



# **Guidance for employers and managers of occupational therapists in social care**

**Reviewed October 2019**



	<ul style="list-style-type: none"> <li>▪ Design, implement and manage professional and/or organisational change</li> </ul>
<b>Evidence, research and development (R)</b>	<ul style="list-style-type: none"> <li>▪ Influence broader socio-economic and political agendas</li> <li>▪ Create, use and/or translate evidence to inform practice</li> <li>▪ Design, implement, evaluate and disseminate research</li> </ul>

The four interacting pillars each divide into career levels 1-9 from school leavers (level 1) through newly qualified and registered (level 5) to the most advanced occupational therapists (level 9).

This framework concentrates on career levels 5 and 6. Whilst these are not educational or qualification levels, the range provides employers with a structure to develop occupational therapy job descriptions, role specifications and requirements, plan induction processes, probation periods and aid succession and workforce planning.

As an employer of HCPC regulated occupational therapists, you have a responsibility to ensure they are safe and up-to-date with current practices to meet the needs of people who access occupational therapy services. To do this you have a responsibility to ensure that professional standards set by the regulator and requirements for continuing professional development can be met through access to:

- occupational therapy profession specific supervision and support
- regular mandatory/statutory and job specific training
- resources such as technology and time
- learning and development opportunities across all four pillars of practice.

The framework is designed to support learning and development and is not a formal approach to competence or performance management. It is to be used alongside occupational therapy regulatory and professional standards and has been co-designed in response to a need identified by employers, managers and practitioners to provide support and guidance for employees.

### **Benefits**

The learning and development framework for occupational therapists new or coming

Active engagement in learning and development has multiple benefits: it improves the quality of care and outcomes for people,

## Benefits for the wider systems

For the funders or commissioners of occupational therapy services, the framework alongside the wider range of toolkits available:

- supports the development of effective and efficient skill mix to meet service demands (RCOT 2017)
- creates and promotes opportunities for integrated learning and development across teams/organisations as part of the integration agenda to build better communities, improve the journey and benefits for people who access occupational therapy services.

## Aligning the framework

The framework aligns with the HCPC Standards for CPD (HCPC 2017) and the Principles for CPD and Lifelong Learning which place responsibility for learning and development with occupational therapists, supported by their employer and the wider system (Broughton and Harris 2019).

HCPC Standards for CPD (HCPC 2017)	
<b>Standard 1</b>	Maintain a continuous, up-to-date and accurate record of your CPD activities.
<b>Standard 2</b>	Demonstrate that your CPD activities are a mixture of learning activities relevant to current or future practice.
<b>Standard 3</b>	Seek to ensure that your CPD has contributed to the quality of your practice and service delivery.
<b>Standard 4</b>	Seek to ensure that your CPD benefits your service users.
<b>Standard 5</b>	Upon request, present a written profile (which must be your own work and supported by evidence) explaining how you have met the Standards for CPD.

## Principles for CPD and Lifelong Learning (Broughton and Harris 2019)