

Occupational therapists

This document is the second draft of the standards of proficiency following the PLG's meeting on 25th April 2006.

Key:

This document incorporates the agreed changes to the generic standards shown elsewhere.

The profession-specific standards are shown in italics.

Additional standards or wording is shown in bold.

Deleted standards or wording is shown in italicised type, struck-through.

Expectations of a health professional

1a: Professional autonomy and accountability

Registrant occupational therapists must:

- 1a.1 be able to practise within the legal and ethical boundaries of their profession
 - **understand the need to act in the best interests of patients, clients and users at all times**
 - understand what is required of them by the Health Professions Council
 - understand the need to respect, and so far as possible uphold, the rights, dignity, **values** and autonomy of every patient, client and user including their role in the diagnostic and therapeutic process and **in maintaining health**
 - *be able to recognise the potential of occupational therapy in new and emerging areas of practice*
- 1a.2 be able to practise in a non-discriminatory **and non-oppressive** manner
- 1a.3 ~~be able to maintain confidentiality and obtain informed consent~~
understand the importance of and be able to maintain confidentiality
- 1a.4 **understand the importance of and be able to obtain informed consent**
- 1a.5 be able to exercise a professional duty of care
- 1a.6: **be able to practise as an autonomous professional, exercising their own professional judgement**
 - be able to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem
 - be able to initiate resolution of problems and be able to exercise personal initiative
 - know the limits of their practice and when to seek advice **or refer to another professional**
 - **recognise that they are personally responsible for and must be able to justify their decisions**

1a.7 recognise the need for effective self-management of workload **and resources** and be able to practise accordingly

1a.8 understand the obligation to maintain fitness to practise
- **understand the need to practise safely and effectively within their scope of practice**
- understand the importance of maintaining ~~health and care for themselves~~
their own health
- **understand the need to keep skills and knowledge up to date and the importance of career-long learning**

~~1a.8 understand the need for career-long self-directed learning~~

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1b: Professional relationships

Registrant occupational therapists must:

- 1b.1 be able to work, where appropriate, in partnership with other professionals, support staff, patients, clients and users, and their relatives and carers
- understand the need to build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team
 - understand the need to engage patients, clients, users and carers in planning and evaluating diagnostics, treatments and interventions to meet their needs and goals
 - **be able to make appropriate referrals**
 - *understand the need to work with those who provide services in both the statutory and non-statutory sectors*
- 1b.2 be able to contribute effectively to work undertaken as part of a multi-disciplinary team
- 1b.3 be able to demonstrate effective and appropriate skills in communicating Information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers
- be able to communicate in English to the standard equivalent to level 7 of the International English Language Testing System, with no element below 6.5
 - understand how communication skills affect the assessment of patients, clients and users, and how the means of communication should be modified to address and take account of factors such as age, physical and learning disability
 - be able to select, move between and use appropriate forms of verbal and non-verbal communication with patients, clients, users and others
 - be aware of the characteristics and consequences of non-verbal communication and how this can be affected by culture, age, ethnicity, gender, religious beliefs and socio-economic status
 - understand the need to provide patients, clients and users (or people acting on their behalf) with the information necessary to enable them to make informed decisions
 - understand the need to use an appropriate interpreter to assist patients whose first language is not English, wherever possible
 - recognise that relationships with patients, clients and users should be based on mutual respect and trust, and be able to maintain high standards of care even in situations of personal incompatibility
- 1b.4 understand the need for effective communication throughout the care of the patient, client or user
- recognise the need to use interpersonal skills to encourage the active participation of patients, clients and users

- understand the need to adopt a client-centred approach and establish ~~support~~ **appropriate professional relationships** in order to motivate and involve the client in meaningful occupation
- understand the value, ~~when working with and for disabled people of empowering them with the aim of enhancing access and opportunities for all~~ **of enabling and empowering service users with the aim of enhancing access and opportunities for all**
- understand group dynamics and roles, and be able to facilitate group work, in order to maximise support, learning and change within groups **and communities**
- understand the need to capitalise, where appropriate, on the dynamics within groups **and communities** in order to harness motivation and active involvement of participants

