



SCOPING THE PROFILE AND THE NEEDS OF THE  
**PUBLIC MENTAL HEALTH  
OCCUPATIONAL THERAPY WORKFORCE**  
IN VICTORIA, AUSTRALIA

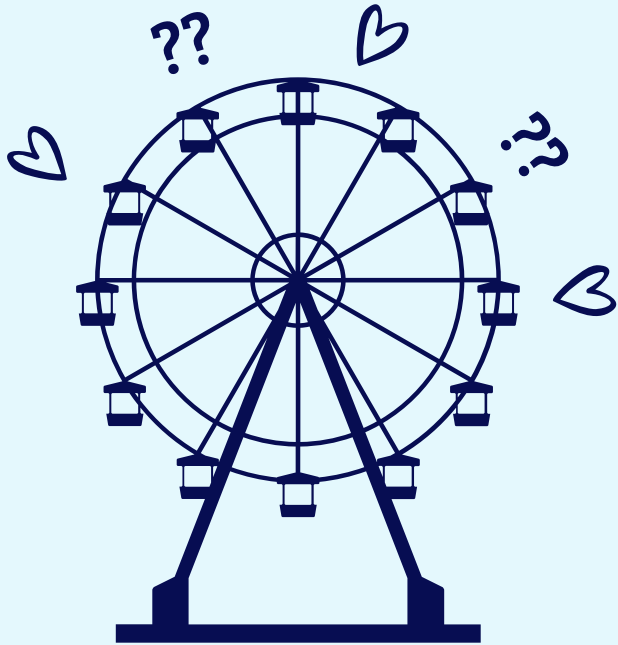


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Statewide Mental Health Occupational Therapy Educator

Presented for WFOT Congress 2022, Paris

# INTRODUCTION



Who are we?

What are we doing?

Where are we going?

How will we get there?

# OBJECTIVE



To identify the profile and needs of the Occupational Therapy workforce across Victorian Area Mental Health Services to support leadership, collaboration, growth, learning and development of our profession.

## LISTEN & CONNECT

- Provide a 'statewide helicopter view' to build understanding of the needs and desires of the OT workforce across Victoria
- Create structures, processes and tools that make it easy to create connections, and to find and share OT resources

## ALIGN & COORDINATE

- Develop coordinated statewide solutions in partnership with key stakeholders (DHHS, HACSU, Statewide Training Providers) to assist with OT workforce development needs and gaps
- Ensure training and education dollars and resources are used well

## BUILD EVIDENCE & SEEK QUALITY

- Benchmarking will provide baseline data for CMHL to ensure quality for learning and workforce development approaches
- Develop structures for measuring the impact of Occupational Therapy

## DRIVE INNOVATION & SYSTEMS CHANGE

- Embed knowledge translation in key CMHL activities to build OT workforce capability to deliver high quality services and programs
- Create systems that contribute to strengthening an evidence-based, sustainable, recovery-focused workforce

# METHOD



## QUANTITATIVE

### **Data collection Spreadsheet:**

Number, Grades, Positions, Settings,  
Roles for designated OT and generic roles

## QUALITATIVE

### **Semi-structured interviews; thematic analysis:**

OT discipline specific activity, leadership, research,  
education and professional development

