



Graduating soon?

Julie Brayshaw,
Occupational Therapy Board of Australia Chair

Monday 26 August 2019

Welcome to the webinar!

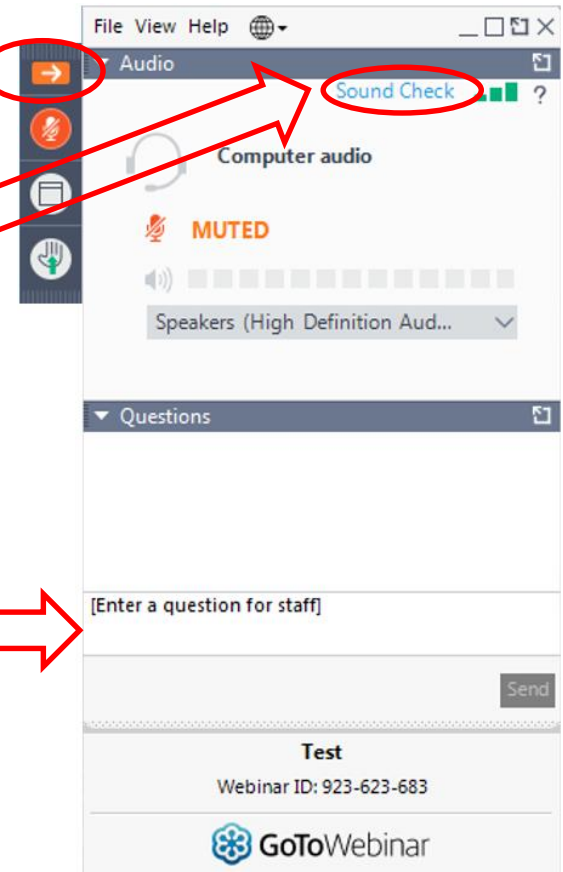
This session will commence at 14:00 AEDT

Here are some tips for this session:

Click on the orange box with the arrow to expand your view of this window

Adjust audio here
(and make sure that the volume on your computer is turned up)

Please type your questions here throughout the presentation



Meet Julie



Ms Julie Brayshaw

Chair

Occupational Therapy Board of Australia

Today's presentation

- Introduction – the Board and the occupational therapy profession
- Graduate registration
QUESTIONS
- Overview of registration standards
QUESTIONS
- Complaints or concerns
- Practitioner audit
- Australian competency standards for occupational therapists

OT regulation: Who's who?

Occupational Therapy Board of Australia (OTBA)	Australian Health Practitioner Regulation Agency (AHPRA)
Occupational Therapy Council of Australia Ltd (OTC)	Occupational Therapy Australia (OTA) WA Occupational Therapy Association (WA OTA)
Occupational Therapy Council of New South Wales	Office of Health Ombudsman

Occupational Therapy Board of Australia

The Board regulates the OT profession in order to protect the public:

- Registration of occupational therapists and students
- Development and review of standards, codes and guidelines for the profession
- Considers and makes decisions on complaints about occupational therapists
- Approval of accreditation standards
- Approval of accredited programs of study

