportunity for testing of both multiple choice and written questions.

Registration Boards would mark the papers of the applicants from overseas and hold meetings to make decisions about which of the applicants was suitable. Some applicants also sat an English language proficiency test.

The following letter to the editor is reproduced from the *Australian Occupational Therapy Journal*, Vol. 38, Issue 4. December 1991, p. 217.

Dear Editor,

NOOSR Trial Testing at the Adelaide Conference

I would like to take this opportunity to thank all of the occupational therapists who gave so generously of their time at the hectic Federal Conference in Adelaide to assist NOOSR in trial testing examination questions. NOOSR is also indebted to many others who have completed trial tests during the year at various locations.

Your readers may be interested to know that a total of 340 10-item sessions were undertaken with some 110 questions trialled over the three days at the Conference.

At times Julia Hoffman and I were somewhat overwhelmed by the enthusiastic response and as a result our sincere appreciation may not always have been expressed.

Special thanks are also due to Peggy Farrow and Carolyn Webster for some very effective gentle persuasion.

John Roberts
NOOSR

Judith Trevan-Hawke recalled that meetings were held over two days twice per year, in March and October, in the Canberra-based offices of the Department of Employment Education and Training.

According to the *Migrant Skills Reform Strategy: Progress Report* published in June 1991, the membership of the NOOSR Panel for Occupational Therapists at that time was as follows.

Ms M Hiep (Chair)
Past President Federal Council AAOT

Ms M Farrow
Senior Lecturer, University of South Australia

Ms L Gregory
Human Resources Manager, Tasmanian Government Insurance Office

Ms A Lorimer-Sheppard
Senior Lecturer, School of Occupational Therapy, Cumberland College of Health Sciences

Mrs C Webster
Principal Policy Officer, Ministry of the Premier and Cabinet, Western Australia

By 1996, the Australian Government through NOOSR was negotiating to devolve responsibility for the assessment of overseas qualifications to the newly established COTRB.

On 1 January 2000, COTRB was incorporated under the *Associations Incorporation Act 1985*.

'The Council was established for the consideration of matters of joint or common concern or interest to the various Occupational Therapists Registration Boards in Australia and New Zealand. In addition, the COTRB is responsible for the assessment of overseas qualified occupational therapists, following the devolution of the assessment process by the National Office of Overseas Skills Recognition (NOOSR).'

(Occupational Therapists Registration Board of Western Australia, 2000).

Within COTRB, the Overseas Qualifications Assessment Committee (OQAC) assumed responsibilities for the assessment of overseas-trained occupational therapists.

Assessment comprised two stages. The first was the completion of Stage I – Desk Top Audit, in which the applicant had to satisfy three minimum criteria in order to be deemed eligible for practice in Australia. The criteria were:

1. that the applicant had completed a World Federation of Occupational Therapy (WFOT) approved tertiary qualification in occupational therapy that was equivalent to an Australian bachelor degree
2. that the applicant was registered, licensed and in good standing as an occupational therapist in the country in which s/he was educated and/or practised
3. that English was the applicant's first language; or that a satisfactory pass had been obtained in an appropriate English language test.

If the applicant passed this stage of the assessment they progressed to Stage II – Practice Audit, which was six months (full-time equivalent) of supervised practice completed in the first 12 months of the applicants' employment in Australia.

The website of the Occupational Therapy Council (Aust and NZ) Inc states that:

'On the 17 February 2010 the Office of Consumer and Business Affairs (SA) approved amendment to its Constitution and Rules and a change of name to the Occupational Therapy Council (Australia & New Zealand) Inc. ('OTC').

The OTC is an independent body comprising membership from the 5 State / Territory Occupational Therapy Registration Boards in Australia and New Zealand. The Board of Management comprises registered occupational therapists (nominated by the Registration Boards), nominees from the professional associations (Occupational Therapy Australia Limited (OTAL) and New Zealand Association of Occupational Therapists), nominees from the Australian and New Zealand Council for Occupational Therapy Education (ANZCOTE) and community representation.'

Current council composition includes occupational therapists from Queensland, South Australia, Northern Territory and Western Australia, as well as a consumer representative.

The procedure for assessment and recognition of overseas qualifications in occupational therapy remained unchanged.

Mutual Recognition and Deregulation of the Partially Regulated Professions

In 1991–1992, the Australian heads of government were looking to implement mutual recognition and aiming to minimise regulatory control. Mutual recognition applied to occupations that were subject to statutory registration in all states, such as medicine. For example, it was argued that a doctor registered in Victoria should be eligible for registration in Queensland without further examination and consideration by the Queensland Medical Board.

This worked well for professions such as physiotherapy and psychology that were already registered in every state and territory in Australia. Occupational Therapy was a partially regulated profession, however, meaning that occupational therapists were registered in some states only (Queensland, Western Australia and South Australia) and in the Northern Territory.

The heads of government decision was to deregulate partially regulated professions that could not demonstrate sufficient occupational health and safety reasons for their retention. The occupational therapy profession therefore had to produce documentary evidence that the absence of a statutory regulation of the profession in unregistered states had caused major harm to people or significantly endangered public health and safety.

This was indicated in a letter from the then Premier of Queensland, Wayne Goss, to Mike Horan, then Member for Toowoomba South and Shadow Health Minister. At the Premier's Conference of May 1992:

'... it was decided to examine rationalisation of registration requirements for occupations that are not registered in all states, such as Occupational Therapists. Premiers agreed to review the need for continued registration of groups such as Occupational Therapists and proposed that public health and safety would provide the primary grounds for continued registration.'

The final decision was to be taken by individual state health ministers, as occupational therapists were registered under state law.

This was a very real threat for the occupational therapy profession and resulted in cohesive and organised campaigning to sitting members of parliament and shadow ministers as the profession fought to maintain the status quo.

Debate continued until May 1993, when the Board was informed that a favourable decision had been made by the Minister for Health and there was no further threat of de-registration in the regulated states.

3

OCCUPATIONAL THERAPISTS REGISTRATION BOARD CHAIRS

In the 30 years of the Registration Board's operation there have been just three chairs:

Ruth Read, 24 April 1980 to 23 April 1992

Judith Trevan-Hawke, 30 April 1992 to 7 April 2004

Jim Carmichael, 7 May 2004 to 30 June 2012.

Presented following are tributes to the remarkable dedication of Ruth, Judith and Jim and the responsibility they shouldered in guiding the occupational therapy profession safely to its ultimate destination of national registration in July 2012.

RUTH READ

Chair, 24 April 1980 to 23 April 1992



Ruth Marit Read was born on 4 March 1930 in Inverell, New South Wales. An only child, her early years were spent on a small sheep and wheat farm.

Ruth matriculated from Inverell High School in 1947. The Vocational Guidance Service had recommended occupational therapy (among other professions) and while visiting Sydney in 1946 she went to the Occupational Therapy Training Centre under the Director Miss Sylvia Docker and obtained a copy of the syllabus. At that time, the centre was still more involved in running short courses for nurses, physiotherapists, and so on, and did not seem to offer much to a green country student. Ruth also gave some thought to the possibility of architecture, but did not pursue the idea seriously.

In early 1948, Ruth moved with her family to Brisbane, and having enjoyed some extra art courses during high school, enrolled at the Central Technical College Art School that year.

From August 1949 to March 1951, Ruth worked part time as a student teacher of art subjects at

the Central Technical College while continuing her studies there. She also taught students at the Domestic Science High School next door. But deciding she was too straitlaced and not sufficiently creative to fit into the art world, she looked for alternatives. A family friend who was involved with the Australian Red Cross Society suggested its handcraft service.

Because of her art school background, Ruth was required to do only a three-month handcraft course, and from June 1951 to June 1953 she was employed as Handcraft Instructress in the Red Cross Handcraft Service at the Brisbane General Hospital. This was the time of the poliomyelitis epidemic and she worked on the women and children's ward at Wattlebrae, although their office and storeroom was a corner of the physiotherapy gym.

The time had come for a move away from home, and from June 1953 to February 1955 Ruth worked as an Occupational Therapy Assistant (or Light Trades Instructress) at the Commonwealth Department of Social Services Rehabilitation Centre, 'Maryport', in Mt Martha, Victoria. The salary was 10 pounds a week, an improvement on the 6 guineas she had earned at the Red Cross.

The centre had one woodwork instructor, one metalwork instructor, and Ruth was the one Light Trades Instructress. Each had an army-type hut to work in. She got on well with the occupational therapists, and still calls one a friend to this day. Soon they started inviting her to Melbourne to join their OT meetings. The medical staff were also supportive.

Early in 1955, her father sent information that the diploma course in occupational therapy was to begin at The University of Queensland. Having matriculated and not previously taken up a Commonwealth scholarship, she applied and was accepted. The living allowance was five pounds a week. During the first end-of-year vacation, in January and February 1956, she worked as Handcraft Instructress in the Repatriation Department Sanatorium in Kenmore – where she also subsequently went as an occupational therapy student.

Ruth was awarded her Diploma in Occupational Therapy in February 1958, and from April 1958 to June 1959 she was employed as a half-time demonstrator for the occupational therapy diploma course at The University of Queensland, there being few positions available for occupational therapists at that time.

From June 1959 to September 1959, in addition to her appointment at The University of Queensland, she became a Half-time Occupational Therapist for the North Brisbane Hospitals Board, taking an art group with the psychiatric patients.

Her time there was brief, however, and from 1 October 1959, she became a full-time university demonstrator, a position she held until December 1962.

The occupational therapy degree course was in the planning, so taking advantage of staff privileges she enrolled in an Arts degree, studying Psychology I in 1960, Psychology IIA in 1961, and Psychology IIIA in 1962. She also enrolled in English I, but discontinued it on taking up the position of Senior Occupational Therapist at the Princess Alexandra Hospital in February 1963. She continued in that role until November 1972.

When the degree course commenced in 1968, Ruth was granted exemption from the Psychology units and continued to work towards her degree, taking Physiology IIB and Physiology of the Central Nervous System in 1968, Anthropology and Sociology I in 1969, and Anthropology and Sociology II in 1970. She was awarded her degree, Bachelor of Occupational Therapy, in December 1970.

In November 1972, Ruth applied for a position as Occupational Therapist in the Division of Geriatrics in the Department of Health in Brisbane. Before the appointment was made it was decided to attach the position to Health and Medical Services and for it to have a general advisory function. In September 1975 the position was reclassified Adviser in Occupational Therapy. Ruth remained in the position until her retirement on 4 March 1989.

The position entailed the involvement of Department of Health services from such areas as the Division of Geriatrics and the Division of Community Medicine and Psychiatric Services, as well as the state public hospital system. It also included participation in departmental committees and attendance at local, interstate and overseas conferences.

Involvement in the Queensland Association of Occupational Therapists (QAOT)

In July 1956, the QAOT decided that final-year students in both the diploma and combined degree courses could be invited to become associate members. Some took that opportunity, including Ruth.

At the general meeting on 29 May 1958, Ruth, along with fellow new graduates Lillian Wieckhorst and Judith Crellin were accepted as members and badges ordered. At the following annual general meeting in June 1958, Ruth was elected as Treasurer and Jenny Raymond from the combined degree was elected Secretary.

Thus commenced for Ruth a 20-year involvement as an Executive member, holding positions of Treasurer, Secretary and Vice-President.

As federal delegate, she represented Queensland at the meetings of the Australian Association of Occupational Therapists in Sydney in 1964 and 1965. She was convenor of the Architectural Committee in the late 1960s and convened the committee to prepare Australia's display to the fourth WFOT International Congress, held in London in July 1966.

By 1971, Ruth was the association representative on the Australian Council for Rehabilitation of Disabled (ACROD) and Queensland Committee on Access for the Disabled. That year she was also the association representative on the Faculty of Medicine.

In September 1978, the ACROD Independent Living Centre Sub Committee was formed. Along with Ruth, it included Heather Winstone, Jennifer Line, and Dr Paul Hopkins. The QAOT representative changed from time to time, and Ruth Ellett was later nominated. In January 1979, the Sub Committee was looking at old Ward IV at Rosemount as a location for the Independent Living Centre. In March 1981, news arrived that the Department of Health would provide \$16,000 in salary for an occupational therapist to start on Monday 6 July 1981 in a ward at Greenslopes Repatriation Hospital. Louise van Willigen, a combined degree graduate, was appointed first director of the Independent Living Centre Association of Queensland Inc. Ruth was the founding Honorary Treasurer and was awarded honorary membership in 1997 after 20 years of service.

The first Queensland state conference for the profession was held in Toowoomba in October 1985 and Ruth was invited to give the keynote address. It was titled 'A Trivial Pursuit or Significant Link with the Past' and gave a brief history of the profession and factors that had influenced it.

The Queensland Occupational Therapy Association awarded Ruth honorary life membership in 1989 when she retired from the Department of Health.

Ruth's personal interests include her long-term membership (since 1962) of the National Parks Association of Queensland, including the various committee positions she held in it, notably Vice-President from 1991 to 2005. She was awarded honorary life membership in 2007. Ruth has also travelled extensively, and developed her interest in photography by joining two camera clubs, the Queensland Colour Group (later the Queensland Camera Group) with which she was awarded a life membership in 2001, and the Australian Photographic Society.

JUDITH TREVAN-HAWKE

Chair, 30 April 1992 to 7 April 2004



Judith graduated in 1969 with a Diploma of Occupational Therapy from the University of Derby in the United Kingdom, and commenced her working life as an occupational therapist at Pastures Psychiatric Hospital in Mickelover, Derbyshire. In 1971, she accepted a position as Senior Occupational Therapist at the Wycombe General Hospital, High Wycombe, Buckinghamshire, working in the admission unit for psychiatric patients. In 1974, Judith became the Assistant Head Occupational Therapist and was responsible for the supervision of seven staff over three hospitals. Her clinical responsibility at this time remained with psychiatry.

Judith travelled to Australia for seven months at the end of 1974, working at the Callan Park (Rozelle) Hospital in New South Wales as the consultant occupational therapist to the neuro-psychosurgery unit, assessing clients prior to surgical intervention. Judith returned to the United Kingdom in September 1975 and worked as the senior occupational therapist at York Clinic, Guys Hospital in London in the acute psychiatric unit, running both adult and adolescent programs.

Australia beckoned, and Judith travelled again to New South Wales in May 1976, working as Senior Occupational Therapist in Caritas (Psychiatric Centre) St Vincent's Hospital, Sydney until March 1978. Returning again to the United Kingdom in May 1978, Judith commenced work as the Deputy Head Occupational Therapist at St John's Hospital (Psychiatric) Aylesbury, Buckinghamshire.

While she had supervised students in all of her workplaces since graduating, Judith's academic teaching career began in earnest in September 1979, when she accepted a position as lecturer and course co-ordinator in Psychology (first-year studies) and lecturer in psychosocial occupational therapy (second and third-year studies) at the Oxford Brookes University, formerly Dorset House School of Occupational Therapy, Oxford.

Back in Australia in January 1984, Judith commenced in a position as lecturer in psychosocial occupational therapy in the Occupational Therapy Department, The University of Queensland. She worked in this role until June 1986, when she returned to clinical practice, initially at Rosemount Hospital, Division of Psychiatry, Royal Brisbane Hospital, and from November 1986 until May 1997 as the Director of Occupational Therapy Services at the Royal Brisbane Hospital, Herston. During this period, in 1993, she completed a Master of Occupational Therapy by Research (UQ).

From February 1995 until June 1996, Judith was seconded to the Occupational Therapy Department of The University of Queensland as Associate Professor and Head of Discipline. In June 1997, Judith accepted the challenge to develop a four-year undergraduate program in Occupational Therapy at the James Cook University in Townsville. There she was Associate Professor and foundation Head of the Department of Occupational Therapy until April 2003, continuing subsequently as Adjunct Associate Professor.

Judith has always demonstrated her commitment to the occupational therapy profession by her life-long service to the professional community. She became a member of the Queensland Association of Occupational Therapists (QAOT) in 1984 upon migrating to Australia, and was elected convenor of the QAOT continuing education committee from 1986 until 1990.

Between 1990 and 1994, Judith represented the occupational therapy profession in many varied capacities, including President and Vice-President of QAOT; AAOT (Qld) representative to the Medical Faculty Board at The University of Queensland; AAOT (Qld) representative national councillor to AAOT; and foundation member of the Queensland Council of Allied Health Professionals (chairing this council from 1992 to 1994).