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The skills required for the application of practice

2a: Identification and assessment of health and social care needs

Registrant occupational therapists must:

- 2a.1 be able to gather appropriate information
- 2a.2 be able to **select and** use appropriate assessment techniques
- be able to undertake and record a thorough, sensitive and detailed assessment, using appropriate techniques and equipment
 - be able to use observation to gather information about the functional abilities of clients
 - ~~understand the need to make provision for identification and assessment of~~ **identify and assess occupational, physical, psychological, cultural and environmental needs/problems of service users and their families and carers**
 - ~~be able to listen to a client's story and~~ **analyse the content in order to plan for the future**
 - ~~be able, through interview and individual~~ **personal discussion, to understand the values, beliefs and interests of clients and their families and carers**
 - ~~be able to select and use standardised and non-standardised assessments~~ **appropriately to gather information in relation to dysfunction and environmental barriers about the client's occupational performance, taking account of the environmental context, taking account of the environmental context**
 - ~~be able to select and use relevant assessment tools to identify occupational performance and functional needs in the areas of self-care, productivity and leisure~~
 - ~~understand the need to consider the assessment of the both health and social care needs of both clients and carers~~ **service users and carers**
- 2a.3 be able to undertake or arrange clinical **or scientific** investigations as appropriate
- 2a.4 be able to analyse and evaluate the information collected

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

Registrants must:

- 2b.1 be able to use research, reasoning and problem solving skills ~~(and, in the case of clinical scientists, conduct fundamental research)~~
- recognise the value of research to the systematic evaluation of practice
 - be able to ~~conduct~~ **engage in** evidence-based practice, evaluate practice systematically, and participate in audit procedures
 - be aware of ~~methods commonly used in health and social care research~~ a range of research methodologies
 - be able to demonstrate a logical and systematic approach to problem solving

- be able to evaluate research and other evidence to inform their own practice
- 2b.2 be able to draw on appropriate knowledge and skills in order to make professional judgements
- be able to change their practice as needed to take account of new developments
 - be able to demonstrate a level of skill in the use of information technology appropriate to their ~~profession~~ **practice**
 - ~~be able to use~~ **understand and use the established theories, sciences, models, frameworks and concepts of occupational therapy**
- 2b.3 be able to formulate specific and appropriate management plans including the setting of timescales
- understand the requirement to adapt practice to meet the needs of different client groups distinguished by, for example, physical, psychological, environmental, cultural or socio-economic factors
 - ~~understand the need to agree the goals and priorities of intervention in relation to occupational needs in partnership with clients, basing such decisions on assessment results and the methods to be adopted in relation to self-care, productivity and leisure, occupational needs and to base such decisions on assessment results in partnership with the client~~
 - ~~be able to select individual occupational therapy interventions as appropriate, taking into account the specific therapeutic needs of clients and carers as appropriate, the specific occupations and/or activities for use as therapeutic media, taking into account the particular therapeutic needs of service users and carers~~
 - ~~be able to analyse select, develop or modify therapeutic media and/or environments to that enable clients to build on their abilities and to limit dysfunction enhance their occupational performance~~
 - ~~Be aware of the full-range of occupations used in intervention, including creative and practical activities and environmental adaptations, and that the occupations used and how these should reflect individuals' particular needs, Recognise in relation to self-care, productivity and leisure as outcomes~~
- 2b.4 be able to conduct appropriate diagnostic or monitoring procedures, treatment, therapy or other actions safely and skilfully
- understand the need to maintain the safety of both patients, clients and users, and those involved in their care
 - ~~understand the specific local context of practice, including the socio-cultural diversity of the community~~
- 2b.5 be able to maintain records appropriately
- be able to keep accurate, legible records and recognise the need to handle these records and all other [] information in accordance with applicable legislation, protocols and guidelines
 - understand the need to use only accepted terminology (which includes abbreviations) in making [] records

2c: Critical evaluation of the impact of, or response to, the registrant's actions

Registrant occupational therapists must:

- 2c.1 be able to monitor and review the ongoing effectiveness of planned activity and modify it accordingly
- be able to gather information, including qualitative and quantitative data that helps to evaluate the responses of patients, clients and users to their care
 - be able to evaluate ~~management~~ intervention plans ~~against treatment milestones~~ using recognised ~~health~~ outcome measures and revise the plans as necessary in conjunction with the patient, client or user
 - recognise the need to monitor and evaluate the quality of practice and the value of contributing to the generation of data for quality assurance and improvement programmes
 - be able to make reasoned decisions to initiate, continue, modify or cease treatment or the use of techniques or procedures, and record the decisions and reasoning appropriately
 - understand that outcomes may not always conform to expectations but may still meet the needs of patients, clients or users
 - ***be able to work in appropriate partnership with the service user in order to evaluate the effectiveness of occupational therapy intervention***
- 2c.2 be able to audit, reflect on and review practice
- understand the principles of quality control and quality assurance
 - be aware of the role of audit and review in quality management, including quality control, quality assurance and the use of appropriate outcome measures
 - be able to maintain an effective audit trail and work towards continual improvement - participate in quality assurance programmes, where appropriate
 - understand the value of reflection on clinical practice and the need to record the outcome of such reflection
 - recognise the value of case conferences and other methods of review

Knowledge, understanding and skills

3a:

Registrant occupational therapists must:

- 3a.1 know the key concepts of the biological, physical, social, psychological and clinical sciences which are relevant to their profession-specific practice
- understand the structure and function of the human body, relevant to their practice, together with a knowledge of health, disease, disorder and dysfunction
 - be aware of the principles and applications of scientific enquiry, including the evaluation of treatment efficacy and the research process
 - recognise the role of other professions in health and social care
 - understand the theoretical basis of, and the variety of approaches to, assessment and intervention
 - *understand activity and occupation ~~as it relates~~ and their relation to health and well-being*
 - *understand the theoretical concepts underpinning occupational therapy, specifically the occupational nature of human beings and how they function in everyday activities*
 - *be aware of the origins and development of occupational therapy, including the evolution of the profession towards the current emphasis on autonomy and empowerment of individuals, groups and communities*
 - *understand the use of the current philosophical framework for occupational therapy that focuses on client-centeredness and the social model of disability*
 - ~~*be able to analyse human occupation from a holistic perspective and the demands made on individuals in order to engage in occupations*~~
 - *understand the impact of occupational dysfunction and deprivation on individuals, families, groups and communities and recognise the importance of restoring opportunities*
 - ~~*be able to use utilise the foundation sciences fundamental to everyday practice and be able to interpret them in relation to human functioning and dysfunction*~~
 - *recognise the socio-cultural environmental issues that influence the context within which people live and work*
 - *recognise the impact of inequality, poverty, exclusion, identity, social difference and diversity on occupational performance*
 - *recognise the value of the diversity and complexity of human behaviour through ~~exploring~~ the exploration of different physical, psychological, environmental, social, emotional and spiritual perspectives*
 - *be aware of social, ~~housing~~ environmental **(including housing) and work related** policies and services and their impact on human needs within a diverse society*
 - *understand the impact of legislation on the delivery of care*

- 3a.2 know how professional principles are expressed and translated into action through a number of different approaches to practice, and how to select or modify approaches to meet the needs of an individual, groups **or communities**
- know how to meet the social, psychological and physical health based occupational needs of patients across a range of practice areas
- 3a.3 understand the need to establish and maintain a safe practice environment
- be aware of applicable health and safety legislation, and any relevant safety policies and procedures in force at the workplace, such as incident reporting, and be able to act in accordance with these
 - be able to work safely, including being able to select appropriate hazard control and risk management, reduction or elimination techniques in a safe manner in accordance with health and safety legislation
 - be able to select appropriate personal protective equipment and use it correctly
 - be able to establish safe environments for ~~clinical~~ practice, which minimise risks to patients, clients and users, those treating them, and others, including the use of hazard control and particularly infection control
 - *know and be able to apply appropriate moving and handling techniques*

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