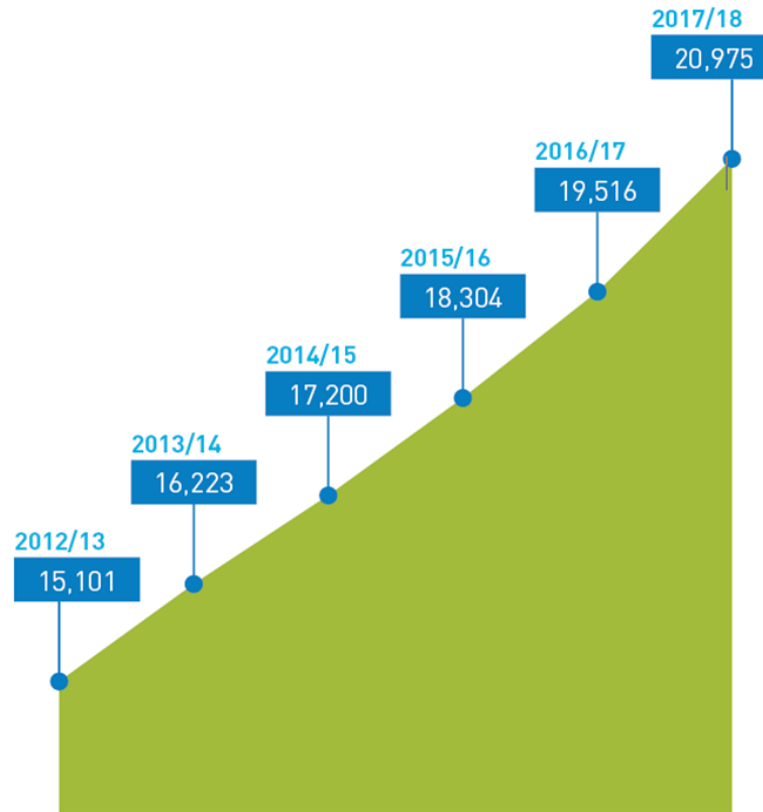
AHPRA

Supports the Board and 14 other National Boards:

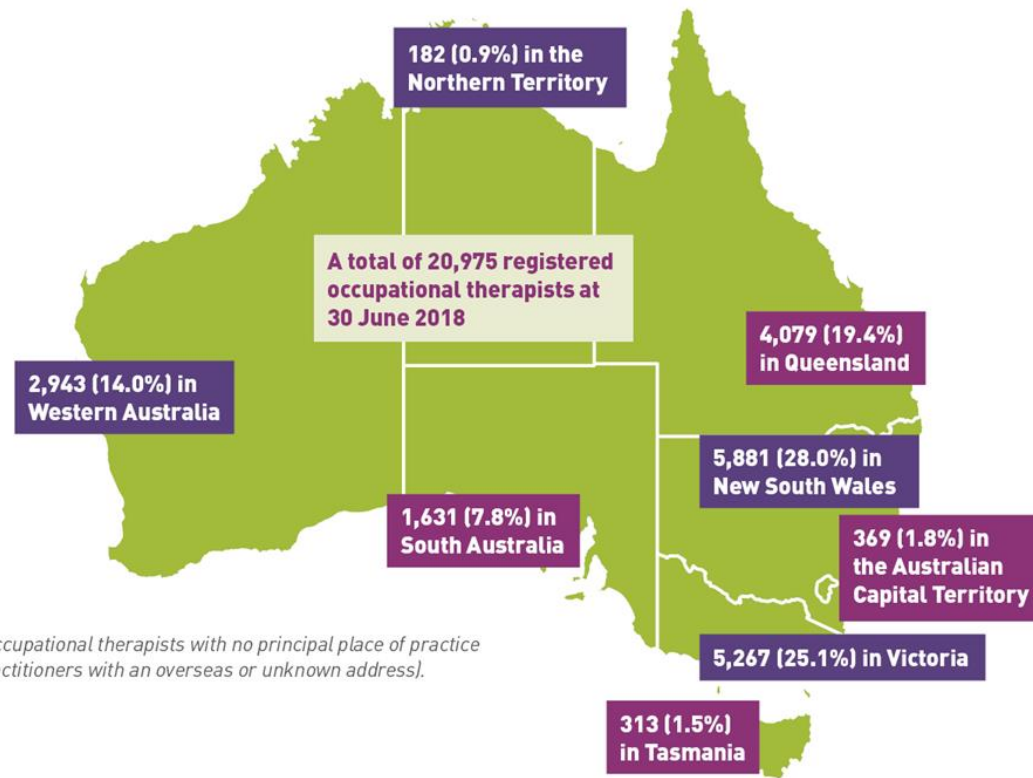
- the first point of contact for all enquiries including those about registration and notifications (complaints)
- manages the registration and renewal processes for all registered health practitioners
- publishes and maintains the national register of health practitioners
- manages investigations into the professional conduct, performance or health of registered health practitioners