Judith was appointed in 1990 to the Occupational Therapists Board of Queensland, becoming Chair of the Board in 1992 and remaining in this position until 2004. She was also a member of the Occupational Therapy Panel for the National Office of Overseas Skills Recognition (NOOSR) in Canberra from 1991 to 2000.

Judith has published widely and presented at many state, national and international conferences, including giving two keynote addresses.

In recognition of her outstanding service to the occupational therapy profession in Queensland, Judith was awarded the Mary Rankine Wilson Memorial Award in 1994.

In the past 10 years, Judith has been very involved with Zonta International, holding leadership positions of Director (Area 3, District 22) from 2010 to 2012, and Lieutenant Governor (District 22) from 2012 to 2014.

Reflecting on her professional life recently, Judith wrote:

I think I have been enormously lucky to have chosen a career that offers so much variety and satisfaction ... Working on the Registration Board with committed therapists to maintain the safety of the public whilst working through changing ethical standards and finding ways to support or change the law is a 'life time' task but also figures as an important role in my working life.

JIM CARMICHAEL

Chair, 7 May 2004 to 30 June 2012



Jim Carmichael graduated in 1987 with a Bachelor of Occupational Therapy from The University of Queensland. He found himself enrolled in the occupational therapy course rather serendipitously after meandering through a couple of semesters of Arts and then Science, before setting his sights on a choice between the three available therapy courses. After a visit to meet with Lester Bock at the then Taringa Rehabilitation Centre and seeing some of the occupational therapists in action there, Jim decided that was the direction for him.

On graduation, Jim was fortunate to secure a position at the newly opened workers' compensation work assessment and conditioning centre at South Brisbane. This led him in a career pathway towards occupational injury rehabilitation and management, and then work injury and illness prevention, and two further tertiary qualifications in occupational health and safety, and health science, respectively.

After five years at the South Brisbane centre, Jim moved to the Division of Workplace Health and Safety and began a steep learning curve across the spectrum of occupational risks encountered by workers across industry. He left there after 12 months, but would return 10 years later to lead Queensland's workplace health and safety inspectorate. During that time, Jim worked as an occupational health and safety advisor at Education Queensland and then as Queensland Occupational Health and Safety Manager at Comcare – the work health and safety regulator for the Commonwealth.

While at South Brisbane, Jim became involved with the professional association, including involvement with the QAOT executive team and the association's occupational health and safety interest group.

Jim's current work role is Senior Director with Workplace Health and Safety Queensland (WHSQ), overseeing the workplace health and safety inspectorate in Queensland. He is responsible for

providing operational policy advice, and coordinates certain advisory, compliance and enforcement strategies of the organisation. He is also responsible for the workforce capability and development, engineering, occupational hygiene, major hazard facilities, coronial support and licensing functions of the organisation. Jim has been responsible for implementing a number of the initiatives of WHSQ, such as establishing its Construction Strategy Group and Musculoskeletal Injury Taskforce, coordinating the initial stages of the small business program, implementing WHSQ's enforceable undertakings program, and overseeing its psycho-social initiative.

Jim has also maintained an interest in the area of ergonomics, which eventually saw him elected as National President of the Human Factors and Ergonomics Society of Australia from 2000 to 2002. In 1998, he was awarded that society's President's Medal for Outstanding Contribution to the Society, largely for his work in developing competency-based standards for ergonomists in Australia and New Zealand.

In 1992, Jim was appointed to the Occupational Therapists Board of Queensland by the Minister for Health, and has sat on the Board since. Initially the 'token male' occupational therapist on the Board, he was appointed Deputy Chair in 2001 and then Chair of the Board in 2004. He will complete his third term as Chair in June 2012.

Jim has also been a member of the Occupational Therapy Council (Australia and New Zealand) since 2004, and was Chair of this body between January 2009 and September 2011. The council manages the assessment of overseas-trained occupational therapists and was the perfect forum for connecting all the state and territory Registration Boards both in Australia and New Zealand. The council was one of the prime drivers behind national registration and provided a significant contribution to the national registration effort. It was only the lobbying, behind-the-scenes work and perseverance of the council that has brought the outcome that occupational therapists across Australia will now enjoy. The council will become the national Board's external accreditation entity at the commencement of the national scheme on 1 July 2012.

Jim has now been appointed the Queensland practitioner member for the Occupational Therapy Board of Australia. He is deputy chair of this Board.

Jim is also the proud father of three children and lives in the northern suburbs of Brisbane.

4

THE OCCUPATIONAL THERAPISTS REGISTRATION BOARD, YEAR BY YEAR

The following provides a brief overview of the members of the Registration Board and the activities of the Board for each year of its existence. Records of minutes for much of the 1980s have been difficult to locate and therefore information is incomplete for these first few years. Annual reports located from the financial years 1986–1987 to 1989–1990 were very brief, consisting of just two pages plus the financial report. The State Library and the State Parliamentary Library have archived annual reports for the Board only from 1990 when they became much more substantial documentation of the annual activities of the Board.

Each Registration Board was constituted of occupational therapists nominated by the Minister for Health, in addition to those nominated by the Occupational Therapy Association in Queensland. In the interests of clarity, the Ministerial nominees and Association nominees are indicated for each year. From the early 1990s it became a requirement to include a legal representative in addition to a consumer representative on the Registration Boards and the relevant names have also been indicated for those years.

1980–1981

All Board members were appointed on 24 April 1980. Terms were three years. Because the Board had to wait for the Department of Health to provide funding for its operation, the first meeting was not until 16 October 1980.

Ministerial nominees

Ms Ruth Read B Occ Thy (Chair)
Dr Walter Smith MBBS (Qld) (Deputy Chair)
Mrs Jacqueline McConnell B Occ Thy, BA
Miss Robyn Shepherd BA (Psychologist)

Association nominees

Miss Mary Rankine Wilson Dip Occ Thy
Miss Pam Williams Dip Occ Thy (Townsville)
Associate Professor Surya Shah (UQ rep.) B App Sc, MEd, OTD OTR

The Registrar, Mr RG Cottie, was appointed on 17 May 1980.

The first meeting of the Occupational Therapists Board of Queensland was on Thursday 16 October 1980 at 5pm. The Board met on the second Thursday every second month on the first floor of the Administration Building at the corner of George and Elizabeth Streets, Brisbane.

The Board was constituted under Sections 1–16 of the *Occupational Therapists Act 1979*, which came into effect on 24 April 1980. The members of the Board were announced at the same time.

Activities of the Board

One of the Board's first tasks was to begin drafting the Occupational Therapists By-laws. The Board also prepared application forms, and designed the common seal and letterhead prior to registration becoming a legal requirement.

Minister for Health

Brian Austin

1981–1982

Ministerial nominees

Ms Ruth Read B Occ Thy (Chair)
Dr Walter Smith MBBS (Qld) (Deputy Chair)
Mrs Jacqueline McConnell B Occ Thy, BA
Miss Robyn Shepherd BA (Psychologist)

Association nominees

Miss Mary Rankine Wilson Dip Occ Thy

Miss Pam Williams Dip Occ Thy (Townsville)

Associate Professor Surya Shah (UQ rep.) B App Sc, MEd, OTD OTR

Activities of the Board

- In August 1981, the draft by-laws were submitted to the Solicitor-General. On 12 December 1981, the Occupational Therapy By-laws 1981 were published in the *Queensland Government Gazette*. The remaining sections 17–38 of the *Occupational Therapists Act 1979* were also proclaimed.
- On 19 December 1981, occupational therapists were notified of their legal responsibility to register via notices published in newspapers including *The Courier-Mail*.
- An advisory committee consisting of four occupational therapists from the Board was established to examine applications for registration and make recommendations to the Board about the applicant's suitability.
- On 11 February 1982, the first 23 applicants were registered.

Minister for Health

Brian Austin

1982–1983

Ministerial nominees

Ms Ruth Read B Occ Thy (Chair)

Dr Walter Smith MBBS (Qld) (Deputy Chair)

Mrs Jacqueline McConnell B Occ Thy, BA

Miss Robyn Shepherd BA (Psychologist)

Association nominees

Miss Mary Rankine Wilson Dip Occ Thy

Miss Pam Williams Dip Occ Thy (Townsville)

Associate Professor Surya Shah (UQ rep.) B App Sc, MEd, OTD OTR

Minister for Health

Brian Austin

1983–1984

Ministerial nominees

Ms Ruth Read B Occ Thy (Chair)

Dr Walter Smith MBBS (Qld) (Deputy Chair)

Mrs Jacqueline McConnell B Occ Thy, BA

Miss Robyn Shepherd BA (Psychologist)

Association nominees

Miss Mary Rankine Wilson Dip Occ Thy

Mrs Nicola Craig Dip Occ Thy (Townsville)

Associate Professor Surya Shah (UQ rep.) B App Sc, MEd, OTD OTR

At the end of the first term of the Board, Pam Williams resigned and was replaced by QAOT-nominated Nicola Craig from Townsville.

Minister for Health

Brian Austin

1984–1985

Ministerial nominees

Ms Ruth Read B Occ Thy (**Chair**)

Dr Walter Smith MBBS (Qld) (**Deputy Chair**)

Mrs Jacqueline McConnell B Occ Thy, BA

Miss Robyn Shepherd BA (Psychologist)

Association nominees

Miss Mary Rankine Wilson Dip Occ Thy

Mrs Nicola Craig Dip Occ Thy (Townsville)

Associate Professor Surya Shah (UQ rep.) B App Sc, MEd, OTD OTR

Minister for Health

Brian Austin

1985–1986

Ministerial nominees

Ms Ruth Read B Occ Thy (**Chair**)

Dr Walter Smith MBBS (Qld) (**Deputy Chair**)

Mrs Jacqueline McConnell B Occ Thy, BA

Miss Robyn Shepherd BA (Psychologist)

Association nominees

Miss Mary Rankine Wilson Dip Occ Thy

Mrs Nicola Craig Dip Occ Thy (Townsville)

Associate Professor Surya Shah (UQ rep.) B App Sc, MEd, OTD OTR

Mrs Kathryn Patterson Dip Occ Thy BAOT (Mackay)

Mrs Nicola Craig resigned from 9 March 1986 following the birth of her first child, and was replaced by QAOT-nominated Kathryn Patterson from Mackay on 24 April 1986.

Board members travelling to meetings from outside of Brisbane stayed at the Lennon's Hotel in Queen Street following the evening Board meeting.

Minister for Health

Brian Austin

1986–1987

Ministerial nominees

Ms Ruth Read B Occ Thy (**Chair**)

Dr Walter Smith MBBS (Qld) (**Deputy Chair**)

Mrs Jacqueline McConnell B Occ Thy, BA

Miss Robyn Shepherd BA (Psychologist)

Association nominees

Miss Mary Rankine Wilson Dip Occ Thy

Associate Professor Surya Shah (UQ rep.) B App Sc, MEd, OTD OTR

Mrs Kathryn Patterson Dip Occ Thy BAOT (Mackay)

The office of the Board had moved to the Department of Health Building, on level 10 of the MLC Court Building, 15–23 Adelaide Street, Brisbane, and the Board continued to meet on the second

Thursday of every second month. Registration fees were \$20 per annum.

Activities of the Board

- Principal functions were to register occupational therapists and administer the disciplinary provisions of the *Occupational Therapists Act 1979–1987*.
- The inaugural conference of the Australian Registration Boards and Associations was hosted in this year by the Occupational Therapists Board of Queensland.

Minister for Health
Mike Ahern

1987–1988

Ministerial nominees

Ms Ruth Read B Occ Thy (Chair)
Dr Walter Smith MBBS (Qld) (Deputy Chair)
Mrs Jacqueline McConnell B Occ Thy, BA
Miss Robyn Shepherd BA (Psychologist)

Association nominees

Miss Mary Rankine Wilson Dip Occ Thy
Associate Professor Surya Shah (UQ rep.) B App Sc, MEd, OTD OTR
Mrs Kathryn Patterson Dip Occ Thy BAOT (Mackay)

Activities of the Board

Principal functions were to register occupational therapists and administer the disciplinary provisions of the *Occupational Therapists Act 1979–1987*.

Consideration was given to the implications of the increasing trend for occupational therapists to engage in private practice, specifically with respect to incorporation of practices and advertising.

Minister for Health
Leisha Harvey

1988–1989

Ministerial nominees

Ms Ruth Read B Occ Thy (Chair)
Dr Walter Smith MBBS (Qld) (Deputy Chair)
Mrs Jacqueline McConnell B Occ Thy, BA
Ms Glenys Carlson B Occ Thy (from 24 April 1989)
Miss Robyn Shepherd BA (Psychologist) (to 23 April 1989)

Association nominees

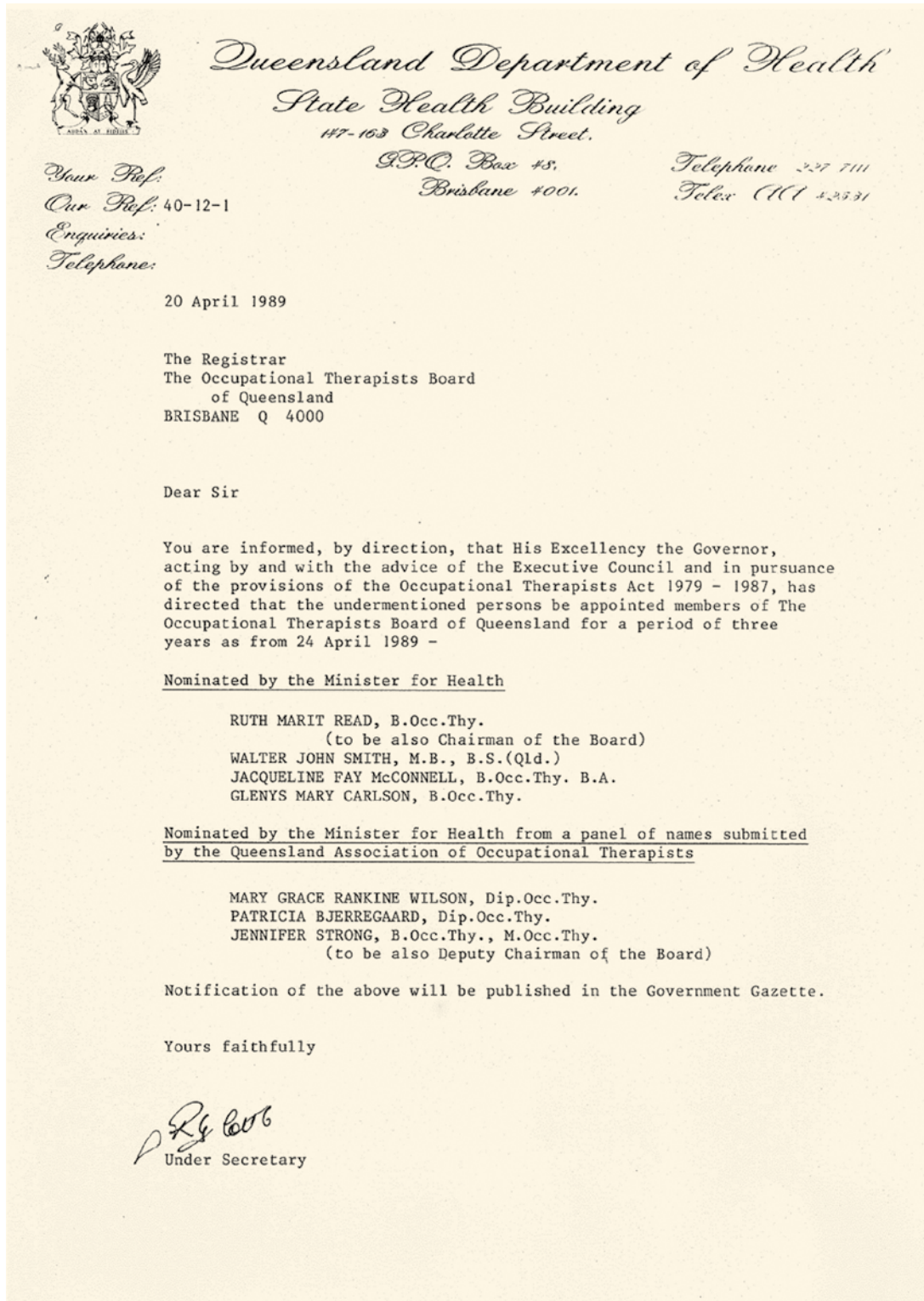
Miss Mary Rankine Wilson Dip Occ Thy
Mrs Kathryn Patterson Dip Occ Thy BAOT (Mackay) (to 23 August 1988)
Mrs Patsy Bjerregaard Dip Occ Thy (Cairns) (from 29 September 1988)
Associate Professor Surya Shah (UQ rep.) B App Sc, MEd, OTD OTR (to 23 April 1989)
Ms Jenny Strong BOccThy MOccThy (UQ rep., from 24 April 1989)

Mrs Kathryn Patterson resigned on 23 August 1988 and was replaced by QAOT representative Mrs Patsy Bjerregaard (Dip Occ Thy) from Cairns.

