



Adult Social Care Learning Event Occupational Therapy Workforce in Social Care England Career Progression

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Facts about Occupational Therapy in Social Care England

- Approximately 2,500 Occupational Therapists work in Social Care in England(SfC data) (2,200 WTE's); Vacancy rate 8.2%
- In London 246 FTE in post; vacancy rate 17,5% (HEE 2016)
- Occupational Therapists work in adult & children social care organisations
- In Adult Social Care; Occupational Therapists deal with 40% referrals but over 2% workforce (DH 2008)

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- Occupational Therapists are recognised as competent to carry out Care Act assessments
- Social workers and Occupational Therapists both regulated by HCPC and have to meet CPD requirements for re-registration

Preparing for this Presentation

- Acknowledge that the Apprenticeship agenda will impact on Occupational Therapy – work in progress
- RCOT Social Services Network received feedback on Career Progression
- The current products RCOT has produced linked to career progression.

Career Progression for Occupational Therapists

- Mixed responses  
- Anecdotally improved CPD & career opportunities appear to be linked to local senior manager occupational therapists appointment or where there is local support and understanding of the skills of Occupational Therapists
- Varied Pay Scales and nomenclatures

Principal Occupational Therapists

- Aware of three authorities with a Principal Occupational Therapists
- Many LAs tried to progress but many barriers put in the way

“There is no legal obligation to have a Principal Occupational Therapist but there is for a Social Worker”?

Senior Management



- Lots of positive feedback on opportunities for Occupational Therapists to apply for senior positions
- E.g. Occupational Therapists employed as safe guarding managers



- Many Senior OT Manager posts have been cut
- Occupational Therapists on lower salary scale to comparative posts for social work
- ‘Lead Occupational Therapy post’ tagged onto an existing job with no extra time allowed
- Resistance to move into senior role

Occupational Therapist Practitioner level



- Progression Frameworks for Occupational Therapists developed in some authorities
- LA Occupational Therapists on local leadership programme
- Rotations with health available
- Some competency progression programmes available for new graduate occupational therapists similar to new graduate social workers



- Lack of professional supervision for Occupational Therapists but recognised for Social Workers
- Funding for CPD mixed and linked to whether occupational therapy learning needs were recognised within learning & development posts in social care

Occupational Therapists working in Children service



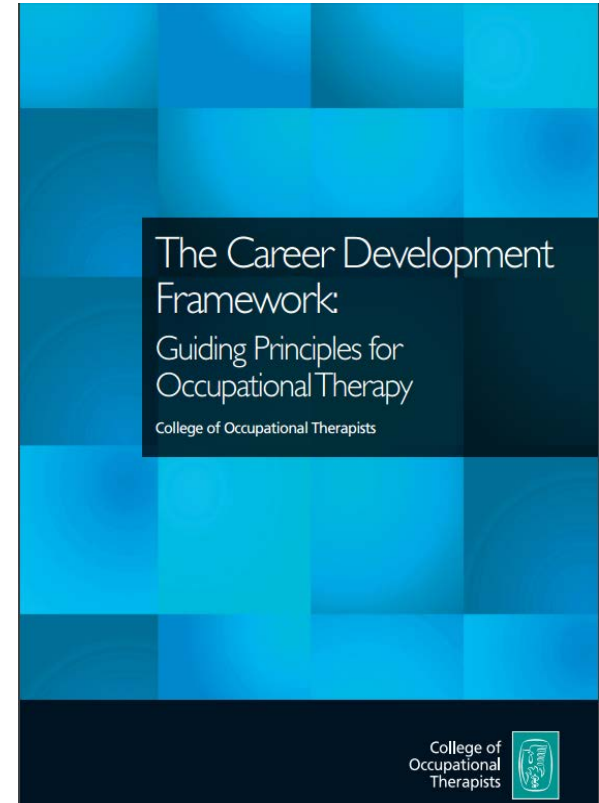
- Forgotten
- Skills not recognised
- E.g. Social Workers offered large financial retention package but not available for Occupational Therapists who were equally difficult to recruit

Examples of Good Practice

- Benefits of Principal Occupational Therapist Posts
- Local Career Progression Frameworks
- New Graduate competency progression framework
- Career Progression Education & Learning Framework for Occupational Therapists in Social Services Wales

Introducing the new RCOT Career Development Framework: Guiding Principles for Occupational Therapy

(sneak peak as work in
progress!)



➤ Launch of 'Living not Existing' - Phase 2 Improving Lives Saving Money

July 12th



Challenges

- Steal with Pride - Learning from Best practice in other LAs
- Career Progression Education & Learning Framework for Occupational Therapists in social care – England
- ADASS support for investing in research on the value of occupational therapy workforce within social care

References

Department of Health (2008) Occupational Therapy in Adult Social Care in England: Sustaining a high quality workforce for the future. London: DH

Health Education England: (2006) An Investigation into the Occupational Therapy Workforce in London. London HEE