Occupational therapy profession

Growth of the profession

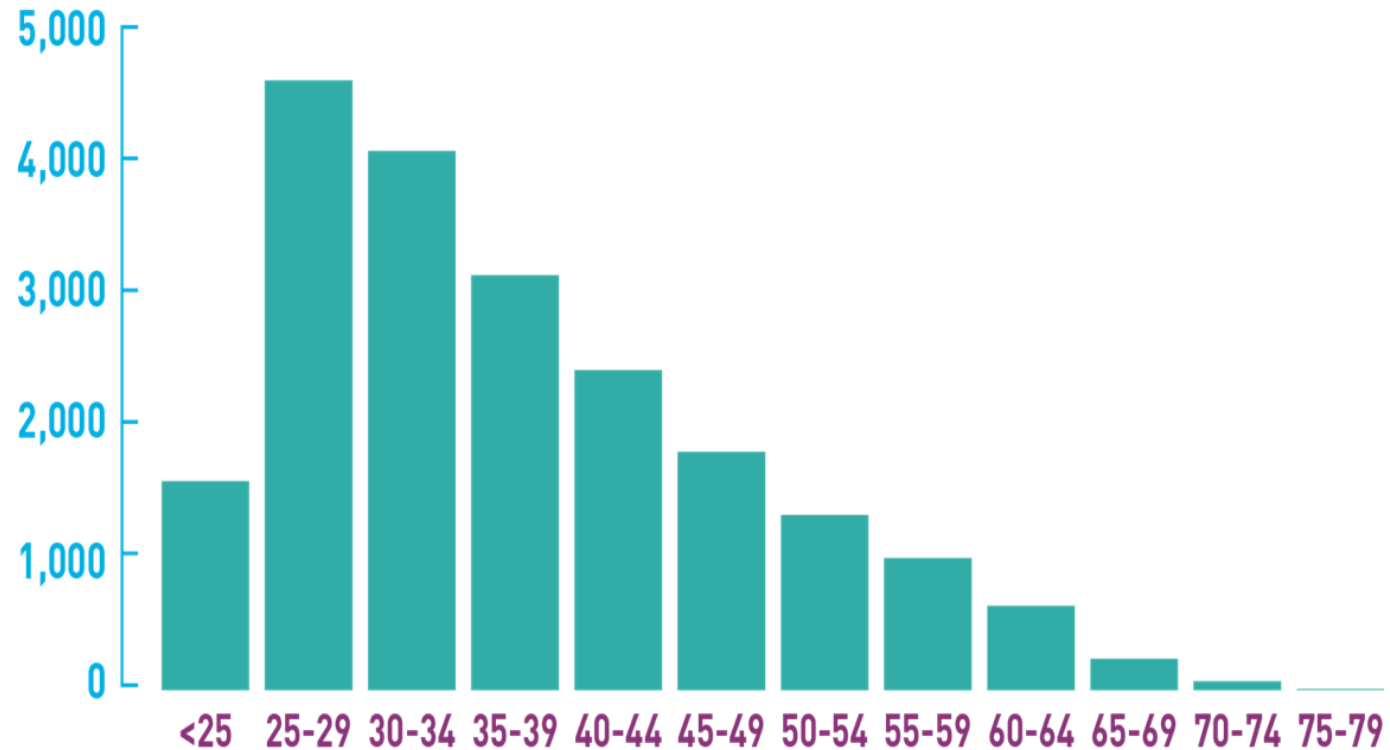


Occupational Therapists in Australia

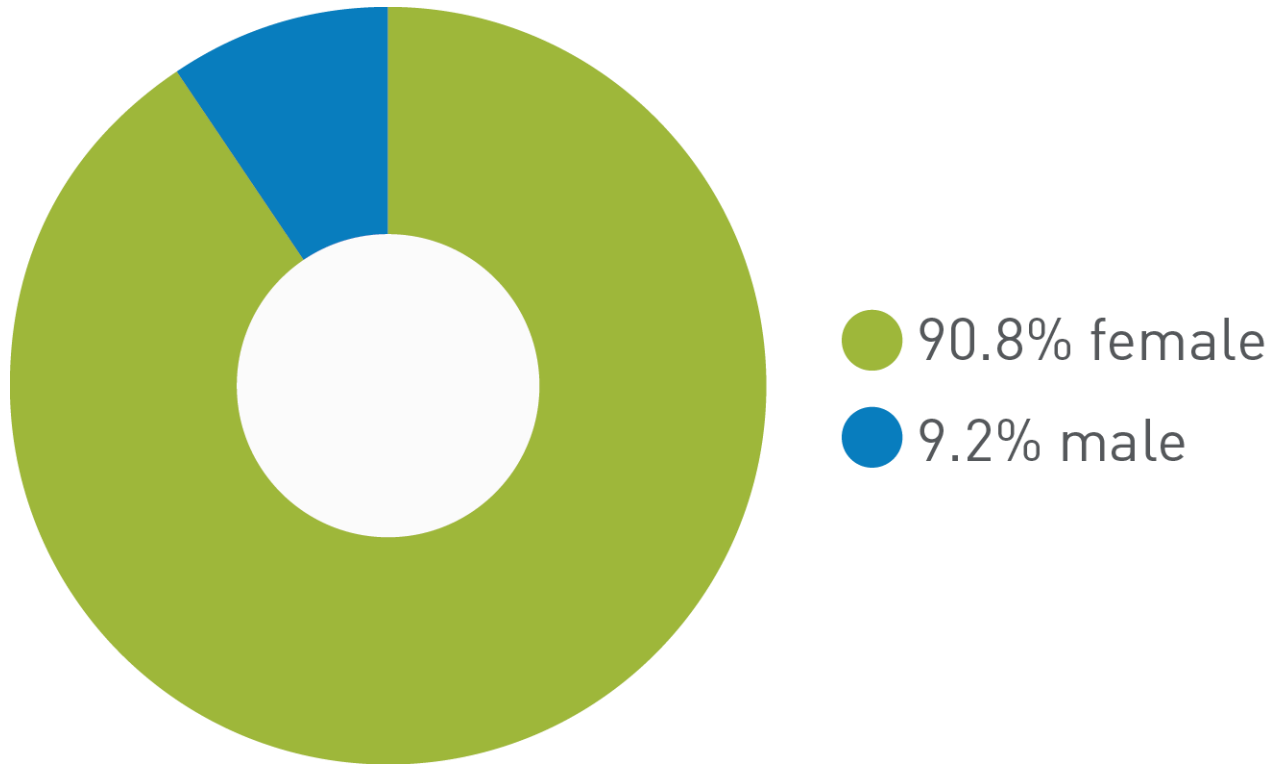


310 (1.5%) occupational therapists with no principal place of practice (includes practitioners with an overseas or unknown address).

Occupational Therapists by age



Occupational therapists by gender



Graduate registration

Graduate registration

- Graduates will **not** automatically be registered as an occupational after completion of their studies
- A **new graduate** is a person who qualified from an approved program of study **within two years of graduating**
- If you are **not a new graduate** you must apply for general registration using the relevant form and attach a certified copy of your original academic transcript or certificate

You must register...

- prior to practising as an occupational therapists
- to use the title 'occupational therapist', and
- to claim to be qualified to practise as an occupational therapist.

It is important to note that practising as an occupational therapist is not limited to providing direct clinical services to clients.

Additional guidance about when you must be registered can be found on the Board's website.

Examples of when you must register...

- You, your employer and your clients refer to your position as 'occupational therapist'
- Clients or service users are given the impression that you are an occupational therapist
- You describe yourself as an occupational therapist on social media
- You work in a role not titled 'occupational therapist' but have direct clinical contact as an occupational therapist

Steps for graduate registration

- Apply for registration online 4-6 weeks before completing your course
- Ensure you are familiar with the Board's registration standards, codes and guidelines