Associate Professor Surya Shah and Miss Robyn Shepherd completed their terms on 23 April 1989

and were replaced by QAOT representative Ms Jenny Strong (B Occ Thy, M Occ Thy) from The University of Queensland and Ministerial representative Ms Glenys Carlson (B Occ Thy), respectively.

Following is a copy of the letter sent to the Registrar of the Occupational Therapists Registration Board from the Queensland Department of Health notifying him of the newly constituted Board membership.



Activities of the Board

- Principal functions were to register occupational therapists and administer the disciplinary provisions of the *Occupational Therapists Act 1979–1987*.
- Consideration was given to the implications of the increasing trend for occupational therapists to engage in private practice, specifically with respect to incorporation of practices and advertising.
- Review of the legislation (*Occupational Therapists Act 1979* and *Occupational Therapists By-laws 1981*). This review had been ongoing since 1984. Suggested amendments included a definition of the practice of occupational therapy; placing limitations on the practice of postgraduate study registrants from overseas unless they had passed their COPQ exam; placing conditions on the registration of persons who had not practised occupational therapy for a long period of time; the incorporation of occupational therapy practices; the proposal that the occupational therapy qualifications considered appropriate or suitable for registration be included under the by-laws as a schedule.
- Request for nominations to the COPQ.
- Refresher courses for occupational therapists that had not practised in the past five years.
- Standardisation of advertising by-laws amongst all Health Registration Boards.
- Chairs of Health Registration Board meetings were held in 1988 with the aim of standardising the advertising by-laws amongst all of the Boards. (The Health Registration Boards at this time consisted of: Medicine, Pharmacy, Optometry, Chiropractic/Manipulative Therapists, Speech Pathology, Physiotherapy, Psychology, Podiatry, Occupational Therapists and Dentists.) Changes to the by-laws regarding advertising for psychologists in July 1988 had prompted the gatherings.

Minister for Health

Leisha Harvey

1989–1990

Ministerial nominees

Ms Ruth Read B Occ Thy (Chair)

Dr Walter Smith MBBS (Qld) (Deputy Chair) (to 27.10.89)

Mrs Jacqueline McConnell B Occ Thy, BA

Ms Glenys Carlson B Occ Thy

Ms Judith Trevan-Hawke T Dip COT (UK) (from 21 June 1990)

Association nominees

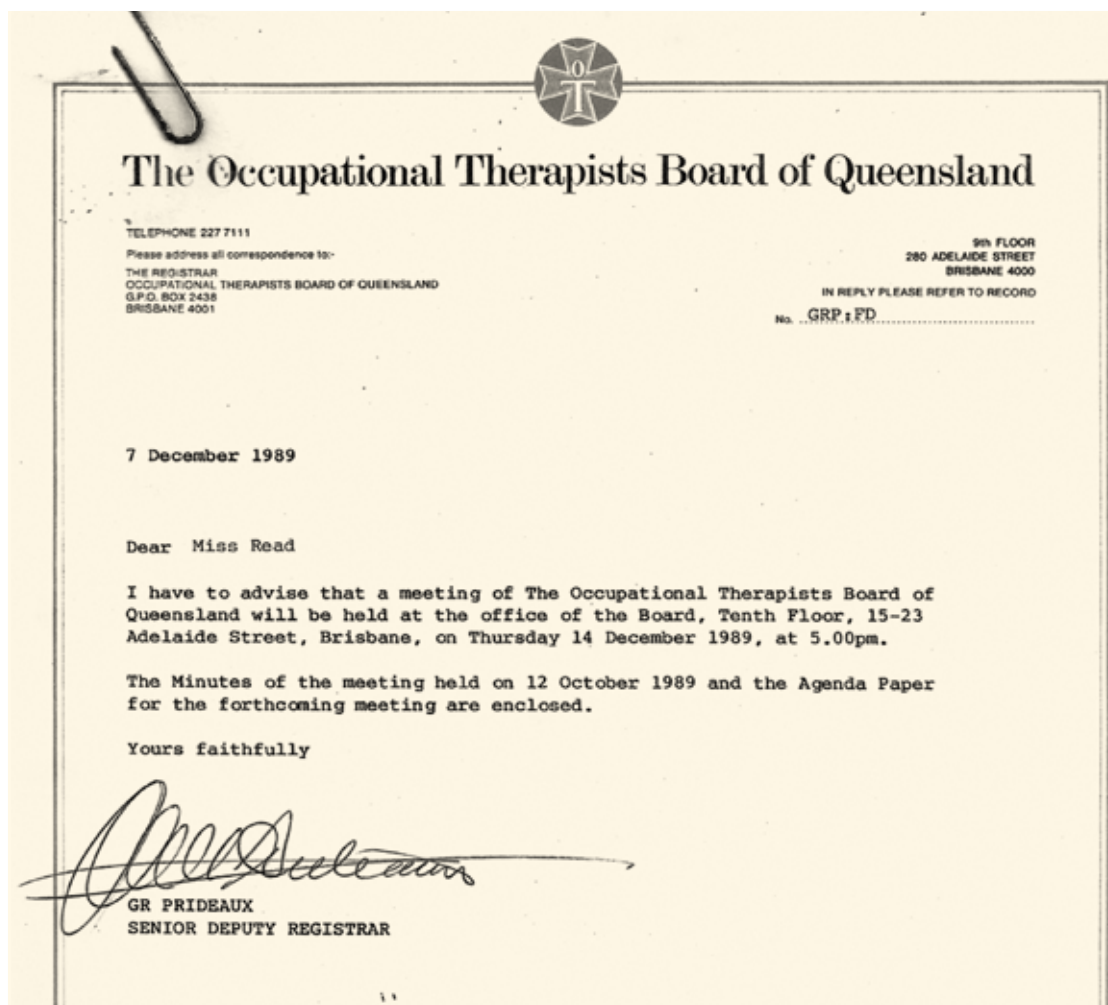
Miss Mary Rankine Wilson Dip Occ Thy

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns)

Ms Jenny Strong B Occ Thy M Occ Thy (UQ rep.)

Deputy Chair Dr Walter Smith resigned on 27 October 1989 during his term of office and moved to Cairns. Ms Jenny Strong assumed the Deputy Chair role. Ms Judith Trevan-Hawke was the new Ministerial representative from 21 June 1990.

The Board continued to meet on the second Thursday of each alternate month at 5pm in a boardroom at the Department of Health, 15 Adelaide Street, Brisbane.



Activities of the Board

- The National Conference of Occupational Therapists Registration Boards was held in Melbourne in April 1990. Issues discussed included refresher courses for occupational therapists who had been out of the workforce for longer than five years, and the NOOSR examination process.
- Consideration of preferred areas of practice and the appropriateness of occupational therapists including this with their name in a publication of the Queensland Association of Occupational Therapists.
- Investigation of two complaints.
- Continued examination of matters relating to a review of the *Occupational Therapists Act 1979*. Issues discussed included a more concise definition of the practice of occupational therapy, the limitation of practice of registrants undertaking postgraduate study, and imposing conditions on the registration of persons who have not practised as occupational therapists for more than five years.

Minister for Health
Ivan Gibbs

1990–1991

Ministerial nominee

Ms Ruth Read B Occ Thy (Chair)

Association nominee

Ms Jenny Strong B Occ Thy, M Occ Thy Uni of Qld representative (Deputy Chair)

Ministerial nominees

Mrs Jacqueline McConnell B Occ Thy, BA

Ms Glenys Carlson B Occ Thy

Ms Judith Trevan-Hawke T Dip COT (UK)

Association nominees

Miss Mary Rankine Wilson Dip Occ Thy

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns)

Meetings continued to be held every second Thursday every two months in the Department of Health Building in Adelaide Street.

Activities of the Board

- Skills of overseas-trained occupational therapists were assessed by NOOSR and the Board recognised and accepted their assessments.
- A review of the *Occupational Therapists Act 1979* continued and ongoing issues were discussed, including competency standards for practice and refresher courses for those who had been out of the workforce for more than five years.
- The document 'Competency Based Standard for Occupational Therapy' was considered and critiqued. 'The development of competency based standards is an initiative of the National Office of Overseas Skills Recognition which aims to ultimately develop suitable methods of assessing individuals against national competency standards' (*Occupational Therapists Board of Queensland Annual Report 1991*, p. 4).
- Registration: a procedure was developed regarding the processing of applications.
- Preferred areas of practice: consultation with the profession continued.
- Discussion was given to granting overseas occupational therapists on working holidays in Australia temporary or provisional registration.
- Ms Judith Trevan-Hawke was nominated to the NOOSR panel of assessors.
- National Conference of Occupational Therapists Registration Boards was held in Adelaide in September.
- National registration: it was noted with concern that the occupational therapy profession remained only partially regulated in Australia.
- Complaints and investigations were dealt with.

Minister for Health

Ken McElligott

1991–1992

Ministerial nominees

Ms Ruth Read B Occ Thy (**Chair**) (to 23.04.92)

Ms Judith Trevan-Hawke T Dip COT (UK) (appointed **Chair** from 30 April 1992)

Association nominee

Ms Jenny Strong B Occ Thy, M Occ Thy (UQ rep.) (**Deputy Chair**)

Ministerial nominees

Mrs Jacqueline McConnell B Occ Thy, BA (to 23 April 1992)

Ms Glenys Carlson B Occ Thy (to 23 April 1992)

Professor Patricia Agnew B Sc OT (WITS), PhD OTR (from 30 April 1992)

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S (from 30 April 1992)

Mr JM Viner ACPC, AAIB (from 30 April 1992)

Association nominees

Miss Mary Rankine Wilson Dip Occ Thy, AM (to 23 April 1992)

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns)

Ms Therese Mulherin B Occ Thy (from 30 April 1992)

The date 23 April 1992 saw the conclusion of Board representation for Ms Ruth Read (the inaugural Chair), Mrs Jacqueline McConnell, Ms Glenys Carlson and Miss Mary Rankine Wilson. Ms Judith Trevan-Hawke was subsequently appointed Chair from 30 April 1992. Professor Patricia Agnew, Mr Jim Carmichael and Mr JM Viner were Ministerial appointees from 30 April 1992 and Ms Therese Mulherin was the OT Association representative. Meetings were now being held on the second Thursday of each month.

Activities of the Board

- Ongoing review of the Act and by-laws (initially by the Legislation Advisory Committee until it was replaced by the Business Regulation Review and Review of the Occupational Therapists Act and the Occupational Therapists Bylaws Subcommittee).
- Rural practice matters were identified in frequent meetings with the Health Minister. Issues discussed included the ongoing problems of funding and staffing and the difficulty in getting students to undertake clinical placements in rural areas.
- Preferred areas of practice: occupational therapists were able to apply to the Board for permission to nominate preferred areas of practice. Consultation with the Queensland association resulted in the identification of 11 areas of practice: Paediatrics, Occupational Health and Safety, Low Vision, Aged, Adult Physical Rehabilitation, Hand, Driving, Medico-Legal, Stress/Pain Management, Psycho-Social and Intellectual Disability. Application for preferred areas of practice would not be considered without evidence of considerable experience and expertise in the nominated area.
- Work continued on the Competency Based Standards for Occupational Therapy.
- The National Occupational Therapy Registration Board Conference was held in September 1991 in Adelaide and at Surfers Paradise Queensland in April 1992. One of the major issues discussed at both meetings was the Mutual Recognition and Regulatory Reform, including the Australian Health Ministers Advisory Committee (AHMAC) recommendation to deregulate occupational therapy owing to its partially regulated status in Australia.
- Complaints and investigations were dealt with.

Minister for Health

Ken McElligott

1992–1993

Ministerial nominee

Ms Judith Trevan-Hawke T Dip COT (UK) (Chair)

Association nominee

Dr Jenny Strong B Occ Thy, M Occ Thy, PhD (UQ rep.) (Deputy Chair)

Ministerial nominees

Professor Patricia Agnew B Sc OT (WITS), PhD OTR

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S

Mrs Judy Rabbit Dip Occ Thy (Townsville) (from 29 April 1993)

Mr JM Viner ACPC, AAIB (from 30 April 1992 to 29 April 1993)

Association nominees

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns)

Ms Therese Mulherin B Occ Thy

Legal representative

Mr PD Lane BA, LLB(Hons), LLM (from 29 April 1993)

Consumer representative

Ms Barbara Devenish-Mearns BHumMovSt, MSc (from 29 April 1993)

Mr Viner resigned on 29 April 1993, and Mrs Judy Rabbit joined the Board along with Mr PD Lane as the legal representative and Ms Barbara Devenish-Mearns as a consumer representative.

Activities of the Board

- Continuation of the review of the *Occupational Therapists Act 1979* and the *Occupational Therapists By-laws 1981*.
- Consideration of competency based standards for occupational therapy continued, with Dr Jenny Strong representing the Board on the Project Steering Committee.
- Rural practice/rural health matters were explored at The University of Queensland with input provided to the curriculum review. A joint submission between the Registration Board, QAOT and the OT Dept University of Queensland was successful in obtaining funding for a three-year project from Rural Health Support, Education and Training (RHSET) for Clinical Supervisor Training for Rural Occupational Therapists.
- Issues associated with the NOOSR were dealt with. Judith Trevan-Hawke continued as a member on the Panel.
- Mutual recognition issues for those professions registered nationally (e.g. Medicine) aimed at increasing the ease of practice between states and territories. This raised the issue, however, of what to do with the partially regulated professions, which resulted in the very real threat that occupational therapists would be deregistered in those jurisdictions that did have a regulatory body (Queensland, South Australia, Western Australia and the Northern Territory).
- There was ongoing lobbying against the federal push for deregistration of the occupational therapy profession.
- The National Occupational Therapy Registration Board Conference was held in May 1991 in Darwin.
- Complaints and investigations were dealt with.
- Meetings of the Presidents and Chairs of the Health Registration Boards in Queensland commenced (there were four meetings this year).

Minister for Health

Ken Hayward

1993–1994

Ministerial nominee

Ms Judith Trevan-Hawke T Dip COT (UK), M Occ Thy (Chair)

Association nominee

Dr Jenny Strong B Occ Thy, M Occ Thy, PhD (UQ rep.) (Deputy Chair)

Ministerial nominees

Professor Patricia Agnew B Sc OT (WITS), PhD OTR, Grad Cert Educ

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S

Mrs Judy Rabbit Dip Occ Thy (Townsville)

Association nominees

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns)

Ms Therese Mulherin B Occ Thy (to 10 June 1994)

Legal representative

Mr PD Lane BA, LLB(Hons), LLM

Consumer representative

Ms Barbara Devenish-Mearns B Hum Mov St, MSc

Activities of the Board

- Extensive review of the Act and by-laws continued and involved consultation with the occupational therapy profession via a call for submissions.
- Work continued on the RHSET Grant to develop a Clinical Supervisors Course for Occupational Therapists.
- AAOT produced the final report of the Australian Competency Standards for Entry-level Occupational Therapists in March 1994.
- Meetings of the Chairs and Presidents of the Health Registration Boards in Queensland continued (there were four meetings this year).
- There was no National Conference of Occupational Therapists Registration Boards.
- The Draft Code of Health Rights and Responsibilities (prepared by the Health Rights Commission) was reviewed.
- Complaints and investigations were dealt with.
- Preferred areas of practice: applications for 18 preferred areas of practice were received and seven were approved. The 'preferred area of practice' system was reviewed during the year. 'The Board determined that the prescriptive, regulatory advertising by-law be repealed to allow for a competitive market environment that reflects government policy. In this climate, any advertising that does not bring the profession into disrepute will be acceptable. The Board is to notify the Australian Association of Occupational Therapists Qld Inc. that from the time that the current By-law is amended, the 'preferred areas of practice' system will not be operational' (*Occupational Therapists Board of Queensland Annual Report 1994*, p. 9).
- The Statement of Affairs of the Occupational Therapists Board of Queensland was endorsed, in accordance with the *Freedom of Information Act 1992*.
- A Qualifications Review was conducted, examining all of the Occupational Therapy qualifications and titles conferred by universities in Australia and New Zealand.
- A mission statement was developed which read, 'The mission of the Board is to protect the public from the unprofessional, improper and incompetent practice of occupational therapists, through the promotion and maintenance of high professional standards, both of competence and conduct in the practice of Occupational Therapy in Queensland' (*Occupational Therapists Board of Queensland Annual Report 1994*, p. 9).

