

# Welcome to Occupational Therapists in Occupational Health

There's a reason "occupation" and "occupational" are the same word!  
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# Introduction



- History of occupational therapy and work
- What do OTs do in OH?
- Why occupational therapists are a perfect fit
- Policy, research and evidence base
- Q&A

# History of occupational therapy and work

- Occupational Therapy was born in 'Moral treatment' in the 18<sup>th</sup> and 19<sup>th</sup> century
- 'Regularity' and 'bodily action' were acknowledged as therapeutic elements of work.
- Work began to be seen as a 'treatment' as well as a rehabilitation goal.



# Post WW1

- There was a need for vocational rehabilitation.
- Vocational training was embedded in military hospitals
- The term 'work cure' was coined
- 'Reconstruction workers' (AKA OTs) provided bedside occupations such as knitting.
- These crafts were used as an assessment and a treatment



# What do OTs do in OH?

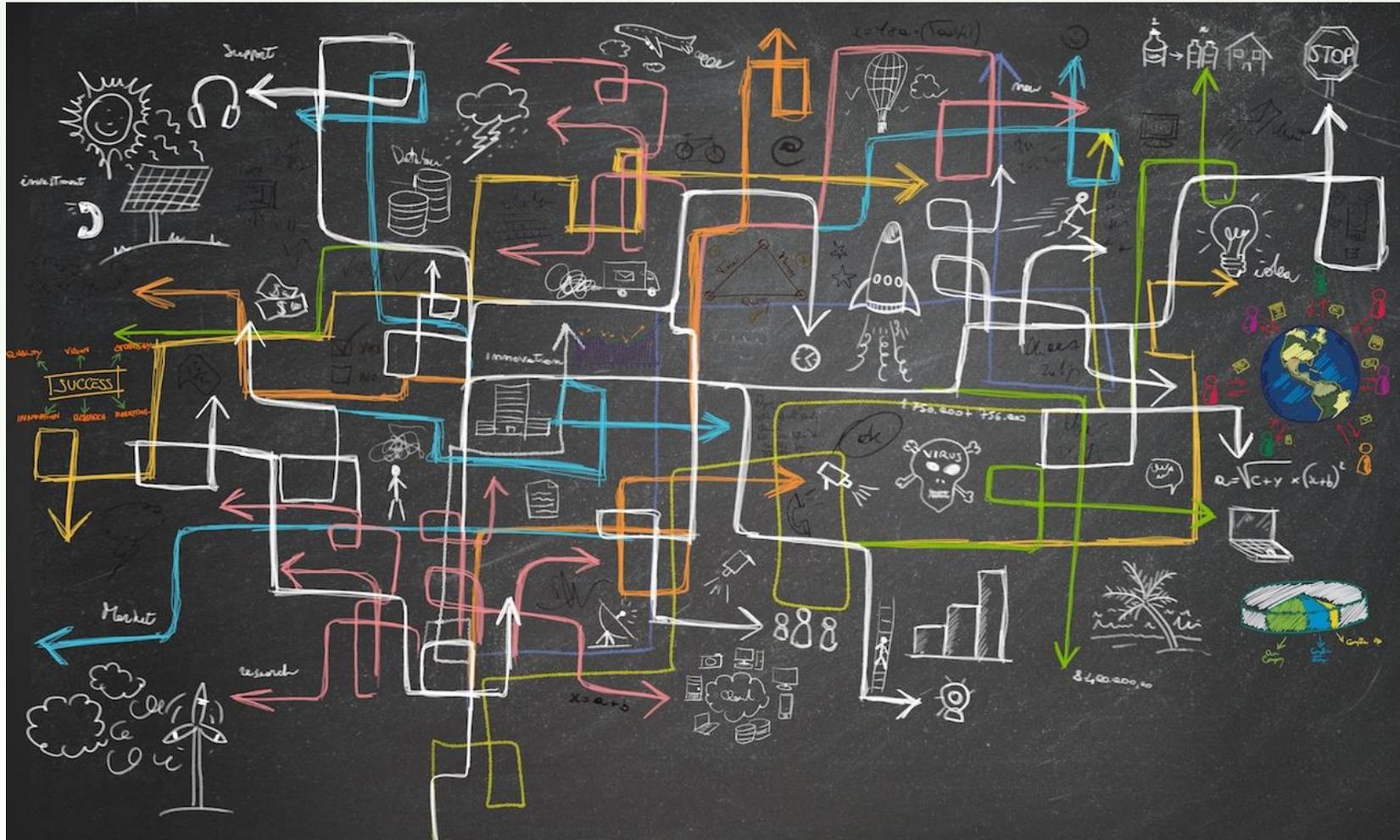


Work as specialist OTs



Work as OHAs

# 'Complex Assessments'



# 'Complex' Case Study



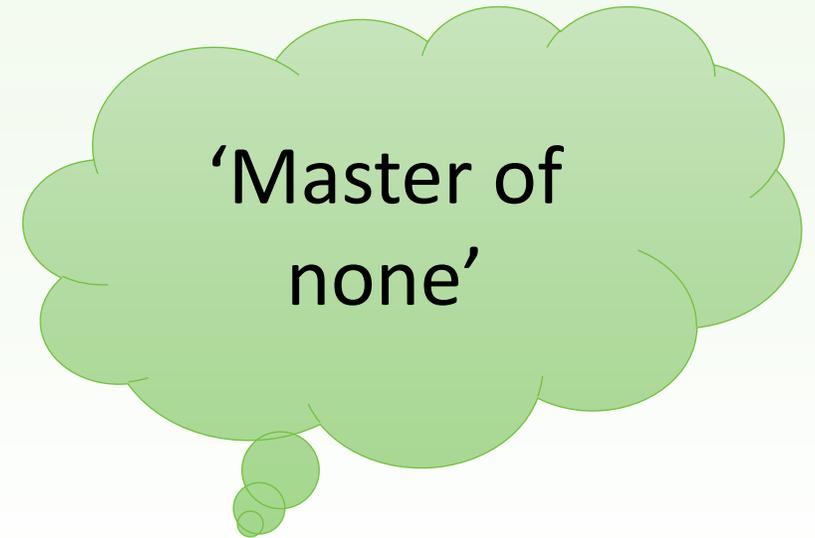
# What does an OH nurse do?

- Physical health assessments
- Basic mental health assessments
- DSE (Display Screen Equipment) assessments
- Ergonomics
- Reasonable adjustments
- Health Promotion



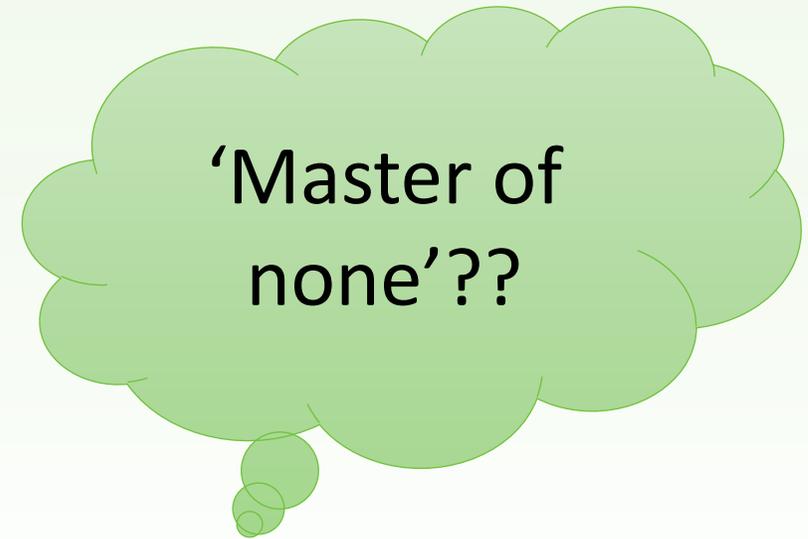
# What does an OH nurse do?

