



Bringing POTential to Life: A Framework for Occupational Therapy

No	Framework	Context	How?	2 year focus	Measurable outcomes
1	<p>Improving career pathways & skill development — developing the potential of all our staff.</p> <p><i>Building a valued and supported workforce with opportunities to follow a dynamic career pathway that responds to the changing needs of the people who use our services</i></p>	<p>RCOT Career Development Framework¹ Facing the Facts, shaping the Future: a draft health & care workforce strategy for England to 2027² The NHS Long-term plan³ SWLSTG nursing framework⁴</p>	<p>Develop innovative approaches to OT recruitment.</p> <p>Retain quality staff by ensuring they have opportunities to develop and progress their careers in:</p> <p>Professional Practice Leadership & Management Facilitating learning Evidence, Research & Development</p>	<p>Extend & increase awareness of existing & evolving career development opportunities.</p> <p>Ensure OT included within trust workforce strategy and other recruitment initiatives</p> <p>Joint recruitment and retention strategies across SLP</p> <p>Extend provision of specialist inhouse training for OTs</p>	<p>Evaluation of Preceptorship Plus</p> <p>Regular bulletins about vacancies & secondments and regular access to 'one stop shop' advice sessions</p> <p>Each service line has clear opportunities for shadowing and job experience</p> <p>Infrastructure in place for apprenticeship posts</p> <p>Survey of OTs' satisfaction with support & information about career development</p> <p>Quarterly CPD / Training event</p>

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2	<p>Furthering evidence based practice and driving up standards</p> <p><i>A workforce that is able to offer evidence based therapy interventions within day to day clinical practice, having confidence and professional pride in their expertise</i></p>	<p>AHPs into action⁶ RCOT Career Development Framework¹ Facing the Facts, shaping the Future: a draft health & care workforce strategy for England to 2027²</p>	<p>Using best evidence to underpin OT interventions and demonstrate OT added value</p> <p>Developing and tailoring systems to gather data to demonstrate OT effectiveness</p>	<p>Capacity building in Evidence Based Practice, QI</p> <p>Build links with universities & researchers re literature reviews</p> <p>Develop effective OT CPD forums</p> <p>Using outcome data to drive up standards</p>	<p>Regular OT forums using agreed structure</p> <p>Agreed outcome standards per service line.</p> <p>University student to carry out lit search / dissertation with / for us</p> <p>Three OT Publications & / or conference presentations</p> <p>One OT QI project per service line</p>

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3	<p>Expanding partnership working</p> <p><i>Working with internal and external partners, building networks, sharing good practice and developing opportunities</i></p>	<p>AHPs into action⁶ Facing the Facts, shaping the Future: a draft health & care workforce strategy for England to 2027²</p>	<p>Build South London Partnership (SLP) networks across all specialities</p> <p>Working with service users and carers to generate meaningful co-production initiatives</p> <p>Develop academic partnerships – see ‘Evidence-Based Practice’</p> <p>Consolidate partnerships with social care and physical health OTs</p>	<p>Develop new partnerships within SLP and build up shared resources to disseminate good practice</p> <p>Advocate for and acts as ambassadors in promoting the benefits of co-production</p> <p>Maintain and expand links with Kingston and St. Georges school of Occupational Therapy</p> <p>Explore and develop links with third sector organisations (e.g. MIND)</p> <p>Liaise with social care OTs to agree equipment ordering process for service users with physical disabilities and share skills with physical health OTs.</p>	<p>Initial study / joint practice day for each SLM across SLP</p> <p>One co-production project per service line</p> <p>Each service line to scope potential partners for OT collaborative projects</p> <p>Clear equipment ordering protocols</p> <p>Develop sharing skills workshops with physical health OT’s</p> <p>Offer a minimum of three teaching opportunities to Kingston and St Georges School of Occupational Therapy</p>

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4	<p>Putting Occupation at the Centre</p> <p><i>Promoting the role of occupation in recovery and improving health and wellbeing</i></p>	<p>RCOT Strategic Intentions⁵ RCOT Making Personalised Care a Reality⁷</p>	<p>To consistently promote the importance of our clients' occupational needs to a wide range of audiences, and highlight the value of occupational therapy as a means of improving health, well-being and recovery.</p> <p>Ensure that OTs have the knowledge, skills & opportunities to deliver occupation-focussed interventions and demonstrate their added value within the modern healthcare context.</p>	<p>To improve internal & external marketing using a range of existing & emerging technologies</p> <p>Enabling and empowering all OTs to put occupation at the core of their working practice</p>	<p>New Therapies section on Trust's Website & visible social media profile</p> <p>All OT services will have clear occupational therapy referral criteria & pathway</p> <p>20% increase in OT interventions as recorded on RIO</p> <p>Identification & review of posts without protected OT time.</p>

¹Royal College of Occupational Therapists (2017) *The career development framework: guiding principles for occupational therapy*.

²Health Education England (2017) *Facing the facts, shaping the future: a draft health & care workforce strategy for England to 2027*

³NHS England. 2019. *The NHS Long Term Plan*. [online]. [Accessed 21st March 2019]. Available from: <https://www.longtermplan.nhs.uk/>

⁴South West London & St George's Mental Health NHS Trust (2017) *Nurses grow: nursing framework*

⁵Royal College of Occupational Therapists (2018) *Strategic Intentions 2018-23*

⁶NHS England (2017) *Allied health professions into action: using allied health professions to transform health, care and wellbeing*

⁷Royal College of Occupational Therapists (2019) *Making personalised care a reality: the role of occupational therapy*