Minister for Health

Ken Hayward

1994–1995

Ministerial nominee

Ms Judith Trevan-Hawke T Dip COT (UK), M Occ Thy (Chair)

Association nominee

Dr Jenny Strong B Occ Thy, M Occ Thy, PhD (UQ rep.) (Deputy Chair)

Ministerial nominees

Professor Patricia Agnew B Sc OT (WITS), PhD OTR Grad Cert Educ

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S

Mrs Judy Rabbit Dip Occ Thy (Townsville)

Association nominees

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns)

Ms Moira Boyle B Occ Thy (from 20 October 1994)

Legal representatives

Mr PD Lane BA, LLB(Hons), LLM (until 29 April 1995)

Ms Joanna Jenkins BA LLB (from 25 May 1995)

Consumer representatives

Ms Barbara Devenish-Mearns B Hum Mov St, MSc (until 2 April 1995)

Ms Lynne Newcombe RN (from 25 May 1995)

The Office of the Board was now located on level 19 of 160 Mary Street, Brisbane, and meetings were held on the second Thursday of every month.

Ms Therese Mulherin resigned on 10 June 1994 and was replaced by Ms Moira Boyle who commenced on 20 October 1994. Ms Devenish-Mearns and Mr PD Lane both finished on the Board on 29 April 1995 and were replaced on 25 May 1995 by Ms L Newcombe as the consumer representative and Ms Joanna Jenkins as legal representative.

Activities of the Board

- September 1994 saw a significant increase in the annual licence fee to \$100 per annum. Until this point the operational costs of the smaller Health Registration Boards such as Occupational Therapy had been heavily subsidised by the Boards with larger numbers of registrants such as Nursing. When the Queensland Nursing Council became a self-funding statutory authority in a separate location, the costs for the remaining 11 smaller professional Boards had to be adjusted (increased) to compensate for the loss of revenue from the nurses.

All Health Registration Boards were now expected to be self-funding and have sufficient resources at their disposal to carry out their legislative responsibilities and make appropriate pro rata contributions towards the operational costs of the Office of the Health Practitioner Registration Boards. The increase in fees also established parity in the level of fees paid by most of the Health Registration Boards and was comparable with the annual licence fees for Registration Boards in the other states.

- In December 1994, the Board passed a resolution to set up a committee in January 1995. Their task was to review and revise the Code of Ethics with a view to using this as the basis for the establishment of Rules of Practice.
- Review of the Health Practitioner Registration Acts, including the *Occupational Therapists Act 1979* and *Occupational Therapists By-law 1981* had been endorsed by the government in 1992 as part of its Business Regulation Review Program. Two discussion papers (Review of Health Practitioner Registration Acts and Review of the Medical Act) were distributed in September 1994 to various stakeholders and 10 written responses specifically relating to the Occupational Therapists Act were received. In December 1994, the OT Board's response was submitted to Queensland Health's Legislative Review Team.

Included in the submission were a number of issues including:

‘The need for a definition of Occupational Therapy in the Act to clarify the scope of the profession and enhance consumer understanding of the profession.

The powers of the Board. The Board argued that it is essential that the Board have the power to suspend an individual in serious cases pending investigation and/or remediation.

The introduction of a range of conditional registration categories. The Board supported the introduction of specific registration categories for supervised practise, post-graduate study and non-practising registration.

The Board expressed the view that continuing professional education should be a requirement for continuing registration.

The Board supported the establishment of an independent disciplinary Tribunal for the registered health professions, including Occupational Therapy, and an extension of the grounds on which the Board could take disciplinary action against registrants.

The Board raised a number of concerns it has in its statutory relationship with the Health Rights Commission.

The Board expressed the view that any new Act should empower the Board to deal with impaired practitioners outside of the disciplinary provisions.

In connection with advertising by Occupational Therapists the Board argued that self-regulation of advertising was preferable to strict statutory controls’. (Occupational Therapists Board of Queensland Annual Report 1994–1995).

- There was an administrative review of the secretariat of the Health Registration Boards.
- Meetings of the Presidents and Chairs of the 13 Health Registration Boards in Queensland continued (there were four meetings this year).
- Review of the advertising guidelines for occupational therapists as outlined in the *Occupational Therapists By-law 1981* started in late 1993 and continued throughout this financial year. The by-law on advertising was perceived as being very restrictive and the Board had been working on amending the by-law to be ‘silent’ on advertising, which would align it with the legislation pertaining to other health professions in Queensland.
- A draft Code of Conduct for Board members was developed as per the *Public Sector Ethics Act 1994*.
- Several investigations of ‘holding out’ and unprofessional conduct were carried out.

Minister for Health
Ken Hayward

1995–1996

Ministerial nominee

Ms Judith Trevan-Hawke T Dip COT (UK), M Occ Thy (Chair)

Association nominee

Dr Jenny Strong B Occ Thy, M Occ Thy, PhD (UQ rep.) (Deputy Chair)

Ministerial nominees

Professor Patricia Agnew B Sc OT (WITS), PhD OTR Grad Cert Educ

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S

Mrs Judy Rabbit Dip Occ Thy (Townsville)

Association nominees

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns)

Ms Moira Boyle B Occ Thy

Legal representative

Ms Joanna Jenkins BA LLB

Consumer representative

Ms Lynne Newcombe RN

Activities of the Board

- Review of the *Occupational Therapists Act 1979* continued
- The *Occupational Therapists By-law 1981* was repealed in December 1995 and replaced with the new *Occupational Therapists By-law 1995*. The major change was the removal of the previous restrictive advertising provisions.
- A complaint regarding unprofessional practice was investigated.
- Work continued on the Rules of Practice/Code of Ethics
- A discussion paper entitled 'A Proposal for the Trans-Tasman Mutual Recognition of Standards for Goods and Occupations' was considered. The implication of this proposal was that therapists registered in New Zealand would automatically be eligible for registration in Queensland and other states of Australia requiring registration.
- Meetings were held with the Minister for Health (the Honourable Peter Beattie MLA) and the Health Rights Commissioner (Dr Ian Siggins).
- A submission was made to the Review of the Occupational Therapy Department, The University of Queensland.
- The national conference of Occupational Therapy Registration Boards was held in July 1995.
- Jim Carmichael was nominated to represent the Registration Board on the Board of School of Health and Rehabilitation Sciences.
- Combined meetings of the Presidents and Chairs of the Health Professional Registration Boards occurred on four occasions.
- Work continued on the Code of Conduct for Board members.

Minister for Health

Peter Beattie

1996–1997**Ministerial nominee**

Ms Judith Trevan-Hawke T Dip COT (UK), M Occ Thy (Chair)

Association nominee

Dr Jenny Strong B Occ Thy, M Occ Thy, PhD (UQ rep.) (Deputy Chair)

Ministerial nominees

Professor Patricia Agnew B Sc OT (WITS), PhD OTR Grad Cert Educ

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S

Mrs Judy Rabbit Dip Occ Thy (Townsville)

Association nominees

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns)

Ms Moira Boyle B Occ Thy

Legal representative

Ms Joanna Jenkins BA LLB

Consumer representative

Ms Lynne Newcombe RN

Activities of the Board

- A draft policy paper regarding a new Occupational Therapists Act was released by the Minister for Health in September 1996. The paper was the result of two years of research and consultation, and proposed a number of changes to the law under which occupational therapists were registered. Also addressed was the statutory regulation of other health professions in Queensland.

The Board prepared a submission in response to the draft policy paper which addressed a wide range of issues, including:

Registration Boards

- » functions and powers of Boards
- » subordinate legislation-making powers
- » Registration Boards' membership
- » accountability mechanisms

Registration

- » fitness to practice
- » appropriate qualifications
- » student registration
- » recency of practice
- » registration fees

Complaints and discipline

- » structure of the disciplinary model

Impairment

Business and commercial issues

- » ownership of health practitioner businesses
- » future ownership arrangements
- » advertising by health practitioners

Regulation of practice

- » use of professional title
- » use of the title 'Doctor'
- » Ontario model
- » regulation of core practices
- » regulation of other practices
- » enforcement of core practice offences
- » delegation of practices
- » controls on the practice of registrants – offences against the Act
- » inspectorial powers

Other issues

- » use of psychological tests
 - » mandatory disclosure of interests in health services
 - » employer obligations
 - » mandatory display of registration certificate
 - » hygiene and infectious diseases
 - » practitioner records – abandoned
 - » mandatory professional indemnity insurance
 - » practitioner fees
 - » further review of legislation
- One complaint regarding unprofessional practice came before the Board and was resolved in conjunction with the Health Rights Commission.
 - Trans-Tasman Mutual Recognition (TTMR) was introduced in Australia.
 - Work continued on the Rules of Practice/Code of Conduct.
 - Meetings were held with both the Minister for Health (the Honourable Mike Horan MLA) and the Health Rights Commissioner (Dr Ian Siggins).
 - The national conference of Occupational Therapy Registration Boards was held at Maroochydore, Queensland in October 1996.
 - Jim Carmichael was again nominated to represent the Registration Board on the Board of School of Health and Rehabilitation Sciences.
 - The Code of Conduct for Board members was completed and approved by the Minister for Health.
 - Combined meetings of the Presidents and Chairs of the Health Professional Registration Boards were held on three occasions.

Minister for Health

Mike Horan

1997–1998

Ministerial nominee

Ms Judith Trevan-Hawke T Dip COT (UK), M Occ Thy (Chair)

Association nominees

Dr Jenny Strong B Occ Thy, M Occ Thy, PhD (UQ rep.) (Deputy Chair) (until 24 May 1998)

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns) (Deputy Chair from 25 May 1998)

Ministerial nominees

Professor Patricia Agnew B Sc OT (WITS), PhD OTR Grad Cert Educ (until 25 May 1998).

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc

Mrs Judy Rabbit Dip Occ Thy interests

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD

Association nominees

Ms Moira Boyle B Occ Thy

Ms Judy Willey B Occ Thy (Mackay)

Legal representatives

Ms Joanna Jenkins BA LLB (until 25 May 1998)

Mr Goodwin Poole LLB (from 25 May 1998)

Consumer representative

Ms Lynne Newcombe RN

On 25 May 1998 at the end of the three-year term, six former Board members and three new members were appointed: Mr Goodwin Poole (legal representative), Ms Judith Willey from Mackay, and Dr Jenny Ziviani as The University of Queensland representative. Ms Patsy Bjerregaard was appointed Deputy Chair.

Activities of the Board

- The *Occupational Therapists By-law 1995* was amended twice during this period: in October 1997 relating to increasing fees for registrants and other financial reporting matters, and again in May 1998, which was simply an amendment of the expiry date of the by-law.
- Review of the *Occupational Therapists Act 1979*: new legislation was drafted.
- One complaint was investigated relating to competence.
- Rules of practice/Code of Ethics: drafts were circulated for comment and 26 replies were received.
- Council of Occupational Therapists Registration Boards (Australia and New Zealand) and Trans-Tasman Conference of Occupational Therapists Registration Boards were held in Adelaide on 31 October 1997.
- Jim Carmichael continued as the Board representative on the Board of Studies of the Health and Rehabilitation Sciences.
- The Code of Conduct for Board members was finalised and distributed to Board members.
- Combined meetings of the Presidents and Chairs of the Health Professional Registration Boards were held on two occasions.

Minister for Health

Mike Horan

1998–1999

Ministerial nominee

Ms Judith Trevan-Hawke T Dip COT (UK), M Occ Thy (**Chair**)

Association nominee

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns) (**Deputy Chair**)

Ministerial nominees

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc

Mrs Judy Rabbit Dip Occ Thy (Townsville)

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD

Association nominees

Ms Moira Boyle B Occ Thy

Ms Judy Willey B Occ Thy (Mackay)

Legal representative

Mr Goodwin Poole LLB

Consumer representative

Ms Lynne Newcombe RN

Activities of the Board

- Legislative review of the *Occupational Therapists Act 1979* continued.
- On 18 March 1999, the *Trans-Tasman Mutual Recognition (Queensland) Act 1999* became law in Queensland. This Act entitled occupational therapists registered in New Zealand to registration in Australian states and territories in a similar way to what was possible nationally under Mutual Recognition, that is, the *Mutual Recognition (Queensland) Act 1992*.
- *Health Practitioners (Special Events Exemption) Act 1998* became law in Queensland on 27 November 1998.

‘The Act allows for a Regulation to be made, declaring a sporting, cultural, or other event to be declared as a Special Event. Once an event has been declared a Special Event then visiting health practitioners associated with the event are exempted from Queensland’s registration requirements in order to treat members of their party. On 18 December 1998 a Regulation was made declaring the Sydney 2000 Olympic Games to be a Special Event for the purposes of the Act’. (Occupational Therapists Board of Queensland, 1999, p. 13).

- Two complaints were investigated.
- Work continued on the Guidelines for Practice. A revised draft was distributed for comment to professional stakeholders.
- The COTRB and Trans-Tasman Conferences were held in Darwin.
- Three combined meetings of the Presidents and Chairs of the Health Practitioner Registration Boards were held.
- Liaison continued with NOOSR regarding the process of devolution of responsibility for the assessment of overseas-trained occupational therapists seeking registration in Australia from NOOSR to COTRB.
- The Code of Conduct of the Board (applicable to all Board members and Board staff) was made available to all interested registrants.
- Board approval was given to four applications for the use of business practice names other than personal and partnership names.
- A website for the Board was established.
- An independent operational audit was undertaken regarding the adequacy of the Annual Licence Fees charged by the Occupational Therapy Board. The recommendation was a substantial fee increase in 2000 or 2001 to enable the Board to become fully self-funding.

Minister for Health

Wendy Edmond

1999–2000

Ministerial nominee

Ms Judith Trevan-Hawke T Dip COT (UK), M Occ Thy (Chair)

Association nominee

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns) (Deputy Chair)

Ministerial nominees

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc

Mrs Judy Rabbit Dip Occ Thy (Townsville)

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD

Association nominees

Ms Moira Boyle B Occ Thy

Ms Judy Willey B Occ Thy (Mackay)

Legal representatives

Mr Goodwin Poole LLB (until December 1999)

Ms Susan Field Dip Nurs Ed, BA, M Ed Admin, LLB (from April 2000)

Consumer representatives

Ms Lynne Newcombe RN

Mr Goodwin Poole resigned in December 1999 and was replaced by Ms Susan Field in April 2000.