- Pay: Application fee \$113 and Registration fee \$113
- Submit required documents online
- AHPRA assesses your application and confirms satisfactory completion of your approved program with your education provider
- You're registered!

Supporting documentation

- Proof of identity
- Proof of change of name
- Academic qualifications
- English language skills
- Criminal history
- Impairments

Questions

The Board's registration standards, codes and guidelines

Standards, codes and guidelines

Five mandatory registration standards:

- English language skills
- Continuing professional development
- Recency of practice
- Professional indemnity insurance
- Criminal history

English Language skills

4 pathways to meet this registration standard:

1. Primary language
2. Combined secondary and tertiary education
3. Extended education, or
4. English language tests

English Language skills – Pathway 4

- **IELTS** with a minimum overall score of 7
 - **OET** with a minimum score of B in each of the four components
 - **PTE Academic** with a minimum overall score of 65, or
 - **TOEFL iBT** with a minimum score of 94
- Additional requirements regarding the tests

Continuing Professional Development

Registration Standard

- Requires minimum **20 hours** of CPD annually to maintain and improve competence
- Minimum of 5 hours of CPD activities in interactive settings
- Periodic audits
- Does not apply to students or to a person granted 'non-practising' registration

Continuing Professional Development

Your CPD hours should:

- seek to improve patient/client outcomes and experiences
- draw on the best available evidence, including well-established and accepted knowledge that is supported by research (where possible), to inform good practice and decision-making
- build on the occupational therapists' existing knowledge

In summary...