# RESULTS



**449** Metropolitan OTs  
(373 Full Time Equivalent)

**96** Regional OTs  
(80 Full Time Equivalent)



# OCCUPATIONAL THERAPISTS IN LIFESPAN SETTINGS



**132**

**Child, Youth & Family Services**  
(109 Full Time Equivalent)



**247**

**Adult Services**  
(217.5 Full Time Equivalent)



**52**

**Older Person's Services**  
(45.3 Full Time Equivalent)

**100 Occupational Therapists working in Statewide and/or Specialist roles**



# OCCUPATIONAL THERAPY WORKFORCE

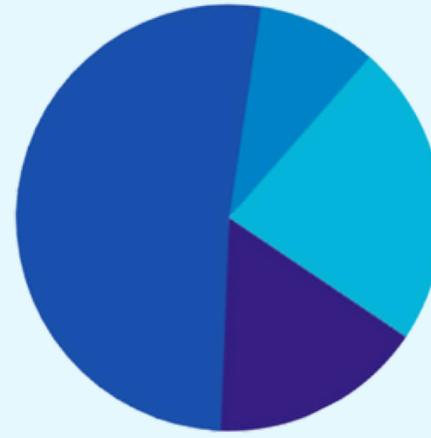
## DISCIPLINE SPECIFIC OT

OT SPECIFIC ROLE	32%
GENERIC MENTAL HEALTH CLINICIAN	59%
DESIGNATED OT IN GENERIC ROLE	9%



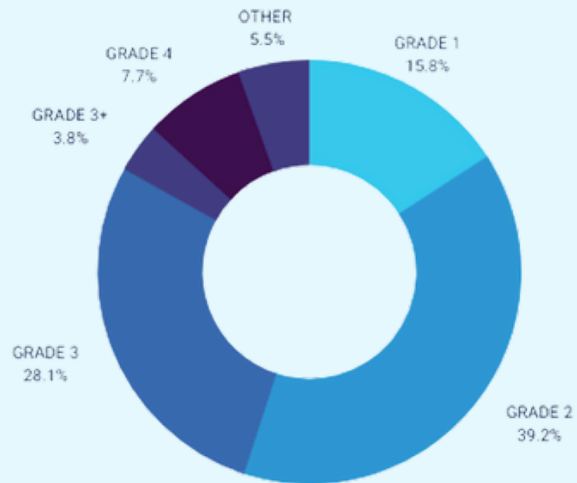
## SETTINGS

INPATIENT	16%
COMMUNITY	52%
COMMUNITY BED-BASED	9%
OTHER	23%



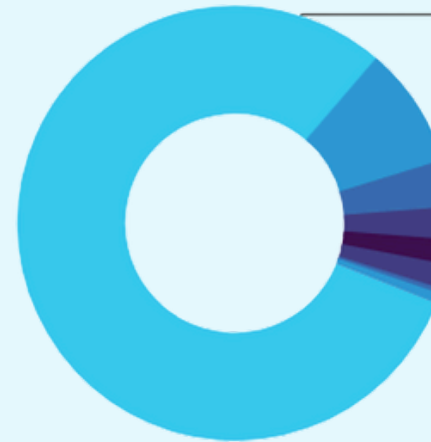
## GRADES

GRADE 1	16%
GRADE 2	39%
GRADE 3	28%
GRADE 3+	4%
GRADE 4	8%
OTHER	5%

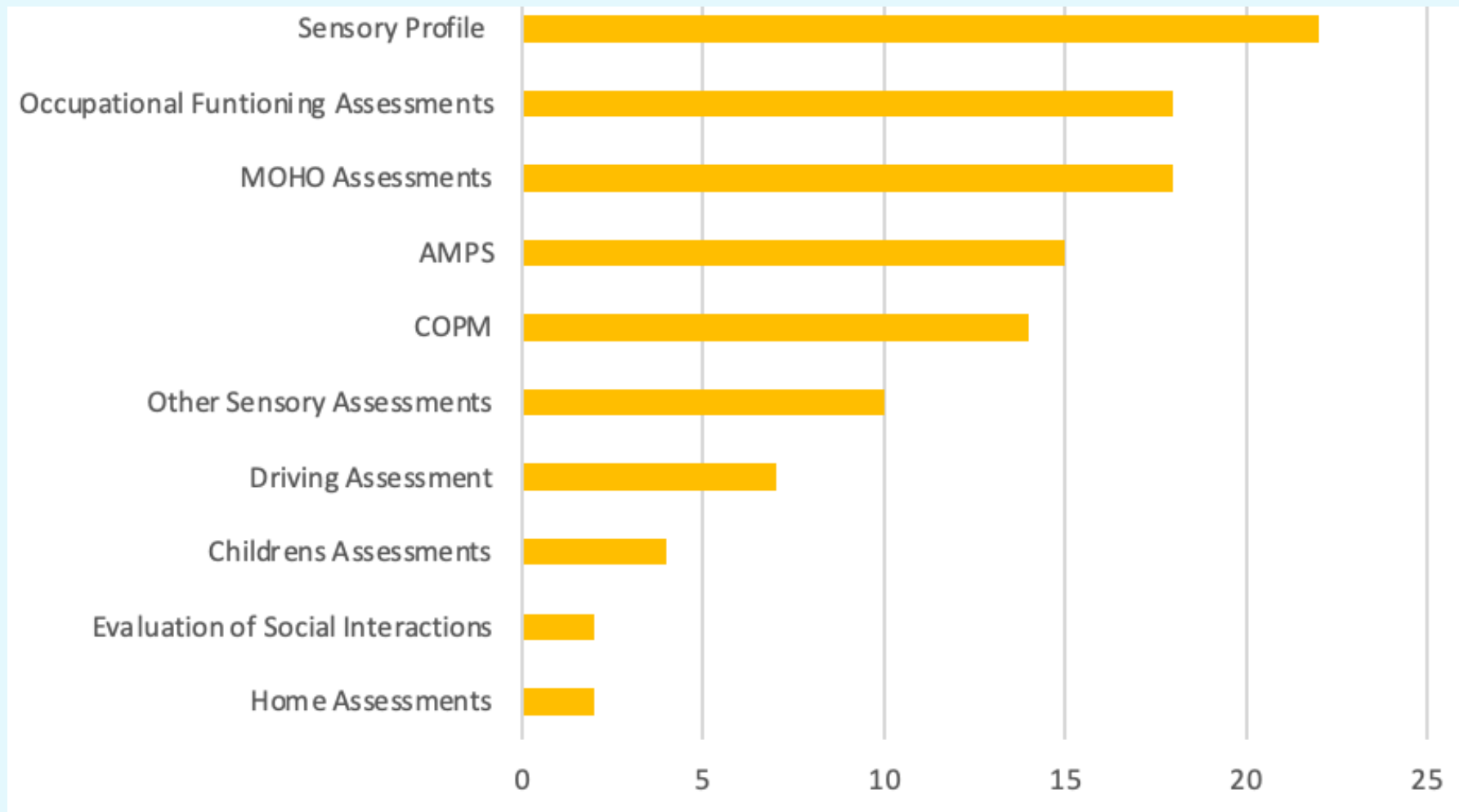


## ROLES

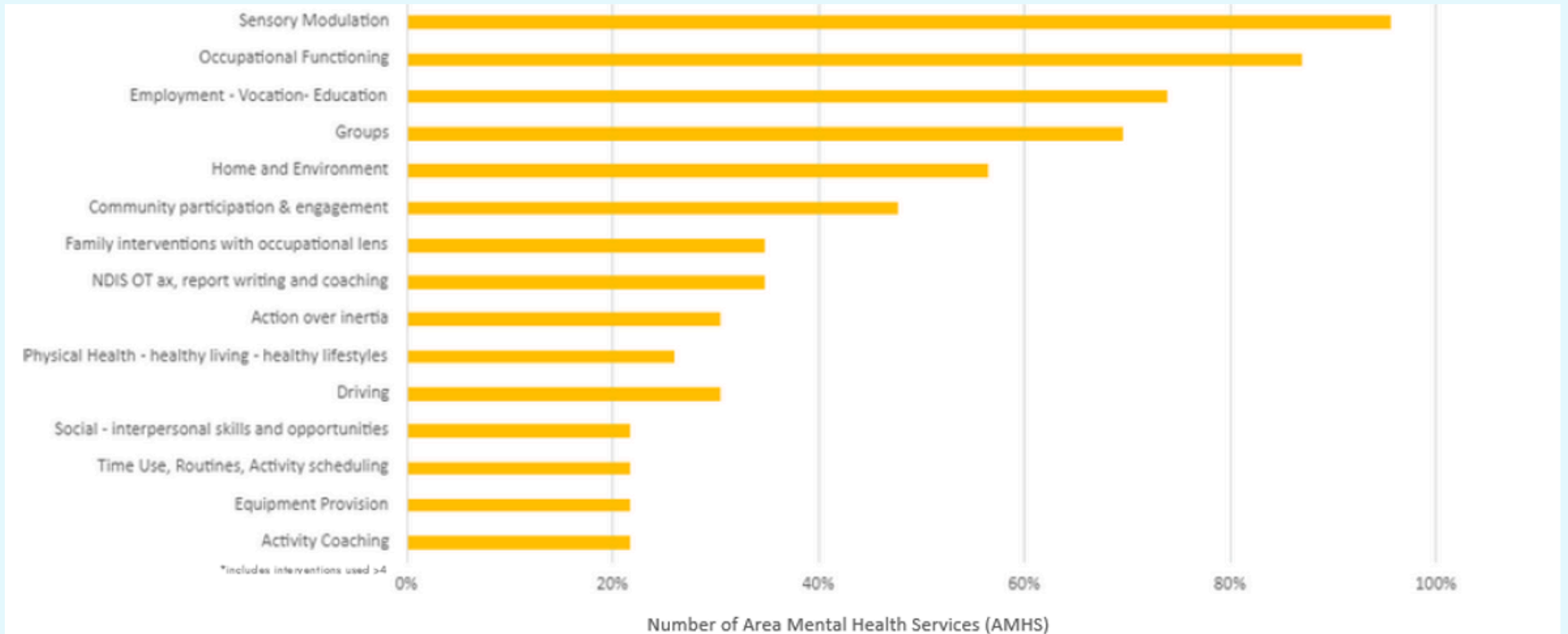