Activities of the Board

- In May 2000, the *Health Practitioners (Professional Standards) Act 1999* and the *Health Practitioners Registration Board (Administration) Act 1999* were adopted by the Occupational Therapists Board of Queensland. The Professional Standards Act established a three-tier disciplinary process under which the Boards were able to deal with minor disciplinary matters but were required to bring more serious matters before Professional Conduct Review Panels or the Health Practitioners Tribunal. This led to a marked increase in the number of complaints concerning professional conduct.
- The introduction of the Professional Standards Act necessitated the amendment of the *Occupational Therapists Act 1979*.
- The *Occupational Therapists By-law 1995* was also amended to increase the Annual Licence Fee for registrants and extend the expiry date of the by-law to July 2001.
- Three complaints were considered – two relating to claims of inaccurate reports and one of unsatisfactory treatment.
- Substantial progress was made in the devolution of responsibility for assessment of overseas-trained occupational therapists from NOOSR to COTRB. It was anticipated that COTRB would take over this process early in the 2000–2001 financial year.
- The COTRB and Trans-Tasman conferences were held in New Zealand in October 1999.
- May 2000 also saw the introduction of remuneration for attendance by members of statutory authorities such as Registration Boards at out-of-hours Board meetings.
- The Trans-Tasman Mutual Recognition agreement became law.
- The Code of Ethics was renamed The Code of Practice in accordance with the *Health Practitioners (Professional Standards) Act 1999*. This would still be under consideration in 2005.
- Collaboration was undertaken with the state and national Occupational Therapy Associations to assist the development of the AccOT program.
- The first service agreement was negotiated between the Office of Health Practitioner Registration Boards and the Occupational Therapy Board (it took effect on 1 July 2000).
- Board approval was given to five applications for the use of business practice names other than personal and partnership names.
- There was a substantial fee increase (from \$110.50 to \$167) for two primary reasons: early in 2000 the Board acquired new responsibilities (and associated costs) under the *Health Practitioner (Professional Standards) Act 1999*, and it also assumed financial responsibility for rent, telephone, electricity and other costs which had previously been met by Queensland Health.
- Three combined meetings of the Presidents and Chairs of the Health Practitioner Registration Boards were held.

Minister for Health

Wendy Edmond

2000–2001

Ministerial nominee

Ms Judith Trevan-Hawke T Dip COT (UK), M Occ Thy (Chair)

Association nominee

Mrs Patsy Bjerregaard Dip Occ Thy (Cairns) (Deputy Chair) (until June 2001)

Ministerial nominees

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc

Mrs Judy Rabbit Dip Occ Thy (Townsville)

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD

Association nominees

Ms Moira Boyle B Occ Thy

Ms Judy Willey B Occ Thy (Mackay)

Legal representative

Ms Susan Field Dip Nurs Ed, BA, M Ed Admin, LLB

Consumer representative

Ms Lynne Newcombe RN (until June 2001)

Activities of the Board

- In November 2000, a review of the restrictions on the practice of Chiropractic and Osteopathy, Medicine, Occupational Therapy, Optometry, Pharmacy, Physiotherapy, Podiatry, Psychology and Speech Pathology was undertaken. It was determined that there were no restricted practices for occupational therapy.
- Legislative review of the *Occupational Therapists Act 1979* continued. This had commenced in 1993, and the first stage had been completed with the adoption of the *Health Practitioner Registration Boards (Administration) Act 1999* and the *Health Practitioners (Professional Standards) Act 1999*. The second stage of the review was completed on 1 May 2001 when the *Occupational Therapists Registration Act 2001* was passed in Queensland Parliament. The commencement date was anticipated to be early in 2002.
- Work continued on the Code of Practice while awaiting the commencement of the *Occupational Therapists Registration Act 2001* and before seeking final comments on the draft.
- Responsibility for assessing the qualifications of occupational therapists trained overseas was devolved from NOOSR to COTRB. COTRB determined whether the qualification of the applicant was suitable for migration to Australia (Stage I), and if so, the Registration Board was responsible for monitoring that applicant's practice audit for six months (Stage II).
- COTRB and Trans-Tasman Conferences held in Freemantle, Western Australia, in December 2000.
- Board approval was given to one application for the use of business practice names other than personal and partnership names.
- Three combined meetings of the Presidents and Chairs of the Health Practitioner Registration Boards were held.

Minister for Health

Wendy Edmond

2001–2002

Ministerial nominees

Ms Judith Trevan-Hawke T Dip OT (UK), M Occ Thy (Chair)

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (Deputy Chair)

Mrs Judy Rabbit Dip Occ Thy

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD

Association nominees

Ms Moira Boyle B Occ Thy

Ms Judy Willey B Occ Thy

Dr Cathy McBryde B Occ Thy (Hons), PhD (from July 2001)

Legal representative

Ms Susan Field Dip Nurs Ed, BA, M Ed Admin, LLB

Consumer representative

Ms Laila Hakansson Ware BA, Grad Dip Ed, barrister at law (from July 2001)

Activities of the Board

- The new *Occupational Therapists Registration Act 2001* was drafted and was passed by Parliament on 12 May 2001. This replaced the 1979 Act. The new Act was silent on advertising, in that business and private practice names no longer required Board approval.
- The *Occupational Therapists Registration Regulation 2001* replaced the *Occupational Therapists By-law 1995*.
- There was also new legislation regarding the handling of complaints, the *Health Practitioners (Professional Standards) Act 1999*.
- Regular meetings commenced with OT Australia (Qld).
- There was a change in the annual licence fee renewal period from 1 January – 31 December to 1 July – 30 June.
- Work on the Code of Practice was suspended following notification that draft guidelines for the development of a Code of Practice for all health professions were being formulated.
- The COTRB and Trans-Tasman conferences were held in Brisbane in November 2001.
- One combined meeting of the Presidents and Chairs of the Health Practitioner Registration Boards was held.
- COTRB practice audits were monitored.

The Registration Board now worked under the following legislation:

- *Occupational Therapists Registration Act 2001*
- *Occupational Therapists Registration Regulation 2001*
- *Health Practitioners (Professional Standards) Act 1999*
- *Health Practitioners Registration Boards (Administration) Act 1999*
- *Health Rights Commission Act 1991*

Minister for Health

Wendy Edmond

2002–2003

Ministerial nominees

Ms Judith Trevan-Hawke T Dip COT (UK), M Occ Thy (**Chair**)

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (**Deputy Chair**)

Mrs Judy Rabbit Dip Occ Thy (Townsville)

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD

Association nominees

Ms Moira Boyle B Occ Thy

Ms Judy Willey B Occ Thy (Mackay)

Dr Cathy McBryde B Occ Thy (Hons), PhD

Legal representative

Ms Susan Field Dip Nurs Ed, BA, M Ed Admin, LLB

Consumer representative

Ms Laila Hakansson Ware BA, Grad Dip Ed, barrister at law

Activities of the Board

- Three investigations were undertaken of persons practising as occupational therapists whilst unregistered. Two of these were prosecuted in the Magistrates Court.
- The COTRB and Trans-Tasman conferences were held in Adelaide in October 2002.
- Strategic Plan 2003–2007 was developed.
- Meetings were held with OT Australia (Qld).
- One combined meeting of the Presidents and Chairs of the Health Practitioner Registration Boards was held.
- COTRB practice audits were monitored.

Minister for Health

Wendy Edmond

2003–2004

Ministerial nominees

Ms Judith Trevan-Hawke T Dip COT (UK), M Occ Thy (**Chair**) (to 4 July 2004)

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (**Deputy Chair**)

Mrs Judy Rabbit Dip Occ Thy (to 4 July 2004) (Townsville)

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD

Association nominee

Ms Moira Boyle B Occ Thy (to 4 July 2004)

Ms Judy Willey B Occ Thy (Mackay)

Dr Cathy McBryde B Occ Thy (Hons), PhD

Legal representative

Ms Susan Field Dip Nurs Ed, BA, M Ed Admin, LLB (to 4 July 2004)

Consumer representative

Ms Laila Hakansson Ware BA, Grad Dip Ed, barrister at law

Activities of the Board

- There was investigation and subsequent prosecution before the Magistrates Court of a person practising as an occupational therapist without being registered (holding out).
- COTRB practice audits were monitored.
- The COTRB and Trans-Tasman conferences were held in Darwin in October 2003.
- Meetings were held with OT Australia (Qld).
- Consideration was given to submissions from the Executive Officer, Office of Health Practitioner Registration Boards, regarding policy development on issues such as Code of Practice, corporate governance and risk management, tenders for legal services, complaints and health assessment monitoring and a review of the Board meeting support service.
- Sponsorship of research and training in supervision: expressions of interest were called in May 2004 for research grants (of up to \$6000) and six scholarships (of \$1000) to undertake a Certificate IV in Assessment and Workplace Training.
- One combined meeting of the Presidents and Chairs of the Health Practitioner Registration Boards was held.
- Membership of the Queensland Occupational Therapy Fieldwork Collaborative (QOTFC) included representatives from The University of Queensland, James Cook University, OT Australia (Qld), CRS, and government health and disability services. 'The aim of the Fieldwork Collaborative is to foster collaboration among key stakeholders in relation to opportunities and education for occupational therapy student in fieldwork placements' (*Occupational Therapists Board of Queensland Annual Report 2005–2006*, p. 9).

Minister for Health

Wendy Edmond/Gordon Nuttall

2004–2005

Ministerial nominee

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (Chair from 05.07.04)

Association nominee

Ms Judy Willey B Occ Thy (Townsville) (Deputy Chair from 5 July 2004)

Ministerial nominees

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD

Ms Struan Ferguson B Occ Thy, B Sc, Grad Cert Mgt (Rockhampton) (from 5 July 2004)

Association nominees

Dr Cathy McBryde B Occ Thy (Hons), PhD

Mrs Angela Thynne B Occ Thy (Hons) (from 5 July 2004)

Legal representative

Mr Andrew Taylor B Theol, LLB (Hons) (from 5 July 2004)

Consumer representatives

Ms Laila Hakansson Ware BA, Grad Dip Ed, legal practitioner

Mr Nigel Webb JP (Qual) (from 5 July 2004)

Activities of the Board

- The inaugural research grants were launched in August 2004, with five applications received. The first research grant (of \$5908) was awarded to Michelle Allen. The Research Grants Committee was comprised of Ms Judith Willey, Dr Cathy McBryde, Mrs Angela Thynne, and the Chairperson, Mr Jim Carmichael as an ex-officio member. (Appendix 7).

- Scholarships were offered for supervisor training (Certificate IV Training in Supervision): seven scholarships of \$1000 each were awarded and 13 applications received.
- Work continued on the Guidelines for Practice.
- A new website layout was announced for the Board.
- Three investigations were conducted relating to using a restricted title (i.e. 'occupational therapist') without being registered. Two were prosecuted before the Magistrates Court.
- Two complaints were received and investigated relating to unethical/unprofessional conduct and poor record-keeping quality.
- Recency of practice: the process of determining what recency of practice requirements should apply for occupational therapists renewing registration was discussed. The first stage involved releasing the 'Recency of Practice Discussion Paper' in February 2005.
- Consideration of submissions from the Executive Officer Office of Health Practitioner Registration Boards regarding policy development on issues such as Recency of Practice, Code of Practice and recent court of appeal decision, new registrant information pack, tenders for consultants to provide legal services, and breaches of registration acts by registrants.
- The COTRB and Trans-Tasman conferences were held in New Zealand in October 2004.
- COTRB practice audits were monitored.
- Meetings were held with OT Australia (Qld).
- A newsletter was distributed to registrants.
- A planning workshop was held in May 2005 and key actions and priority focus areas were identified as a result.
- A joint position statement (shared by the Queensland Nursing Council and some of the Queensland Health Practitioner Registration Boards) on sexual relationships between health professionals and their patients/clients was adopted as policy.
- Involvement in and sponsorship of the Queensland Occupational Therapy Fieldwork Collaborative continued.
- One combined meeting of the Presidents and Chairs of the Health Practitioner Registration Boards was held.
- A new logo for the Board was launched.



Old and new logos.

Minister for Health
Gordon Nuttall

2005–2006

Ministerial nominee

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (Chair)

Association nominee

Ms Judy Willey B Occ Thy (Mackay) (Deputy Chair)

Ministerial nominees

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD

Ms Struan Ferguson B Occ Thy, B Sc, Grad Cert Mgt (Rockhampton)

Association nominees

Dr Cathy McBryde B Occ Thy (Hons), PhD

Mrs Angela Thynne B Occ Thy (Hons)

Legal representative

Mr Andrew Taylor B Theol, LLB (Hons)

Consumer representatives

Ms Laila Hakansson Ware BA, Grad Dip Ed, legal practitioner

Mr Nigel Webb JP (Qual)

Activities of the Board

- Three complaints were received, relating to report writing, fees and an act of dishonesty.
- Submissions received in response to the draft Recency of Practice paper were reviewed.
- Submissions were considered from the Executive Officer Office of Health Practitioner Registration Boards regarding policy development on issues such as recency of practice, supervision guidelines, mutual recognition policy, recruitment and selection of Board members, and guidelines for managing conflicts of interest for statutory office holders.
- The COTRB and Trans-Tasman conferences were held in Perth in October 2005.
- COTRB practice audits were monitored.
- Meetings were held with OT Australia (Qld).
- Involvement in and financial support of the Queensland Occupational Therapy Fieldwork Collaborative continued.
- Presentations were made to occupational therapy students (final year as well as UQ graduate entry Masters students) at The University of Queensland and James Cook University regarding the role of the Board and the responsibilities of registered occupational therapists.
- The 'Board Guidelines for Professional Conduct and Practice' were approved by the Board in April 2006.
- Three supervisor training scholarships (of \$1000 each) were awarded for recipients to undertake Certificate IV – Assessment and Workplace Training.
- Five scholarships (of \$813.64 each) were awarded to cover registration costs for registrants to attend the International Congress of the World Federation of Occupational Therapists in Sydney in July 2006.
- Three research grants (of \$15,000 each) were awarded. (Appendix 7).
- An information pack was developed for registrants, scheduled for distribution to all current registrants in September 2006 and provided to all new registrants upon registration. The information pack included documents such as guidelines for professional conduct and practice, the statement on sexual relationships between health practitioners and clients/patients, the policy on occupational therapists working in positions not identified as 'occupational therapists', health assessment and monitoring of impaired registrants, and supervised practice guidelines.

Minister for Health

Steven Robertson

2006–2007

Ministerial nominee

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (Chair)

Association nominee

Ms Judy Willey B Occ Thy (Mackay) (Deputy Chair)

Ministerial nominees

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD

Ms Struan Ferguson B Occ Thy, B Sc, Grad Cert Mgt (Rockhampton)

Association nominees

Dr Cathy McBryde B Occ Thy (Hons), PhD

Mrs Angela Thynne B Occ Thy (Hons)

Legal representative

Mr Andrew Taylor B Theol, LLB (Hons)

Consumer representatives

Ms Laila Hakansson Ware BA, Grad Dip Ed, legal practitioner

Mr Nigel Webb JP (Qual), Dip Justice Admin

Activities of the Board

- The *Occupational Therapists Registration Act 2001* was amended in order to make provision for the Health Quality and Complaints Commission to begin operations. The *Health Legislation Amendment Act 2006* also resulted in an amendment to the Occupational Therapists Act such that provision was made for short term registrations of less than five weeks and the previous need to notify the Board of practice names was removed.
- The *Occupational Therapists Registration Regulation 2001* was also amended to increase fees for the next financial year, to waive fees for registrations of less than five weeks, and to recognise the qualification of Bachelor of Occupational Therapy from Deakin University as suitable for registration.
- One complaint was received under the Registration Act concerning advertising and two under the Professional Standards Act concerning advertising and a medico-legal assessment.
- The Guidelines for Practice were completed.
- Consideration was given to submissions from the Executive Officer, Office of Health Practitioner Registration Boards, regarding policy development on issues such as Ministerial taskforce, *Health Quality and Complaints Commission Act 2006*, organisational restructure, options for criminal history screening, and monitoring of registrants with disciplinary conditions/undertakings.
- The COTRB and Trans-Tasman conferences were held in Brisbane in October 2006.
- COTRB practice audits were monitored.
- Meetings were held with OT Australia (Qld).
- The Board partnered with OT Australia for the New Graduates Welcome in Townsville (JCU graduates) and Brisbane (UQ graduates).
- The draft Recency of Practice document was released in a second round of consultation with the profession, professional associations and community. The consultation period closed at the end of January 2007. In light of the fact that the Board was developing its policy in conjunction with the 12 other health registration boards, the announcement by the Council of Australian Governments regarding the new national system for nine of the health professions resulted in uncertainty about the future of this policy.

- Involvement in and financial support of the Queensland Occupational Therapy Fieldwork Collaborative continued.
- Presentations were made to occupational therapy students (final year) at The University of Queensland and James Cook University regarding the role of the Board and the responsibilities of registered occupational therapists.
- Three research grants were awarded: two for approximately \$15,000 and one for \$5000. (Appendix 7)
- A grant was provided to OT Seeker – a database developed to promote and support evidence-based practice.
- The resource pack for new registrants continued to be disseminated.
- A project examining 'Supervision Models for Use with Occupational Therapists' was undertaken, with Mr David Waugh the project officer.
- A project was undertaken to assess the feasibility of re-entry programs to assist occupational therapists who have been absent from the workforce for long periods of time to re-establish competence to practice. Ms Judith Trevan-Hawke was the project officer.
- Breakfast meetings commenced throughout the state with the inaugural one in Townsville in March 2007. The aim was to launch the Board's Guidelines for Professional Conduct and Practice and present the 2006 Research Awards to recipients from far north Queensland.