- Plan your CPD, and set new goals each year
- Set aside time each month to plan and track CPD
- Set up a folder or online system to help you store evidence quickly and easily
- Keep your CPD record somewhere handy so you can record and reflect as you go

Professional Indemnity Insurance (PII)

Registration Standard

- Any occupational therapist must not practise if they do not have appropriate PII arrangements in place
- PII must cover all aspects of practice and practice locations, including private practice settings
- PII can be provided by a third party e.g. employer
- Declaration at application and renewal

Recency of Practice (RoP)

Registration Standard

- Minimum requirements to maintain recency of practice to ensure safe and competent practice:
 - 150 hours of practice in the previous 12 months
 - 450 hours of practice in the previous 3 years, or
 - 750 hours of practice in the previous 5 years
- Requirements regarding scope of practice
- Declaration at initial application and renewal

Criminal history

All criminal history, whether from Australia or overseas, must be declared when applying for and renewing registration.

Mandatory Disclosures	Registration details: To be renewed
Workforce Survey	Profession: Occupational Therapist
Summary of Renewal	Registration number: [REDACTED]
Payment	Registration type: General
Complete	Mandatory disclosures
	Do you meet the Board's recency of practice requirements? Yes
	During your preceding period of registration, have you met the Board's continuing professional development (CPD) requirements? Yes
	During your preceding period of registration, have you practised in accordance with the requirements of the Board's <i>Professional indemnity insurance (PII) arrangements registration standard</i> when practising the profession in Australia? Yes
	If your registration is renewed, do you commit to practise in accordance with the requirements of the Board's <i>Professional indemnity insurance arrangements registration standard</i> when practising the profession in Australia? Yes
	Do you have an impairment that detrimentally affects, or is likely to detrimentally affect, your capacity to practise the profession? No
	During your preceding period of registration, has there been any change to your criminal history that you have not declared to AHPRA? No
	Do you have any criminal history that you have not disclosed to AHPRA (other than that disclosed in the question above)? No

Criminal history

Registration Standard

The Board takes into account:

- Nature/gravity of offence/alleged offence
- Period elapsed since offence
- Whether finding of guilt
- Any sentence imposed
- Age of practitioner and any victim
- Behaviour since offence/allegation
- Likelihood of future threat to patients
- Additional relevant information
- Periodic audits

Standards, codes and guidelines

Codes and Guidelines:

- Code of Conduct
- CPD guidelines
- Guidelines for advertising regulated health services
- Guidelines for mandatory notifications
- Guidelines about informing the Board about where you practise

Standards:

- *Australian occupational therapy competency standards*

Code of conduct

- All registered occupational therapists are expected to comply with the Board's Code of Conduct
- The Code of Conduct supports occupational therapists in maintaining high-quality level of professional competence and ethical conduct

Competency standards

In effect
since
1 Jan 2019

Standard 1: Professionalism

An occupational therapist practises in an ethical, safe, lawful and accountable manner, supporting client health and wellbeing through occupation and consideration of the person and their environment.

Standard 2: Knowledge and learning

An occupational therapist's knowledge, skills and behaviours in practice are informed by relevant and contemporary theory, practice knowledge and evidence, and are maintained and developed by ongoing professional development and learning.

Standard 3: Occupational therapy process and practice

An occupational therapist's practice acknowledges the relationship between health, wellbeing and human occupation, and their practice is client-centred for individuals, groups, communities and populations.

Standard 4: Communication

Occupational therapists practise with open, responsive and appropriate communication to maximise the occupational performance and engagement of clients and relevant others.

Competency standards resources



Get to know the new competency standards for occupational therapists

Occupational Therapy Board of Australia

- Standard 1: Professionalism**
An occupational therapist practises in an ethical, safe, lawful and accountable manner, supporting client health and wellbeing through occupation and consideration of the person and their environment.
- Standard 2: Knowledge and learning**
An occupational therapist's knowledge, skills and behaviours in practice are informed by relevant and contemporary theory, practice knowledge and evidence, and are maintained and developed by ongoing professional development and learning.
- Standard 3: Occupational therapy process and practice**
An occupational therapist's practice acknowledges the relationship between health, wellbeing and human occupation, and their practice is centred for individuals, groups, communities and populations.