CLINICAL	80%; n=436 (374.7 EFT)
MANAGEMENT	9%; N=49 (46.1 EFT)
OT DISCIPLINE LEADERSHIP	3%; N=18 (9 EFT)
SERVICE DEVELOPMENT	2%; N=13 (9.3 EFT)
PROJECTS	2%; N=10 (7.7 EFT)
EDUCATION	2%; N=10 (6 EFT)
RESEARCH	N=2 (0.6 EFT)
OTHER	N=4 (1.8 EFT)



# OCCUPATIONAL THERAPY ASSESSMENTS



# OCCUPATIONAL THERAPY INTERVENTIONS



# LEADERSHIP NEEDS

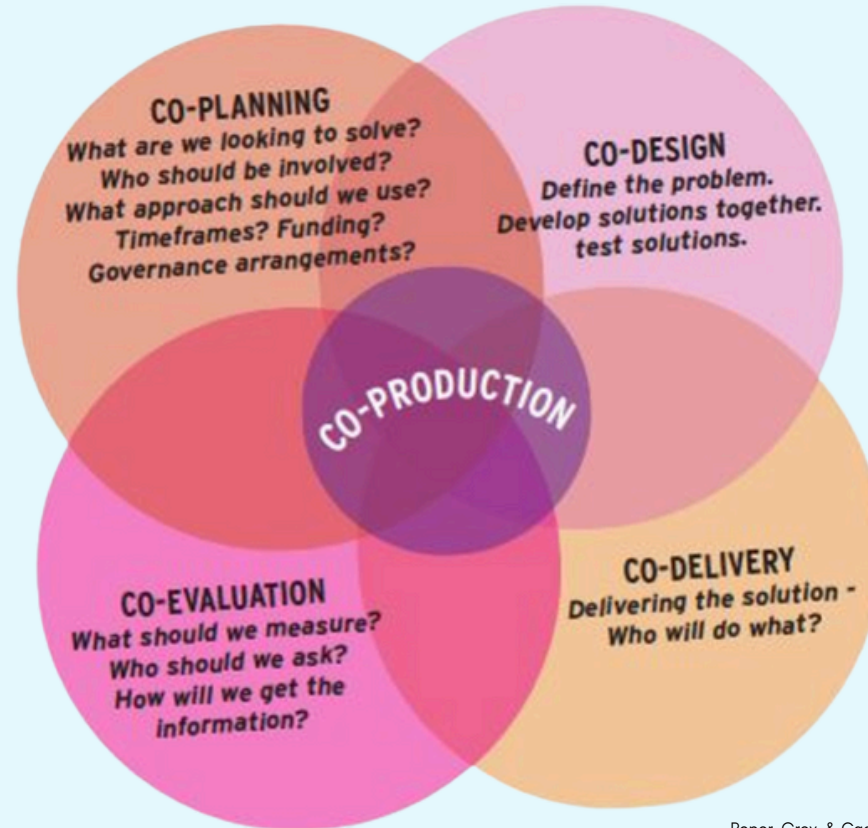
FOR FUTURE LEADERS TO DRIVE INNOVATION AND INFLUENCE SYSTEMS CHANGE:

<b>LEADERSHIP STRUCTURES</b>	Dedicated OT Leadership roles & EFT	Supervision and peer reflective practice structures	Discipline Governance	Formalised structures to identify & support leadership development
<b>CAREER STRUCTURES</b>	Graduate positions, programs, rotations	Clear career pathways and development opportunities	Pathways, competencies, minimum standards across Grade 5, 4, 3, 2, 1, AHA	Student placement capacity across state
<b>PROFESSIONAL IDENTITY</b>	DISCIPLINE SPECIFIC ROLES AT ALL LEVELS	Ability to use discipline specific skills	Resources and models to support strong professional identity	Strong linkages, connectedness, network structures
<b>RESEARCH &amp; EDUCATION</b>	Educator roles, teams and EFT	Research translation roles, EFT, support structures	Quality improvement program & coaching to translate ideas into practice	OT Resources to support evidence based practice
<b>RECRUITMENT &amp; RETENTION</b>	Ability to recruit OTs	OTs have role in recruitment of OTs	All position descriptions include discipline specific roles	Funding and time within generic roles to offer true OT specific service within our roles.



# CO-PRODUCTION

PARTNERSHIPS WITH PEOPLE WITH LIVED EXPERIENCE IS A KEY FUTUTRE PRIORITY



Roper, Grey, & Cadogan (2018) 'Coproduction: Putting principles into practice in mental health contexts.' Melbourne School of Health



# WORKFORCE DEVELOPMENT PRIORITIES



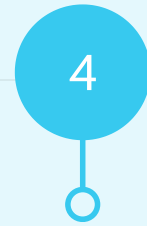
**SENSORY  
MODULATION**



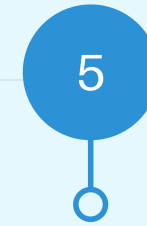
**OT  
SUPERVISION**



**OT  
MODELS &  
ASSESSMENTS**



**OT  
LEADERSHIP**



**OCCUPATIONAL  
FORMULATIONS &  
GOAL SETTING**



**OT  
GROUPS**



# STRATEGIC PLAN 2021 - 2023

**SHARED VISION:** People and communities are engaged in occupations that bring meaning and purpose to their lives, fostering health, wellbeing, participation and inclusion (OTA, 2021).

**PURPOSE:** We advance the interests of the Occupational Therapy (OT) profession working in Victorian Public Mental Health (VPMH) and seek to influence the VPMH sector so that the occupational needs and recovery aspirations of people and families, carers and supporters connected with VPMH services are met.