Jim Carmichael and Judy Willey with research award recipients in Townsville.



Judy Willey and Jim Carmichael with research award recipient Yvonne Thomas.

Minister for Health
Steven Robertson

2007–2008

Ministerial nominee

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (Chair)

Association nominee

Ms Judy Willey B Occ Thy (Mackay) (Deputy Chair)

Ministerial nominees

Dr Jenny Ziviani Dip OT, B App Sc (Occ Thy), BA, M Ed, PhD (until 30 July 2008)

Ms Struan Ferguson B Occ Thy, B Sc, Grad Cert Mgt (Rockhampton)

Association nominees

Dr Cathy McBryde B Occ Thy (Hons), PhD

Mrs Angela Thynne B Occ Thy (Hons)

Legal representative

Mr Andrew Taylor B Theol, LLB (Hons)

Consumer representatives

Ms Laila Hakansson Ware BA, Grad Dip Ed, legal practitioner

Mr Nigel Webb JP (Qual), Dip Justice Admin



Back row (l to r): Struan Ferguson, Andrew Taylor, Judy Willey, Cathy McBryde
Front row (l to r): Nigel Webb, Laila Hakansson-Ware, Angela Thynne, Jim Carmichael
Absent: Jenny Ziviani

Activities of the Board

- Nine complaints were dealt with under the Registration Act related to working as an occupational therapist without being registered and misleading advertising. Fifteen complaints were received under the Professional Standards Act relating to incompetence, poor record-keeping, inappropriate professional conduct and poor communication.
- A response was made to discussion papers regarding *Criminal History Screening of Health Professionals in Queensland*.
- In March 2008, the Council of Australian Governments entered into an intergovernmental agreement for implementation of a national registration and accreditation scheme for health professions registered in every state and territory in Australia. Because occupational therapists were only partially regulated, a submission was made to the Australian Health Ministers Conference seeking approval for the occupational therapy profession to be included in the national registration and accreditation scheme.

- One combined meeting of the Presidents and Chairs of the Health Practitioner Registration Boards was held.
- Consideration was given to submissions from the Executive Officer, Office of Health Practitioner Registration Boards, regarding policy development on issues such as recency of practice policy, code of conduct, strategic plan 2007–2011, research grants program, application form for general registration, draft code of health rights and responsibilities, use of restricted title by non-practising/retired former registrants, amendment to special registration categories and review of mutual recognition schemes.
- The COTRB and Trans-Tasman conferences were held in Adelaide in October 2007.
- COTRB practice audits were monitored.
- Meetings were held with OT Australia (Qld).
- The Board partnered with with OT Australia for the New Graduates Welcome in Townsville (JCU graduates) and Brisbane (UQ graduates).
- The draft Recency of Practice document was submitted to the Minister for Health, seeking approval to pass the regulation required to implement the policy.
- Involvement in and financial support of the Queensland Occupational Therapy Fieldwork Collaborative continued.
- Presentations were made to occupational therapy students (final year) at The University of Queensland and James Cook University regarding the role of the Board and the responsibilities of registered occupational therapists.
- Five research grants were awarded: three for approximately \$15,000, one for approximately \$5000 and one for \$8600. (appendix 7)
- A grant of \$115,000.00 was awarded to OT Australia Qld for a state-wide Continuing Professional Development (CPD) Program. This included the appointment of a CPD Manager position.
- The project examining ‘Supervision Models for Use with Occupational Therapists’ continued, with Mr David Waugh as project officer.
- The project assessing the feasibility of re-entry programs to assist occupational therapists who have been absent from the workforce for long periods of time to re-establish competence to practice continued. Ms Judith Trevan-Hawke was the project officer.
- There was a conference partnership with OT Australia Qld for their 9th State Conference in Yeppoon, September 2007.
- Support for the development and maintenance of the OT Seeker database continued.
- The Strategic Plan for 2007–2011 was reviewed and adopted.
- Two breakfast workshops were held – one in Brisbane (September 2007) and the other at the Sunshine Coast (May 2008).



Jim Carmichael speaking at the breakfast workshop on the Sunshine Coast.

Minister for Health
Steven Robertson

2008–2009

Ministerial nominee

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (Chair)

Association nominee

Ms Judy Willey B Occ Thy (Mackay) (Deputy Chair)

Ministerial nominee

Ms Struan Ferguson B Occ Thy, B Sc, Grad Cert Mgt (Rockhampton)

Association nominees

Dr Cathy McBryde B Occ Thy (Hons), PhD

Mrs Angela Thynne B Occ Thy (Hons)

Ms Trudi Eppe B Occ Thy, Grad Cert Mgt (from 31 July 2008)

Ms Kerry Mallon B Occ Thy, Grad Dip Occ Hlth and Safety, M App Sc (from 31 July 2008)

Legal representative

Mr Andrew Taylor B Theol, LLB (Hons)

Consumer representatives

Ms Laila Hakansson Ware BA, Grad Dip Ed, legal practitioner

Mr Nigel Webb JP (Qual), Dip Justice Admin



The Occupational Therapists Board of Queensland as at 12 February 2009

Back row (l to r): Kerry Mallon, Struan Ferguson, Andrew Taylor, Trudi Eppe, Cathy McBryde, Judy Willey

Front row (l to r): Nigel Webb, Angela Thynne, Jim Carmichael, Laila Hakansson-Ware

Minister for Health

Steven Robertson

Activities of the Board

- Five complaints were received under the Registration Act (e.g. holding out) and six under the Professional Standards Act (e.g. unprofessional conduct).
- Considerable preparatory work was undertaken in readiness for the introduction of criminal history checks.

- An online renewal system was introduced in May 2009.
- Considerable preparatory work was undertaken in readiness for the introduction of the recency of practice policy.
- A significant review of registration forms and policy framework was undertaken.
- The COTRB and Trans-Tasman conferences were held in Darwin in August 2008.
- COTRB practice audits were monitored.
- Meetings were held with OT Australia (Qld).
- The Board partnered with OT Australia for the New Graduates Welcome in Townsville (JCU graduates) and Brisbane (UQ graduates).
- Financial support of the Queensland Occupational Therapy Fieldwork Collaborative continued.
- Presentations were made to occupational therapy students (final year) at The University of Queensland and James Cook University regarding the role of the Board and the responsibilities of registered occupational therapists.
- Three research grants were awarded: one for approximately \$15,000, one for approximately \$13,600 and one for approximately \$19,200. (Appendix 7)
- A further grant of \$78,650.00 was awarded to OT Australia (Qld) to continue their work on the state-wide Continuing Professional Development (CPD) Program. This included the appointment of a CPD Manager position.
- Work continued on the project examining 'Supervision Models for Use with Occupational Therapists', with Mr David Waugh as project officer.
- Work continued with the project assessing the feasibility of re-entry programs to assist occupational therapists who have been absent from the workforce for long periods of time to re-establish competence to practice. Ms Judith Trevan-Hawke was the project officer.
- Submissions were considered from the Executive Officer Office of Health Practitioner Registration Boards regarding policy development on issues such as the accommodation of the Office of Health Registration Boards (rent review), general registration application form and guide, online renewals project, registrant resource kits, criminal history checking, and continuing professional development.
- Two combined meetings of the Presidents and Chairs of the Health Practitioner Registration Boards were held.
- The Board worked tirelessly to develop a national submission in conjunction with COTRB, the Registration Boards in Western Australia, South Australia and the Northern Territory, and OT Australia to argue the need for occupational therapists to be nationally registered.

In May 2009, the Australian Health Ministers' Advisory Council announced that three additional partially regulated professions would be included in the national scheme in July 2012. Occupational Therapy was not one of them. Lobbying continued.



towards a national
safe system
for occupational
therapy practice



Submission from the

- > Occupational Therapy Profession
- > Council of Occupational Therapists
Registration Boards
(Australia & New Zealand)
- > OT AUSTRALIA

to the Australian Health Workforce Principles
Committee for inclusion in the national
registration and accreditation scheme

Submission to the Australian Health Workforce Principles Committee for inclusion in the national registration and accreditation scheme.

FOREWORD

The Council of Occupational Therapy Registration Boards, OT AUSTRALIA, and the registration boards in Queensland, Western Australia, South Australia, and the Northern Territory are in alliance in supporting the public interest over occupational self-interest in seeking inclusion of the occupational therapy profession in the new single, national registration scheme for health professionals.

The occupational therapy profession's submission for inclusion in the national registration scheme for health professionals is driven by three key strategic directions: (1) guaranteeing the quality of health care by ensuring that the Australian community can identify occupational therapists who are appropriately qualified and skilled to provide occupational therapy services; (2) ensuring the safety and quality of an increasingly pressured health care system by removing impediments for a flexible, mobile national occupational therapy workforce; and (3) assuring equity of public access to quality health care services by positioning the occupational therapy profession to respond to Australia's changing healthcare demands.

In Australia, occupational therapists work in a range of settings within the health sector. This includes working with people from infancy to old age within intensive care units, acute and sub-acute wards, general hospital inpatient and outpatient services, inpatient and community based mental health services, community health services, and private practice. They often work with vulnerable people, including older people, people with mental health disabilities, and people with chronic disease.

This requires occupational therapists to be qualified, skilled, and fit to make complex judgments about a diverse range of client problems to create workable, effective and sustainable solutions. Occupational therapy services that are not provided competently and professionally compromise individual health outcomes, erode public trust in the quality of their clinical practice, and can result in injury and fatality.

Voluntary self-regulation, licensing regimes, and other governance mechanisms cannot be guaranteed to meet the necessary quality assurance standards in the professional practice of occupational therapy required for public safety. The 21st century health care system is not only complex but is also under increasing scrutiny; a responsive regulatory system provides the most effective safeguard for patient wellbeing and professional competence.

The occupational therapy profession has an established body of teachable knowledge, standards of practice, and defined functional competencies that equip them to work collaboratively with people with a disability or impairment, and who experience barriers to participation in work, family or other life experience. The profession's inclusion in the national registration and accreditation scheme will provide a sound framework to manage the potential risks to public safety that may arise from occupational therapists working without the support and governance of rigorous quality assurance mechanisms.

The occupational therapy profession is concerned with promoting health and well being, and so is committed to moving towards national registration for all occupational therapists to ensure safe and quality services for all Australians. The profession is well placed to operate within the new national regulatory framework.



Joanna Riches

Chair of the Council of Occupational Therapists Registration Boards



Peta Raison

OT AUSTRALIA President

The foreword of the submission to the Australian Health Workforce Principles Committee for inclusion in the national registration and accreditation scheme.

2009–2010

Ministerial nominee

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (Chair)

Association nominee

Ms Judy Willey B Occ Thy (Mackay) (Deputy Chair)

Ministerial nominee

Ms Struan Ferguson B Occ Thy, B Sc, Grad Cert Mgt (Rockhampton)

Association nominees

Dr Cathy McBryde B Occ Thy (Hons), PhD

Mrs Angela Thynne B Occ Thy (Hons)

Ms Trudi Epple B Occ Thy, Grad Cert Mgt

Ms Kerry Mallon B Occ Thy, Grad Dip Occ Hlth and Safety, M App Sc

Legal representative

Mr Andrew Taylor B Theol, LLB (Hons)

Consumer representatives

Ms Laila Hakansson Ware BA, Grad Dip Ed, legal practitioner

Mr Nigel Webb JP (Qual), Dip Justice Admin

Activities of the Board

- Two complaints were received under the Registration Act (e.g. holding out) and five under the Professional Standards Act (e.g. unprofessional conduct)
- Two health assessments were conducted under the Board's Health Assessment and Monitoring (HAM) program.
- Mandatory criminal history checking of all new applications commenced on 1 July 2009.
- National Registration and Accreditation: after originally deciding that occupational therapy would not be one of the partially regulated professions that would be included in the national scheme as at 1 July 2012, the Australian Health Workforce Ministerial Council voted to include OT in the National Scheme on 27 August 2012.
- A new policy regarding supervision for registrants returning to work after a period of absence of greater than five years was introduced in August 2009. Affected registrants must practice under the supervision of an occupational therapist (with decreasing intensity of supervision) for a minimum of six months to ensure competence.
- In February 2010, the COTRB was reconstituted as the Occupational Therapy Council (Australia and New Zealand) Inc. (OTC).
- The OTC and Trans-Tasman conferences were held in New Zealand in August 2009.
- COTRB practice audits were monitored.
- Meetings were held with OT Australia (Qld).
- The Board partnered with OT Australia for the New Graduates Welcome in Townsville (JCU graduates) and Brisbane (UQ graduates).
- Financial support of the Queensland Occupational Therapy Fieldwork Collaborative continued.
- Presentations were made to occupational therapy students (final year) at The University of Queensland and James Cook University regarding the role of the Board and the responsibilities of registered occupational therapists.
- Five research grants were awarded: two for approximately \$20,000, one for \$15,000, one for \$12,400 and one for approximately \$6300. (Appendix 7).

-
- The Board entered into a Conference Partnership with OT Australia (Qld) to sponsor their 10th state conference in November 2009 in Brisbane.
 - Financial support for OT Seeker continued.
 - Five breakfast workshops were hosted by the Board in Brisbane (14 September 2009), Townsville (30 October 2009), Cairns (5 March 2010), Rockhampton (30 April 2010) and Toowoomba (21 May 2010).



Jim Carmichael, Moira Boyle and Cathy McBryde at the Toowoomba breakfast meeting 21 May 2010.



Jim Carmichael, Moira Boyle and Kerry Mallon at the Toowoomba breakfast meeting 21 May 2010.

Minister for Health
Paul Lucas

2010–2011

Ministerial nominee

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (Chair)

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Mr Nigel Webb JP (Qual), Dip Justice Admin

Activities of the Board

- The OTC and Trans-Tasman conferences were held in New Zealand in Perth October 2010.
- COTRB practice audits were monitored.
- Meetings were held with OT Australia (Qld) on three occasions.
- Financial support of the Queensland Occupational Therapy Fieldwork Collaborative continued.
- Presentations were made to occupational therapy students (final year) at The University of Queensland and James Cook University regarding the role of the Board and the responsibilities of registered occupational therapists.
- A review of the Supervision Policy was undertaken.
- Four research grants were awarded: two for \$20,000, one for approximately \$16,000 and one for \$12,000.
- Occupational Therapy Placement Award Grants 2010 were provided to occupational therapy departments at the University of Queensland, James Cook University, Southern Cross University and the University of Sunshine Coast to assist students financially to experience fieldwork placements in rural and remote centres.
- Sponsorship was provided for the OT Australia (Qld) 2010 Symposia in November 2010 at the Sunshine Coast and the 2010 Occupational Therapy Student Conference in Brisbane in November 2010.
- The New Graduates Welcome for graduates of James Cook University in Townsville in October 2010 was also supported financially.
- Financial support for OT Seeker continued.
- Eleven new complaints were received under the Registration Act and predominantly related to persons working as occupational therapists without first being registered.
- Three new complaints were received under the Professional Standards Act and related to concerns such as inadequate treatment of a client by a registrant.
- One health assessment was conducted
- Preparations for the transition into the National Registration Scheme continued. Under the National Registration and Accreditation Scheme (NRAS) an Occupational Therapy

National Reference Group was established and comprised representatives from occupational therapists registration authorities across Australia. Jim Carmichael was the representative from Queensland. Three teleconferences were held to discuss finalising the documentation to be used for the new National Board and the process by which occupational therapists in Queensland would transition into the NRAS.

Documentation included a Project Plan; an Engagement Plan; Terms of Reference; a Communication Plan; Expression of Interest documentation for those interested in being appointed to the new Board; assessment of eligibility for registration for non-registered applicants; a call for submissions on the Board's size and composition (issued 19 February 2011); and a call for submissions on the accreditation function arrangements.

- Three breakfast workshops were hosted by the Board: one at the Gold Coast in March 2011; one in Mackay in April 2011 and one in Rockhampton in May 2011.