- Health Surveillance
- Venepuncture / Jabs



# Specialist Skills of OTs in OH

- Physical AND mental health
- Activity analysis
- Work site assessments
- Functional capacity
- 'FCEs' (Functional capacity evaluations)
- Cognitive assessments
- Neurodiversity / sensory processing
- Adaptive equipment



# Why Are Occupational Therapists a Perfect Fit?



- We focus on function not pathology (activity analysis!)
- We are interested on what a person CAN do.
- Being 'Jack of all trades' is a bonus!
- We are used to 'complex' cases. We can assess mental health AND physical health in the same assessment.
- There's a reason 'occupation' and 'occupation' are the same word...

# Policy and research:

- Dame Carol Black 2008 *Working for a healthier tomorrow*.
- Improving Lives, the Future of Work, Health and Disability, (Department for Work and Pensions and the Department of Health and Social Care 2017) – government’s response to Dame Carol Black’s work
- AHP Health and Work Report
- Vocational Rehabilitation What Works, for Whom, and When? 2008 - Gordon Waddell, A Kim Burton, Nicholas AS Kendall
- Occupational Health: The Value Proposition – Dr Paul J Nicholson OBE

## Occupational Health: The Value Proposition

Dr Paul J Nicholson OBE

*Occupational health services enhance  
employee **health**, workforce **productivity**,  
business **performance** and the **economy***

VOCATIONAL  
REHABILITATION  
WHAT WORKS, FOR WHOM,  
AND WHEN?

Gordon Waddell, A Kim Burton, Nicholas AS Kendall

# Exciting new(ish) study!

- RCOT awarded funding from the DWP to run occupational therapy-led vocational clinics in GP surgeries 'The Challenge Fund' 2018
- Published Dec 2020.
- Drummond, A., Coole, C., Nouri, F. et al. Using occupational therapists in vocational clinics in primary care: a feasibility study. BMC Family Practice 21, 268 (2020).



# Summary of research

- Study was carried out over eight GP surgeries in South Pembrokeshire, Wales and Southampton.
- Sickness rate dropped from 71 to 15%
- Use of GP 'fit notes' reduced from 76 to 6%
- The input was positively received and stakeholders believed it was effective in getting back to work.
- GPs reported that it reduced their workload.



“I personally think they (occupational therapists) would make a massive impact in primary care.” – GP

# Where are all the jobs for OTs in OH?

- OH recruiters (and employers) are often unaware of the EXCELLENT skills of OTs
- However, when jobs for OTs do come up, we don't go for them!
- Sadly, there isn't any single point of access for OTs wanting to work in OH... yet!

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OTforOH plans to bridge that gap

- Empowering OTs to know they can do it
- Promoting OT within OH
- Mentoring and networking group.
- Linking OTs and OH jobs

# Stay in Touch!

- Follow like and share pages on Twitter, LinkedIn and Facebook
- Get in touch to talk about free training for your organisation
- Get in touch if you're looking to hire an OT



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Occupational Therapy for Occupational Health

CONNECT | INSPIRE | EMPOWER

# Links and resources:

Info on the AHP Health and Work Report:

<https://www.rcot.co.uk/practice-resources/standards-and-ethics/ahp-health-and-work-report>

Link to research looking at OTs delivering vocational rehab in GP surgeries:

<https://bmcfampract.biomedcentral.com/articles/10.1186/s12875-020-01340-5>

Link to info about IPS

<https://www.england.nhs.uk/mental-health/case-studies/individual-placement-and-support-offers-route-to-employment-for-people-with-severe-mental-health-conditions/>

Matheson FCE:

<https://roymatheson.com/about/>

Vocational Rehabilitation Association

<https://vrassociationuk.com/>

# Links and resources:

## **Neurodiversity:**

Guidance on ADHD in the workplace:

