Thinking (and acting) outside of the box:
Advancing Occupational Therapy as emerging practice

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WFOT 24 MAY 2018
Learning Outcomes

• Explore the role of OT for facilitating greater public good in populations or at population level.

• Critically appraise the unique focus of OT practice within a private-public mix.

• Explore an occupational determinant approach as prerequisite for establishing innovative (out of the box), responsible and appropriate OT services.
1. The Philosophy of Occupational Therapy
2. Our changing health context
3. Out of the box thinking
4. Case Study Examples from CTOTS
5. Exploring opportunities (eclectic approach and business skill)
OT and our changing health context

- Philosophy of Occupational Therapy
  - Meaningful occupation
  - Occupation based
  - Relevant and appropriate

- Changing Health Context
  - Medical model to social model
  - Curative to preventative approach
  - Implementation of NHI
  - Private healthcare (Self) vs Government-funded healthcare (Public)
Method: Out of the box thinking

Theory U: (Senge et al., 2005)
Method

Data Collection:

• 3 Peer Interviews (90 minutes each)
• 2 Case Discussions, 90 minutes each (1 Individual, 1 Project)
• Document and Practice Review
• Analysis

PRINCIPLES OF PRESENCEING

Energy follows attention
Follow the three movements of the U
Go to the edges of the self
Pass through the eye of the needle
Transform the three enemies
Always start by “attending to the crack”
Space for transform: from debate to dialogue
Strengthen the sources of presencing
Findings: Out of the box thinking

- Utility for a larger number of people
- Addressing the underlying problem/cause instead of the symptom
- Collaborative thinking instead of silo thinking
- Sustainability and viability
- Solution-based thinking instead of problem-based thinking
PROJECT DISABILITY 500

500 Bursaries
Sponsored by
Services SETA

Western Cape Learners 300

Eastern Cape 150 Learners

Kwa-Zulu Natal 50 Learners

12 Months Learnership

6 Months Internship

Employment (Private) (Government)

EMPLOYMENT MODEL

PREPARE

Sensitization Access

EMPLOY

Vehicles Recruit + Select

SUPPORT

Support Groups Retention Life long Learning
THE OCCUPATIONAL THERAPIST’S ROLE

PREPARE
- SCREENING
  - Functional Assessment (FA)
- ACCESSIBILITY AUDIT (AA)
  - Training provider and Workplace
- JOB ANALYSIS (JA)
  - Of the job description (JD)
- TRAINING
  - Disability Awareness and Sensitization – Training provider & Employer
  - Mentoring Workshops – Managers and Supervisors
  - Preparing for the world of work - Interns

EMPLOY
- PLACEMENT
  - FA + AA + JA = Gap Analysis (GA)
  - GA provides information for Placement and Reasonable Accommodation (RA)
  - Sourcing + provision of assistive devices and technology where identified as RA

SUPPORT
- SUPPORT
  - Mentor / Supervisor support and coaching (employer)
  - Job coaching + job support where needed (interns)
Applying thinking outside of the box – an example

1. Utility for a larger number of people: disability policy development for government organizations

2. Addressing the underlying problem/cause instead of the symptom: attitude of staff (disability awareness programmes) / lack of enforcement of legislation for persons with disabilities / lifelong learning and career pathing / implementation of policy – monitoring and evaluation

3. Collaborative thinking instead of silo thinking: inter-departmental troubleshooting and solution-making (e.g. transport issues – collaboration between Department of Transport, Dial-a-Ride, My-Citi Bus)
Applying thinking outside of the box – an example (cont.)

Features of thinking out of the box (cont.):

4. **Sustainability and viability**: working ourselves out of a job (training others in relevant skills within departments) e.g. “Because of our experience, I feel that we should raise the awareness level about disability to our peers and colleagues in Government.”

   - But also creating new job opportunities e.g. Disability consultants providing accessibility audits, job coaching and support, workshops and training (disability awareness and sensitization training)

5. **Solution-based thinking instead of problem–based thinking**: Enforcement of legislation for persons with disabilities (DOH – Disability policy, Reasonable Accommodation Implementation, Collaboration with transport service providers); Monitoring, evaluation and revision of policy

6. **Having more than one option as a solution/ having a variety of solutions**: Public Transport / Dial-a-Ride/ MyCiti / MetroRail / Uber or Taxify; Collaboration with Employee Wellness Division within HR
Exploring opportunities

- **Accessibility Audits**
  - Boston City Campus
    (in association with Epilepsy SA)
  - Shoprite Checkers
    (in association with Epilepsy SA)
  - Department of Health,
    Department of Transport,
    Department of Agriculture,
    Department of Economic
    Development & Tourism
    (in association with Extrinsic cc)

- **Disability Awareness & Sensitization Training**
  - Shoprite Checkers
    (in association with Epilepsy SA)
  - Siyaya Skills Institute
    (in association with Extrinsic cc)
  - Project Disability 500
    Employers – Private
    Employers – Government
    (in association with Extrinsic cc)

- **Back Care Workshops**
  - Reeds Motor Group, Market
    Toyota, Propagating Plants
    (in association with 24th Edition)
  - Coca Cola,
    Afrox,
    BP
    (in assoc with CS Body Health)
Discussion

The person is a meaning-seeking being

Health is linked to occupation

My OT Practice philosophy – making a positive difference; making an impact

Enabling participation in meaningful occupation through collaboration and partnerships

Events can provide impetus and opportunities where gaps exist – but OT has to be able to identify the gap as opportunity
Discussion

Emerging context (HR as an example)

Policy development e.g. disability employment policy for companies and government departments

New work centres e.g. employment support services; job coaching in the workplace

Training companies e.g. disability awareness and sensitization; disability consulting; access audits, etc.

It’s about stepping into a space where you re-imagine what’s possible when you apply your skills in a different way.
In Closing

“If you always put limits on everything you do, physical or anything else, it will spread into your work and into your life. There are no limits. There are only plateaus, and you must not stay there, you must go beyond them.”

- Bruce Lee