Registrants at the breakfast workshop at the Gold Coast in March 2011

Minister for Health

Paul Lucas

2011–2012

Ministerial nominee

Mr Jim Carmichael B Occ Thy, Grad Dip OH&S, M Hlth Sc (Chair)

Association nominee

Ms Judy Willey B Occ Thy (Mackay) (Deputy Chair)

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Legal representative

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Ms Laila Hakansson Ware BA, Grad Dip Ed, legal practitioner
Mr Nigel Webb JP (Qual), Dip Justice Admin

Activities of the Board

- The OTC and Trans-Tasman conferences were held in Brisbane in September 2011.
- COTRB practice audits were monitored.
- Meetings were held with OT Australia (Qld).
- Financial support of the Queensland Occupational Therapy Fieldwork Collaborative continued.
- Presentations were made to occupational therapy students (final year) at The University of Queensland and James Cook University regarding the role of the Board and the responsibilities of registered occupational therapists
- Financial support for OT Seeker continued.
- Occupational Therapy Placement Award Grants 2011 were provided to occupational therapy departments at the University of Queensland, James Cook University, Southern Cross University and the University of Sunshine Coast to assist students financially to experience fieldwork placements in rural and remote centres.
- Preparations for the transition into the National Registration Scheme continued. Jim Carmichael and Andrew Taylor were appointed as members of the Occupational Therapy Board of Australia in July 2011.
- A history sub-committee was established to organise an end of state Board function and write a history of the Registration Board in Queensland for launch at the end of Board dinner in May.

Minister for Health

Geoff Wilson

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APPENDIX 1

Notice, *The Courier-Mail*, Saturday 19 December 1981



THE OCCUPATIONAL THERAPISTS BOARD OF QUEENSLAND

Notice is hereby given that Sections 17 to 38 of the Occupational Therapists Act 1979 came into operation on 12th December 1981. Any person who desires to practise occupational therapy in Queensland must now apply for registration under Section 18 of the Act.

It is an offence for a person to practise as an occupational therapist unless such person is registered under the Act.

Application forms may be obtained by telephoning Brisbane 224 5514 or by writing to the Registrar, The Occupational Therapists Board of Queensland, G.P.O. Box 2438, Brisbane 4001.

APPENDIX 2

Initiation of the Occupational Therapists Bill in Parliament, 2 October 1979

OCCUPATIONAL THERAPISTS BILL

INITIATION

Hon. Sir WILLIAM KNOX (Nundah – Minister for Health): I move –

“That the House will, at its present sitting, resolve itself into a committee of the Whole to consider introducing a Bill to provide for the constitution of an Occupational Therapists Board, the establishment of a register of occupational therapists and the regulation of the practice of occupational therapy.”

Motion agreed to.

APPENDIX 3

First Reading of the Occupational Therapists Bill in Parliament, 16 October 1979

FIRST READING

Bill presented and, on motion of Sir William Knox, read a first time.

OCCUPATIONAL THERAPISTS BILL

INITIATION IN COMMITTEE

(The Chairman of Committees, Mr W. D. Hewitt, Greenslopes, in the chair)

Hon. Sir WILLIAM KNOX (Nundah – Minister for Health) (11.57pm): I move–

“That a Bill be introduced to provide for the constitution of an Occupational Therapists Board, the establishment of a register of occupational therapists and the regulation of the practice of occupational therapy.”

This new legislation will be cited as the Occupational Therapists Act 1979. The basic provisions and intentions of the Bill are similar to other registration Acts that are administered by my department.

Provision is made in the Bill for the constitution of the Occupational Therapists Board of Queensland, which will be charged with the administration of the Act. The board will consist of seven members, of whom at least five will be occupational therapists. Three of these occupational therapists will be nominated from a panel or panels of names submitted by one or more associations accepted by me as being representative of occupational therapists.

Further provisions of the Bill relate to the appointment of the chairman and the deputy chairman of the board, the conduct of Board meetings, tenure of office of board members, the appointment of a registrar and other staff and other machinery provisions relative to the operation of the board.

The Bill includes a section relative to qualifications that will enable the board to recognise the educational qualifications of applicants from Queensland and other Australian States and from overseas for registration as occupational therapists in Queensland.

In addition, this section will allow the board to register persons who have engaged in the practice of occupational therapy in Australia for at least five years immediately before the commencement of this Act, where the board is satisfied that such practice would normally render the applicant competent to practise occupational therapy and it is further satisfied that the applicant seeking registration on this basis is competent to practise occupational therapy.

Other provisions in the Bill will enable the board to require an overseas applicant to undertake and pass examinations relative to oral and written English expression and knowledge of the practice of occupational therapy in Australia.

The board may also require a person to undertake a period of supervised practice before being granted full registration. Other registration provisions are similar to those contained in other registration Acts.

Provision is made for the name of an occupational therapist to be removed from the register in Queensland if his name has been removed from a register of occupational therapists in another State or country. The board will also have the power to require an occupational therapist to appear before a committee of assessors composed of medical practitioners where it comes to the notice of the board that the occupational therapist may be medically unfit to practise occupational therapy. If in the opinion of the committee the occupational therapist is unfit to practise, the board may call upon him to show cause why his name should not be removed from the register.

A further clause of the Bill prescribes the procedures for any disciplinary action undertaken by the board, the grounds for disciplinary action and the penalties the board may impose as a result of

such action. Guide-lines are also established for undertaking an appeal against a decision of the board.

The Bill provides that a person who is not registered under the Act shall not use the name or title of occupational therapist, O.T., occupationalist, occupation therapist, work therapist, functional therapist, ergo-therapist, activities therapist, activity therapist or rehabilitation therapist, or any other name or title that would indicate that he is an occupational therapist.

The practice of occupational therapy by unregistered persons has not been prohibited. The role of an occupational therapist is a broad one and relates to the teaching of the normal functions of daily living. It is not considered possible to define "occupational therapy" in such a way as not to intrude in the rights of persons to aid and assist others. For similar reasons, the practices of nursing and psychology are not prohibited.

Power is given to the board, with the approval of the Governor in Council, to formulate rules governing the practice of occupational therapy, failure to comply with which shall be deemed to constitute conduct discreditable to an occupational therapist.

Other provisions of the Bill relate to administrative matters generally.

The role of an occupational therapist is an important one, particularly in the rehabilitation of persons who have suffered physical or psychiatric illness. It is therefore appropriate that only suitably qualified persons should be able to call themselves occupational therapists and to advertise themselves as such.

I commend the motion to the Committee.

[Wednesday, 17 October 1979]

Mr. D'ARCY (Woodridge) (12.2 a.m.): In view of the introduction early this year by the Minister of the Chiropractic Manipulative Therapists Bill, this proposed Bill certainly has a place on our statute-book. In the past, occupational therapists have played a much more defined role in our community and health system than have chiropractors. Over the past few decades, the occupational therapist has been recognised and defined much better in his role in the medical profession in Queensland and in Australia.

I was somewhat surprised to hear the Minister say that the Bill contains a grandfather clause. As I pointed out, nearly all occupational therapists have had degrees. Certainly, those employed by Government instrumentalities and other hospitals have qualifications that are easily recognisable by the medical profession. I am not saying that, outside of those who are fully qualified, there are not others doing good work. The point I am making is that in the medical field there has been a shortage of occupational therapists. Following upon the registration of chiropractors, the occupational therapists have every right to demand registration.

Mrs. Kyburz: They are very different.

Mr. D'ARCY: Of course they are. They play a very different role.

The point I was making is that I am surprised that the Bill has a grandfather clause. Occupational therapists have a degree that has been recognised by most universities in this country. The Minister referred also to educational standards and overseas applicants. He said that overseas applicants would have to undertake an examination which would place emphasis on their ability to speak English, and would deal only slightly with their competence in occupational therapy. I hope that occupational therapists who come to this country desiring recognition by the Queensland board will have suitable tertiary educational qualifications that would be recognised throughout the world.

The board will have many duties. I think that there are too many boards and that they tend to make themselves over-important. Some of them seem to make their own rules. The duties of the board are fairly well set out in the Bill. Penalties have been prescribed. I hope that they will be sufficiently high. I have in mind the way that this profession could be practised under the guise of medial competence, and the fact that that could have an injurious effect on patients.

This is another case of paramedics coming into their own. This legislation will be a necessity if our health system is to survive in the 1980s. Paramedics will play a very important part in our health

system, much more important than this Government has allowed them to play in the past. The patient will have to come to recognise the value of the various sections of the medical profession, and choose the way he wants his health cared for. He will become a much more discerning consumer. In doing so, he will play a major part in the fight for cost containment in the health field. Of course, cost containment is something that we should all look at seriously. If the patient does not lead this fight, no-one will do it for him.

Before closing, I again refer to the provisions relating to the boards and their powers, which the Minister spelt out briefly. I hope that when we examine the Bill we will find that the penalties are sufficiently high, and that the Bill will define the occupational therapist much more stringently than was the case with speech therapists and chiropractors, as I believe that occupational therapists play a much more important medical role than those people.

Mr. BERTONI (Mt Isa) (12.10 a.m.): In supporting the Minister in his introduction of the Occupational Therapists Bill, I am very pleased that at long last Queensland has recognised the need for the registration of occupational therapists. Queensland is the only State that forces occupational therapists to complete a university course, and the standards set here appear to be a lot higher than those set in other states.

The grandfather clause has been mentioned a number of times tonight, and it is very pleasing to see that the Minister has included it in the Bill, because there are still people involved in occupational therapy throughout the State who have been in the profession for many years but who do not necessarily possess the academic qualifications that will be required under this legislation. It is therefore important that we allow them the privilege of endeavouring to achieve the standards required for registration.

It is also very important that we control the entry into Queensland of occupational therapists from overseas. I am lead to believe that we should be concerned about occupational therapists from countries such as India and Brazil who possess qualifications which we believe would not be acceptable in Australia.

When I was having discussions with occupational therapists about this Bill, I was surprised and somewhat concerned to find that there was a degree of overlapping between the physiotherapy and occupational therapy fields. I put this to a group of physiotherapists who told me that there is no overlapping in country areas, but there may be some tendency towards it in the larger hospitals in our cities. I sincerely hope that this Bill will clearly define the line of demarcation between the two, because we do not want the respective boards fighting over it. It has been explained to me that the physiotherapist treats the patients first and then passes them on to the occupational therapist for treatment to improve their physical well-being and movements and thus enable them to re-enter the work-force. If the Bill clearly defines the line of demarcation, I think we will be performing a service to the community.

The last point I would like to make at this late stage concerns the number of occupational therapists who are actually employed in our hospitals compared with some southern hospitals. I believe that at the Royal Prince Alfred Hospital in Sydney there are 21 therapists for 1,400 beds, at the Sir Charles Gairdner Hospital in Western Australia there are 20 therapists for 500 beds, but at the Royal Brisbane Hospital we have only five occupational therapists for 1,200 beds. So it seems to me that proportionally there is a need to increase the number of occupational therapists employed in our hospitals. I have here a list of the areas showing where occupational therapists are employed, and most seem to be employed within a 100-mile radius of Brisbane. Very few are employed in country areas. There is one employed by Mount Isa Mines, and I think one is employed at the Mt. Isa Hospital on a part-time basis. I do not know how many are employed at the Townsville Hospital, but I think it may be only one. There is therefore a need to increase the number of occupational therapists employed in our hospitals throughout the State, particularly when we consider that they are involved in a whole range of activities.

One thing that emerged from the discussions I had with a group of occupational therapists was that apart from the normal work they do on neurosurgery and stroke patients, they are also involved in the rehabilitation of aged people so that they can play a more active part in community life rather than vegetate in a hospital and gradually lose all their faculties.

I am pleased that the Minister has introduced this Bill, and I fully support it.

Mr. BOURKE (Lockyer) (12.15 a.m.): I rise to support the introduction of this Bill for the registration of occupational therapists and the regulation and practice of occupational therapy. In the practice of occupational therapy, the main emphasis to date has been on the medical side. Occupational therapists have been integrated into the medical team. In recent times, greatly increased importance has been given to rehabilitation. With improvements in the practice of medicine, there is now a higher rate of survival from illnesses and diseases that in the past invariably led to death. This increased rate of survival has placed increased importance on rehabilitating people so that they can return to the community and lead a relatively independent life. This has brought benefits to the individual, in the sense that he can lead a more useful life on his own. It has also brought great benefits to the community. The practice of occupational therapy has enabled these people to be less of a burden on the community at large.

I think the point to be understood about occupational therapists is that they help people with long-term disabilities and long-term adjustments to make. I shall quote an explanation given by the university on the role of occupational therapists. It states that they help people to plan for activity, independence and usefulness over an extended time of disabled living. Obviously, this is a worthwhile activity. They are in a situation to help people who have undergone trauma, who are paralysed following traffic accident or sporting injury, or who have been burnt or have lost a limb in an industrial accident. I believe that an increasing number of people in our community need this sort of help. There has been an increasing incidence of motor accidents, and occupational therapists have been able to help the people involved in these accidents to go back into the community.

There is another aspect of the activities of occupational therapists which I feel will be of growing importance in years to come, and that is the educational aspect. Occupational therapists have been employed in our schools. I asked the Minister of Education a question on this matter on 1 May 1979. He indicated that there were two occupational therapists employed in the Education Department, both in Brisbane. This is a matter of great interest in my area in Toowoomba. People with children in this category, have felt the need for the services of an occupational therapist in Toowoomba.

I understand the Cabinet has decided that responsibility for the occupational therapists who were formerly in the Education Department is to pass to the Department of Health. I have mixed feelings about that. I believe that there will be a growing role for these professional people within the education system. I hope that the Minister and the Health Department will make suitable provision to ensure that these people are made available.

One particular condition which it is felt an occupational therapist can improve is minimal cerebral dysfunction. I think that it is worth defining this and the number of children who suffer from it. I quote from a document that I have -

“The child who suffers from minimal brain dysfunction is usually inconsistent in his behaviour and his performance. Because he is of average or above average intelligence, he can do some things better than other children of his age but other activities are much too difficult. He has problems in relating and applying these skills to other areas of learning and behaviour.

“His sight and hearing are normal, yet reversals, mirroring, spacing of letters, sounding out words can be difficult. Learning by the methods currently employed in our schools may be very difficult if not impossible because of these handicaps. The child in fact has difficulty in gaining the concept of the symbols of written words and numbers.

“He may show signs of poor co-ordination and balance. In playing with other children in the playground, he is awkward and inco-ordinated and often gets pushed over by the other children and frequently prefers not to play, rather than have the other children laugh at his efforts. Children develop peer relationships through play-ground interaction.

“His approach to task may be awkward such as the way he holds his pencil, the way he positions his paper, book and himself. He may have difficulty deciding which hand to use

and what to do with the assisting hand. He may, in fact, be confused between right and left, up and down, front and back.”

Without being facetious that sounds like a prominent member of the A.L.P. It continues –

“His behaviour is frequently inappropriate, it reflects the struggle to do things in the same way, and as well as his peers. In order to protect his developing self-concept, he may become aggressive and destructive or he may withdraw, depending on the personality of child.”

An Honourable Member interjected.

Mr. BOURKE: It could well refer to a few members of the Opposition.

Quite a number of children suffer from one or more of these described aspects of behaviour. The parents of these children are frequently in a state of extreme frustration.

An Opposition Member: What are you reading from?

Mr. BOURKE: I am reading from a preparation for the Princess Margaret Hospital for Children, notes on sensory integration therapy.

The parents are extremely frustrated because the child has great variations in behaviour and problems in learning. The parents are obviously desperate to seek aid and assistance for these children. In one part of Toowoomba there was a meeting of parents who are interested in the services of an occupational therapist to help these children. There were about 50 parents in attendance and they were all anxious, shall we say, to obtain the services of an occupational therapist in the area.

A Mrs. Jones has done a great deal of work in trying to obtain the services of an occupational therapist. She has lead deputations to the Minister on two occasions. I hope that the Health Department, if it is its responsibility, will see what can be done to provide these services for these people, as the need has been demonstrated.

I know arguments may be advanced on the long-term efficiency of some of this treatment, but aspects of it have been demonstrated to be of benefit to these children. The parents certainly feel that is helping their children. Some parents of schoolchildren in Toowoomba have found their children diagnosed as suffering from this problem and have had to approach the Queensland Spastic Welfare League and seek its help. It is not the function of that body to help in the education of these children, but the professional people there have met the challenge. There is a very competent occupational therapist there, Mrs Adams, who has done a great deal of work for children in the education system, and has set out programmes for parents for their children to follow. In stating this, I do not mean to downgrade occupational therapists who work in hospitals. They have also done work in this field.