<https://www.adhdfoundation.org.uk/wp-content/uploads/2018/03/An-Employers-Guide-to-ADHD-in-the-Workplace.pdf>

Information on dyspraxia in the workplace:

[https://dyspraxiafoundation.org.uk/wp-content/uploads/2016/06/Employer\\_guide\\_to\\_dyspraxia\\_1.0.pdf](https://dyspraxiafoundation.org.uk/wp-content/uploads/2016/06/Employer_guide_to_dyspraxia_1.0.pdf)

Guidance on dyslexia in the workplace:

<https://www.bdadyslexia.org.uk/advice/employers/how-can-i-support-my-dyslexic-employees/reasonable-adjustments-in-the-workplace>

Information on autism in the workplace:

<https://www.autism.org.uk/what-we-do/employment>

# Links and resources:

Matheson FCE:

<https://roymatheson.com/about/>

Vocational Rehabilitation Association:

<https://vrassociationuk.com/>

Job description for OTs in OH:

<https://docs.google.com/document/d/1PAxTfLKfK8O3lhM7FThNHAYJSACot-sNFVwrouqdCvE/edit?usp=sharing>

Royal College of Occupational Therapists (RCOT) resources:

<https://www.rcot.co.uk/about-occupational-therapy/find-occupational-therapist>

<https://www.rcot.co.uk/about-us/specialist-sections/work-rcot-ss>

## **Specialist Section Work: Publications Relating to Occupational Therapy in Work.**

- Health at Work: an analysis of Black's and Frost's independent review of sickness absence - what can occupational therapists offer? by Gerrard Mcfeely

This opinion piece looks at the recent report on Health at Work - an independent review of sickness absence by Black and Frost, and offers comment on the implications of the review for the profession of occupational therapy. It considers some key proposals from the occupational therapy perspective in order to inform thinking and response to the review. Further, it raises some critical questions and challenges for the profession in responding to and asserting its place at the table in an initiative that has at its heart the fundamental role and skills of occupational therapists.

- Vocational Rehabilitation by Jain Holmes

A practical introduction for healthcare practitioners in the field of vocational rehabilitation. Explanation of UK practice as well as guidance on a range of relevant interventions for vocational rehabilitation services, focusing on therapeutic assessments and treatments.

Publisher: Blackwell Publishing Ltd (Sep 2007)

ISBN: 9781405133647

- Occupational Therapy and Vocational Rehabilitation by Joanne Ross

This book introduces the occupational therapist to the practice of vocational rehabilitation. Research has proven that there are many positive benefits from working to health and wellbeing. This book highlights the contribution, which can be made by occupational therapists in assisting disabled, ill or injured workers to access, remain in and return to work.

Publisher: WileyBlackwell (January 2008)

ISBN: 9780470025642

## •Specialist Section Work: Publications Relating to Occupational Therapy in Work (continued).

•New Thinking About Mental Health and Employment by Bob Grove, Jenny Secker, Patience Seebohm

This book provides a summary of the interventions that have been found to be useful when attempting to rehabilitate people with long-term mental health conditions back to the work place.

Publisher: Radcliffe Publishing (2005)

ISBN: 1857756673, 9781857756678

•Vocational Rehabilitation: What Works, for Whom, and When? by Gordon Waddell, A Kim Burton, Nicholas AS Kendall

A review which provides an evidence base for policy development on vocational rehabilitation Data from around 450 scientific reviews and reports were included in the review, which demonstrates that there is a strong scientific evidence base for many aspects of vocational rehabilitation.

Publisher: TSO (The Stationery Office)

ISBN: 9780117038615

•Occupational Therapy in Vocational Rehabilitation

Authors: Tim Barnes, Jain Holmes and the National Executive Committee of the Royal College of Occupational Therapists Specialist Section Work

A brief guide to current practice in the UK

2009 (Pamphlet) - 362.10484 BAR