When this is done well:

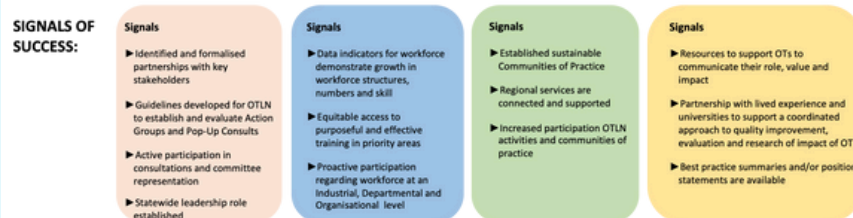
- People have meaningful and connected lives, which leads to better health and well-being outcomes
- Our workforce is equipped, highly valued, influential, motivated, occupation centred and modelling best practice
- People, families, carers, supporters and stakeholders understand and seek the contribution of Occupational Therapy.

**CORE VALUES:** Occupation centred, person & family led, collaborative, evidence informed & grounded in occupational science.

This is how we will get there...



We will know we are making progress when...



# STRATEGIC PLAN 2021- 2023

The Occupational Therapy Leadership Network (OTLN) is comprised of highly committed occupational therapy leaders from across Victorian public clinical area mental health services.

Each of the 23 Victorian Area Mental Health Services contributed to this strategic planning process. It included workshops led by Foresight Lane (22.4.21 & 23.5.21) auspiced by The Centre for Mental Health Learning (CMHL) Victoria, following Statewide Occupational Therapy Workforce Scoping. A Design Group coordinated the project led by Phoebe Williamson (CMHL Statewide Mental Health Occupational Therapy Educator), Rachael Starbuck (St Vincent's Health), Frances Foster (The Royal Melbourne Hospital NorthWestern Mental Health) & Karen Uric (Eastern Health). This strategic plan was endorsed by the OTLN during quarterly meeting on 5.8.21. This Strategic Plan Visual A3 document is accompanied by a Strategic Directions Statement. We value the contribution and commitment of all Victorian Area Mental Health Services towards this strategic plan.



# IMPLICATIONS



**OT Workforce Vision & Strategic Planning**



**Produce report and share findings widely**



**CMHL Training - OT Education**

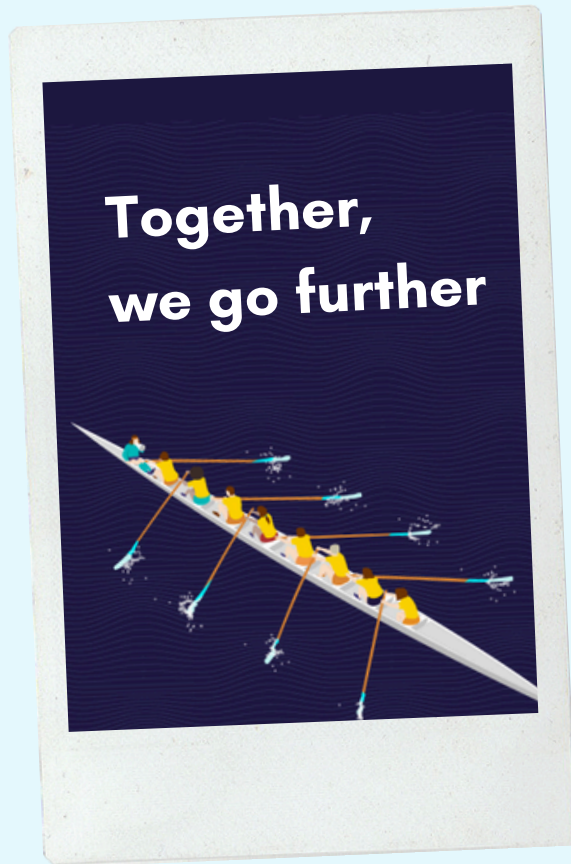


**Stage 2: OT Workforce Engagement/Survey**



**Experiences of People and Families receiving OT services in AMHS**

# CONCLUSION



Established a 'Statewide helicopter view' centralised, comprehensive baseline data set, detailing our profile and needs.

This enabled strategic planning for the leadership, professional development, growth and influence of the Victorian public mental health occupational therapy workforce.

Ultimately ensuring that all people have access to quality occupational therapy services.