A theory on the treatment of intellectually handicapped people has been put forward in America by the Institute of Human Development of Philadelphia, which has put out a programme produced by a Professor Doman. Enough has been said about it to demonstrate that there are some aspects of truth in their claims. I would not support their claims entirely, but I am sure it will be proved that some aspects are beneficial to intellectually handicapped children. We have to do everything possible to help the children concerned and to give the parents some hope. Some progress may be made in that aspect in the future.

Reference has been made to the demarcation problem in the health and education fields as regards speech therapists. That will also apply to occupational therapists. However, this legislation will set out conditions for registration and will give some measure of responsibility to occupational therapists themselves and will, by and large, place control of the profession – it deserves to be recognised as such – in the hands of occupational therapists. I hope the Bill will lead to improvements in the already good service now provided to the community.

Dr. SCOTT-YOUNG (Townsville) (12.23 a.m.): I rise to congratulate the Minister for including the grandfather clause. For many, many years the profession – I will call it a profession now that it is to be registered – of occupational therapy was carried out usually by very kind-hearted and elderly women with grown families who used to find time on their hands and go to hospitals. They

would there help elderly ladies to knit and men to make various leather goods. This was extremely satisfactory to the medical profession, because people with hand injuries were encouraged to use their hands and in most cases this was a major factor in the recovery of hand movement. In industry today manual dexterity is essential in workers. Those ladies were completely and utterly ignored for many years. They were accepted as a sort of accessory to the medical practitioners, or paramedicals as they called them in those days. Their full work was not recognised. I know several women who have spent anything up to 20 or 30 years doing this work. Although they have no university education or degrees, they have a vast experience of seeing people, treating people and helping people. I am so pleased that the Minister will recognise those people by giving them registration under the grandfather clause.

Occupational therapy has a rather interesting history. During World War I those who got the best results from hand injuries, of which there were many, were the Australian soldiers. This was noticed in a casualty clearing station when an overworked medical officer was so fed up with people complaining about sitting in beds and hanging around that he decided to clear out the pack store and give all the troops their weapons to clean.

He noticed that those with hand injuries got much better mobility and improved their convalescence much more quickly than those who did not do any of that work. This is the basis of occupational therapy. From that day on, physical and mental diversion was given to patients. As a result, people with grievous illnesses – sometimes even terminal illnesses – suffered their affliction much more easily if they had something to do. Exactly the same result would be seen if members of the Opposition had something to do.

Hon. Sir WILLIAM KNOX (Nundah – Minister for Health) (12.27 a.m.), in reply: I will adopt a similar procedure with this Bill and reply in more detail at the second-reading stage. However, one or two matters ought to be answered straight away. The grandfather clause is desirable in this legislation because of the number of people who have practised occupational therapy without graduating. They are very few in number and it may be that they do not wish to be registered as occupational therapists, but it is far better that the legislation have this protective clause in it than to overlook it and have to introduce it at some future time.

The matter of proliferation of boards was raised. I agree that that is a matter of some concern. However, the same people will be involved in administering the boards set up under this Bill and the previous Bill. There will be no increase in staff involved. Of course, the members of the boards will serve in a part-time capacity. Most of the boards meet at times which do not interfere with the normal professional practice of the people involved. I do not think there is any fear of overloading the system.

Mr. Burns: You have registered everybody else along the line. When are you going to register the hospital gardeners as another profession?

Sir WILLIAM KNOX: The honourable member for Lytton, who is supposed to be a person concerned with the welfare of people in the Labour movement, should not make facetious, derogatory comments about people of what might be regarded as modest circumstances in the community. Such a remark by him only reflects the inverted snobbery he has to very important people in the system, namely hospital gardeners, who provide very valuable service to the hospitals by creating an environment that is pleasing to the eye and helpful to the patients. It reflects the sort of attitude he may have to people of modest circumstances in the community. Indeed, hospital gardeners are vital to the whole operation of a hospital. Because the honourable member for Lytton wishes to make an issue of it, I draw attention to the fact that he is belittling their work. That should be out of character with the philosophy he espouses.

Motion (Sir William Knox) agreed to.

Resolution reported.

FIRST READING

Bill presented and, on motion of Sir William Knox, read a first time.

The House adjourned at 12.32 a.m. (Wednesday).

APPENDIX 4

Second Reading of the Occupational Therapists Bill in Parliament, 31 October 1979

OCCUPATIONAL THERAPISTS BILL

SECOND READING

Hon. Sir WILLIAM KNOX (Nundah – Minister for Health) (3.29 pm): I move –

“That the Bill be now read a second time.”

In the introduction of this Bill I gave an outline of the major provisions of the proposed legislation and indicated that it was similar to other registration Acts which are administered by my department.

The role of the occupational therapist is a most important one, and it was obvious during the introductory debate that honourable members are very much aware of this. Occupational therapy is a health profession whose primary purpose is assisting individuals to achieve or maintain their capacities to function in daily living activities with as much independence as possible. This is a very broad area and is the reason why the practice of occupational therapy has not been defined.

The honourable member for Woodridge referred to the grandfather clause and to the qualifications of overseas applicants. I explained the reason why the Bill contains the grandfather clause and would point out that any applicant under this provision must satisfy the board that she is competent to practise occupational therapy. I was pleased to hear the honourable members for Mt. Isa and Townsville support this provision.

With regard to overseas applicants, they will be required either to have a qualification equal to or higher than the Queensland degree or to have a qualification and to have undergone additional educational training. I am certain that the board will ensure that only properly qualified and competent persons are registered.

The honourable member for Mt. Isa raised the issue of the possible overlapping of the physiotherapy and occupational therapy professions. If there is such overlapping I feel that the two professions should get together and work this out between them.

The honourable member for Lockyer gave a very informed speech on the assistance which can be afforded by occupational therapists to children with minimal cerebral dysfunction and the honourable member for Townsville gave some of the history of the practice of occupational therapy. I thank both members for their contributions to the debate.

I advise honourable members that I will be moving an amendment in Committee to clause 38 of the Bill which relates to the procedural provisions with regard to by-laws. The amendment will have the effect of extending the provisions of the Acts Interpretation Act 1977 concerning the tabling of regulations to by-laws made under this Act.

I am sure the Bill has the support of honourable members and I commend it to the House.

Mr. D'ARCY (Woodridge) (3.31 pm):

This Bill is identical with the Bill that was introduced to register speech therapists in Queensland. This Bill simply registers occupational therapists.

I do not intend to reiterate the situation regarding boards. There are, however, fewer occupational therapists than speech therapists in Queensland. About 170 will be registered, and five of those will form part of the board of seven members. One must question the wisdom of that provision.

I see the reason for registering occupational therapists. The Opposition agrees with it. As I said at the introductory stage, occupational therapists have a wider range of skills that can be used in Queensland, not only in schools for the handicapped and hospitals but also in the school system. Young people in particular, as well as people who have been involved in accidents and are in hospitals, have a greater need for occupational therapists.

A most important function of the Government is getting back into the work-force people who are recuperating from illness or accident. Returning to work gives them a sense of achievement and usefulness in the community.

Just as the Bills to register speech therapists and chiropractors will give greater purpose to those callings, so this Bill will similarly affect the paramedical field in Queensland.

The Opposition supports the Bill.

The Minister had no comments on the machinery amendment that he mentioned. It refers to exactly the same by-laws that he mentioned in respect of the previous Bill. The Opposition has no objection to the amendment and will not be speaking to it.

Motion (Sir William Knox) agreed to.

COMMITTEE

(Mr. Row, Hinchinbrook, in the chair)

Clauses 1 to 37, both inclusive, as read, agreed to.

Clause 38 – Procedural provisions re by-laws-

Hon. Sir WILLIAM KNOX (Nundah – Minister for Health): I move the following amendment –

“On page 17, omit all words comprising lines 9 to 26, both inclusive, and insert in lieu thereof the following words-

‘38. Procedural provisions re by-laws.

(1) Section 28A of the Acts Interpretation Act 1954-1977 shall apply with respect to by-laws made for the purposes of this Act and, for the purposes of such application, that section shall be read and construed as if references to regulations were references to by-laws made for the purposes of this Act.

(2) ‘Every by-law made under this Act shall, upon its publication in the Gazette, be judicially noticed.’”

Mr. D’ARCY (Woodridge) (3.55 p.m.): The Opposition supports the amendment.

Amendment (Sir William Knox) agreed to.

Clause 38, as amended, agreed to.

Bill reported, with an amendment.

THIRD READING

Bill, on motion of Sir William Knox, by leave, read a third time.

APPENDIX 5

Assent to the Occupational Therapists Bill in Parliament, Tuesday 20 November 1979

Mr. SPEAKER (Hon. S.J. Muller, Fassi- (ern) read prayers and took the chair at 11 a.m.

ASSENT TO BILLS

Assent to the following Bills reported by Mr. Speaker :-

Health Act Amendment Bill;

Fauna Conservation Act Amendment Bill;

Land Tax Act Amendment Bill;

Primary Producers' Co-operative Associations Act Amendment Bill;

Nursing Act Amendment Bill;

Medical Act and Other Acts (Administration) Act Amendment Bill;

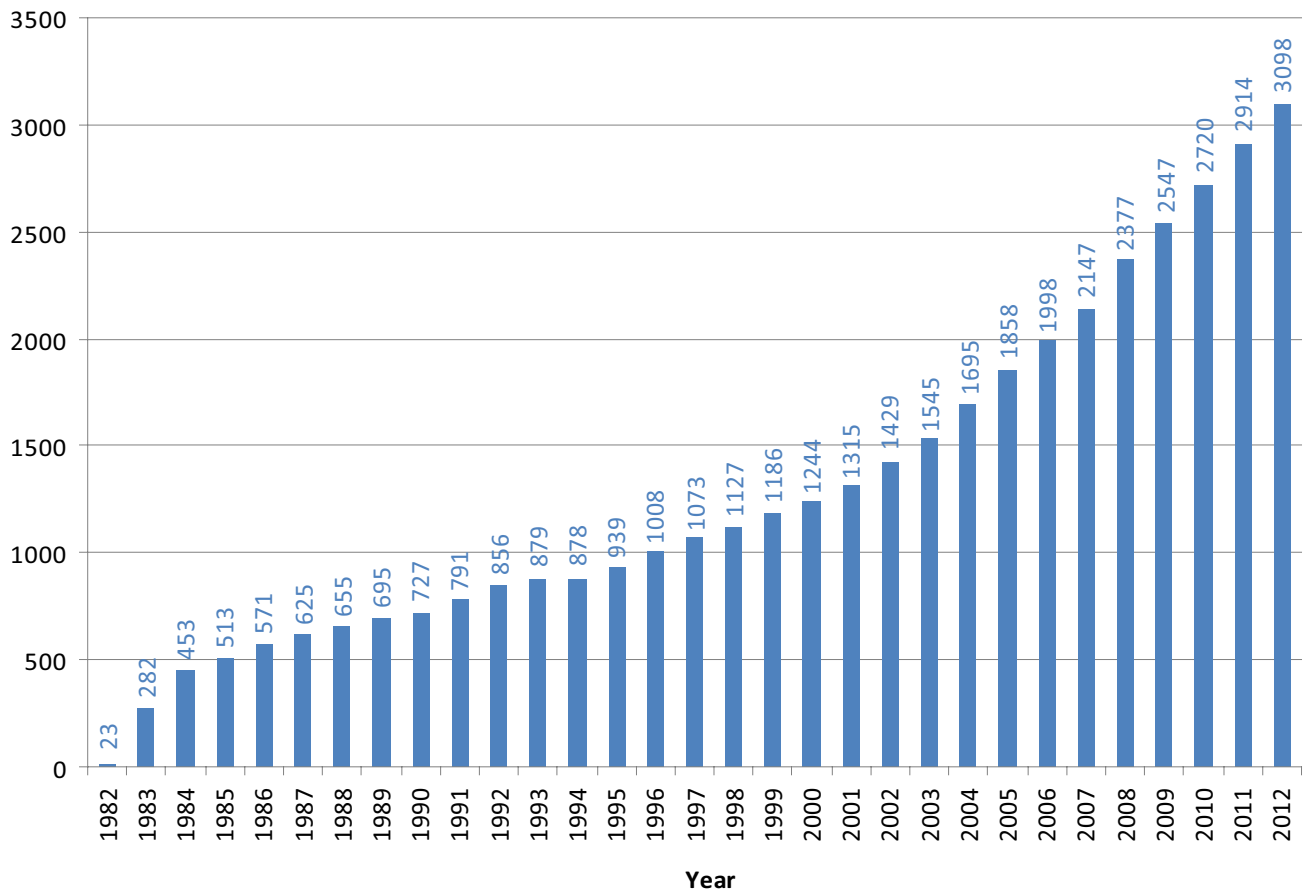
Pay-roll Tax Act Amendment Bill;

Speech Therapists Bill;

Occupational Therapists Bill.

APPENDIX 6

Registrant numbers from 1982 to 2012



APPENDIX 7

Research grants awarded by the Occupational Therapists Board of Queensland.

Year	Recipient	Research Topic
2004-2005	Michelle Allen	A framework for systematically improving occupational therapy medico-legal expert opinion: recommendations of occupational therapists, lawyers and medical specialists.
2005-2006	Tammy Hoffman, Jenny Ziviani, L McKinlay and T Russell	Feasibility study in the use of tele - rehabilitation
	Craig Greber	Development of a proforma for evaluating the instructional behaviours of occupational therapists
	Jodie Copley and Alison Nelson	How widely applicable is a multiple mentoring model for student supervision.
2006-2007	Yvonne Thomas and Michele Clark	Factors contributing to workforce longevity in occupational therapy
	Yvonne Thomas and Michele Clark	An evaluation of non-traditional occupational therapy fieldwork experiences: Role emerging (project) placements
	Gail Kingston, Marion Gray and Bronwyn Tanner	Evaluation of, impact of, and intervention for, traumatic hand injury in rural/remote North Queensland.
2007-2008	Leanne Sondergeld, Jodie Copley and Merrill Turpin	Teaching and learning professional reasoning during occupational therapy paediatric practice education.
	Marion Gray, Yvonne Thomas and Jacinta Elston	Occupational therapy with indigenous Australian clients.
2008-2009	Jill Ashburner	Current occupational therapy practice for children with Autism Spectrum Disorder in Queensland
	Anne Poulsen, Julie Henderson and Veronica Castrisos	Sustainable occupational therapy practice: work balance, job satisfaction and burnout
	Sylvia Rodger with Fitzgerald, Divila, Millar, Thomas, Garbutt and Greber	Gaining a regional perspective on the practice education quality framework for occupational therapy practice placements in Queensland
2009-2010	Jennifer Fleming and Julia Schmidt	RCT of feedback on occupational performance to improve self-awareness in clients with brain injury
	Jill Ashburner, Sylvia Rodger and Jenny Ziviani	Developing an integrated professional development program: evidence-based occupational therapy for people with Autism Spectrum Disorders
	Catherine Peters, Michelle Currin, Anthea Rogers, Sara Tyson, Tracey Comans and Sandy Brauer	Effectiveness of an enhanced multidisciplinary community based group program for Parkinson's disease
	Kylie Bower, Louise Gustafsson and Tammy Hoffman	Teaching people to self-manage the ongoing recovery of their stroke-affected arm: Evaluation of a resource to help occupational therapists, clients and their carers
	Karen Pomfrett, Bronwyn Tanner	Home environment intervention strategies to facilitate ageing-in-place for people with dementia.
2010-2011	Catherine Peters and Michelle Currin	Evaluate a new model of care for clients with PD incorporating physical and cognitive activities.
	Jodie Copley and Merrill Turpin	Development of tools for enhancing clinical reasoning of OT students and practitioners
	Katherine Kuipers	The use of virtual patients to evaluate change in occupational therapy practice following clinical reasoning training
	Nicole Andrews	Approach to activities and determinants of daily function in patients with chronic pain: a momentary within-person perspective

OCCUPATIONAL THERAPISTS BOARD OF
QUEENSLAND:

A HISTORY

1980 TO 2012