Being registered with the Occupational Therapy Board of Australia lets people in your care know that you're qualified and competent to practise.

The Australian occupational therapy competency standards (AOTCS) outline safe and competent standards all occupational therapists should demonstrate.

new competency standards.

2. Competency standards

Standard 1 Professionalism

An occupational therapist practises in an ethical, safe, lawful and accountable manner, supporting client health and wellbeing through occupation and consideration of the person and their environment.

- An occupational therapist:
1. complies with the Occupational Therapy Board of Australia's standards, guidelines and code of conduct
 2. adheres to legislation relevant to practice
 3. maintains professional boundaries in all client and professional relationships
 4. recognises and manages conflicts of interest in all client and professional relationships in a culturally safe manner, with particular respect to culturally diverse clients/groups
 5. practises in a culturally responsive and culturally safe manner, with particular respect to culturally diverse clients/groups
 6. incorporates and responds to historical, political, cultural, societal, environmental and economic factors influencing health, wellbeing and occupations of Aboriginal and Torres Strait Islander Peoples
 7. collaborates and consults ethically and responsibly for effective client-centred and interprofessional practice
 8. adheres to all work health and safety, and quality requirements for practice
 9. identifies and manages the influence of her/his values and culture on practice
 10. practises within limits of her/his own level of competence and expertise
 11. maintains professional competence and adapts to change in practice contexts
 12. identifies and uses relevant professional and operational support and supervision
 13. manages resources, time and workload accountability and effectively
 14. manages and manages her/his own physical and mental health for safe, professional practice

Standard 2 Knowledge and learning

An occupational therapist's knowledge, skills and behaviours in practice are informed by relevant and contemporary theory, practice knowledge and evidence, and are maintained and developed by ongoing professional development and learning.

- An occupational therapist:
1. applies current and evidence-informed knowledge of occupational therapy
 2. applies theory and frameworks of occupation to professional practice
 3. identifies and applies best available evidence in professional practice
 4. understands and responds to Aboriginal and Torres Strait Islander Peoples' leadership, research and practices
 5. maintains current knowledge for cultural responsiveness to practice
 6. maintains and improves currency of knowledge, skills and behaviours in practice
 7. adheres to the requirements for continuing professional development (CPD) for practice or returning to practice
 8. reflects on practice to inform current and future practice
 9. maintains knowledge of relevant resources and evidence
 10. maintains digital literacy for practice.

Get to know the new competency standards for occupational therapists

Standard 1: Professionalism

An occupational therapist practises in an ethical, safe, lawful and accountable manner, supporting client health and wellbeing through occupation and consideration of the person and their environment.

Standard 2: Knowledge and learning

An occupational therapist's knowledge, skills and behaviours in practice are informed by relevant and contemporary theory, practice knowledge and evidence, and are maintained and developed by ongoing professional development and learning.

Standard 3: Occupational therapy process and practice

An occupational therapist's practice acknowledges the relationship between health, wellbeing and human occupation, and their practice is client-centred for individuals, groups, communities and populations.

Standard 4: Communication

Occupational therapists practise with open, responsive and appropriate communication to maximise performance and outcomes for individuals, groups, communities and populations.

Visit [www.occupationaltherapyboard.gov.au](#)

Other resources on the Board's website

- More than 100 frequently asked questions
- Registration standards
- CPD template (for recording) and guidance material
- Codes and guidelines – advertising, mandatory notifications, code of conduct
- Social media policy
- A dedicated audit webpage

Questions

Notifications about registered health practitioners

- What is a notification (concern) under the National Law ?
- What can concerns be about?
 - Health, conduct, performance.
- Mandatory vs. voluntary notifications

Mandatory notification

‘Notifiable conduct’ is defined under the National Law as:

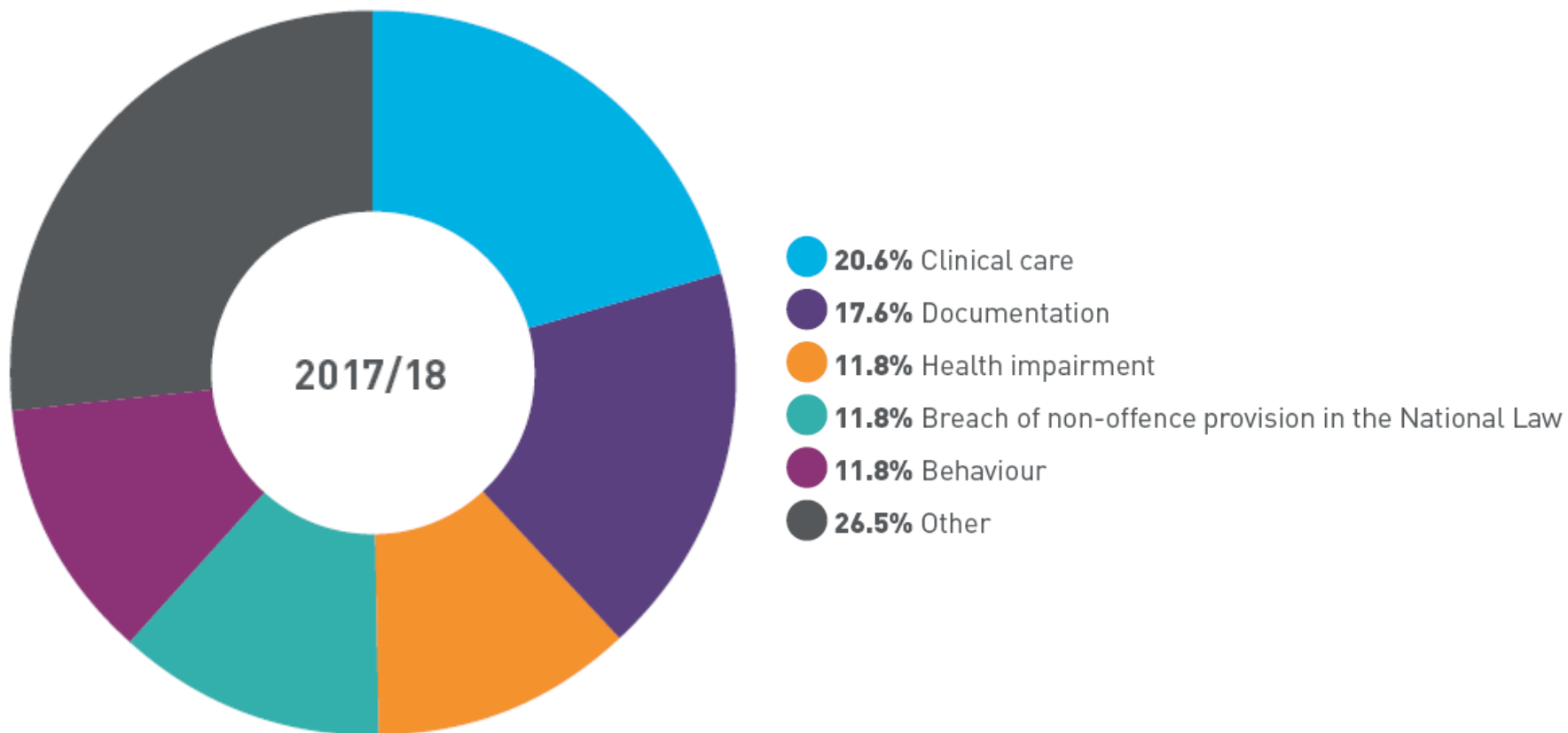
- Intoxicated by alcohol or drugs.
- Engaged in sexual misconduct in connection with professional practise.
- Impairment that would place the public at substantial risk of harm.
- Significant departure from accepted professional standards.

Voluntary notification

A member of the public can make a notification (raise a concern) with AHPRA about the conduct, health and/or performance of a practitioner or student.

Most notifications are made voluntarily by individuals with concerns about a registered health practitioner.

Findings by categories



Questions

Practitioner audit

- The audit selection process is **random**.
- You can be audited at any time on any of the following four mandatory registration standards:

Criminal history registration standard

Recency of practice registration standard

Professional indemnity insurance arrangements registration standard

Continuing professional development registration standard

Your declarations

- Each time you renew your registration, you make a declaration as to whether you have (or have not) met some or all of the registration standards
- You will be audited against your self-declarations made at your previous registration renewal
- The audit requires you to provide further information to support your declarations for the previous registration period

Questions

Thank you for participating

OTBA website: www.occupationaltherapyboard.gov.au

AHPRA website: www.ahpra.gov.au

AHPRA: 1300 419 495 / or make a web enquiry

A recording of this webinar will be published on the Board's website in the coming weeks.