



NZAOT

The New Zealand Association of Occupational Therapists

Annual Report

1 April 2008 – 31 March 2009

Mission: 'To promote excellence in knowledge, standards, support and representation.'

Vision: The New Zealand Association of Occupational Therapists will represent the interests of all occupational therapists in Aotearoa/New Zealand

Values: Occupational Justice, Professionalism, Integrity, Collaboration and Transparency.



Letter from the President

It is my privilege as President of the Association to note once again an extremely busy and productive year for 2008-2009.

We have had many opportunities to increase our profile through representation and proactive involvement across sectors. The Association is very healthy and we aim to continue this growth in order to increase the opportunities with and for our membership. A big thank you to the staff in the national office and all who have contributed to this success.

Feedback from members indicates they see the direction of the Association as positive and want to see it continuing to grow and develop in this way.

Occupational therapists are an enormously strong and creative discipline of health professionals and when united in philosophy and action, can achieve great things. Each year the Association appears to be more focussed on what it can do and looks for ongoing opportunities.

With the additional office staffing, we fortify our capacity to another level but also move to the next level of demand. A perpetual spiral! However, the limited resources often dictate the responses possible. We need each member to be active in what they can offer to the Association in capability (skills, abilities and passion), in identifying future potential projects, and in areas of response. We want to experience growth in our relevance to all occupational therapists, including students, part timers and Māori therapists.

As we move into another year of adventures and activity, I would like to think that we are all prepared to stick our necks out and continue supporting this Professional Association and work together. As Rahui Katene stated in her speech to Women's Refuge (July 2009), 'I found the perfect description of the workers of this movement the other day, from a diplomat called James Conant. He said, "Behold the turtle: he only makes progress when he sticks his neck out".'

Nahou te rourou

Naku te rourou

Ka ora ai te manuhiri

*With your basket of knowledge
and my basket of knowledge the people will prosper.*

Let us continue to share our knowledge and skills with each other and the people of Aotearoa.

Elizabeth Rowland
President (2007 - 2010)





Executive Director's Report:

Consolidating and growing have been at the heart of another busy and productive year for the NZAOT. Consolidation has come with meeting our strategic goals and ensuring the foundations of our Association are strengthened.

We are also growing with the appointment of a part time membership and marketing co-ordinator which has contributed to a membership growth of 7% and a retention rate of 93%. With a total membership for the 2009 year of 988, NZAOT is on the right path, but we could do better – and that will be part of our challenges for the current year.

Staffing was stable throughout the year:

Siobhan Molloy, Executive Director

Responsible for the leadership and management of the New Zealand Association of Occupational Therapists (NZAOT) according to the strategic direction set by the Council.

Shirlee Cantwell, Office Administrator

Responsible for administrative support, including being the first point of contact and maintaining membership databases.

Dael Williams, Membership and Marketing Co-Ordinator

Responsible for managing NZAOT's memberships, so that the membership grows and members' benefits are maximized.

Frances Robinson, Financial Administrator

Responsible for managing NZAOT's accounting functions, in accordance with legislative requirements and standard accounting practice, and providing up-to-date financial information.

Ko koutou hai pou mō tāku kupenga

You are to be the supporting stakes of my net

(Williams, 1971: 297 cited in Hirini Moko Mead, 2003).*

This whakatauki or proverb reinforces how it takes more than one to accomplish a result. The achievements of the year and the highlights would not have happened without all of you actively engaged in the work of the Association. I look forward to continuing our links and to ensuring the ongoing provision of services and representation for members.

Ka kite anō

Siobhan Molloy
Executive Director

* Hirini Moko Mead, N. G. (2003). *Nga Pepeha a Nga Tipuna*. Wellington: Victoria University Press.

"The main benefit of membership is the availability of someone to talk to and the dissemination of information."

NZAOT Member

'...many of us were [delighted] to renew our membership when we heard of [the new retired member category]. It was a brilliant move.'

NZAOT Member (retired)

Treasured occupations of North Shore Hospital staff



Goal 1. Sustaining a robust professional profile

Being Visible and Accessible

An NZAOT stall at the 'Show Your Ability' roadshow has become an annual fixture in our calendar. 'What new benefit could NZAOT offer?' was the key question. It was reassuring to receive many, 'keep going with what you are doing.' The NZAOT Values Exchange was highlighted with visitors registering an instant opinion about a case involving 'clients and friendships'.

Promotion of occupational therapy

Occupational Therapy Week 3 – 7 November was celebrated throughout New Zealand. The theme: OCCUPATIONAL THERAPISTS – Focus on the everyday things we do, had three key messages:

- Occupation – Is everything we do
- Occupational Therapists – Enabling participation
- Occupational Therapy – Wherever you are

Members celebrated with breakfasts, morning teas; lunches, displays, discussions,

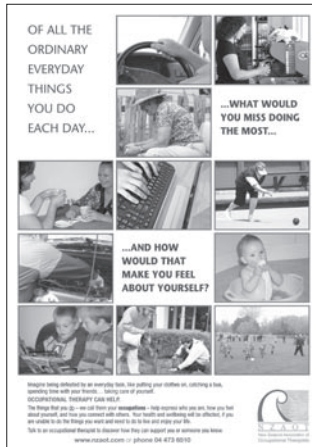
presentations, awards, an equipment amnesty, TV interviews, banners, balloons and flags.



Christchurch occupational therapists – get the week off to a tasty start OTs breakfast



'.....thank you for all the wonderful resources for OT Week. I have had such a lot of fun printing them all out...'
NZAOT Member



A new occupational therapy poster published: **Of all the ordinary things you do everyday...what would you miss doing the most...and how would that make you feel?**



'Congratulations on the idea of giving John Key a basket of one handed help aids. Wonderfully creative promotion of OT.'
NZAOT Member

The 2008 Election was an opportunity for candidates to learn how to, 'Shake and Smile' which included tips from occupational therapists about the hazards of gradual process injuries. Prime Minister, John Key's broken arm was another opportunity to promote the profession. NZAOT delivered a basket of adaptive aids with clear guidance on usage.

Media Releases included:

- 10 April: Removal of Disparity Needed to Ensure Occupational Justice for all New Zealanders
- 28 June: Origins of an Association: Occupational therapists celebrate.
- 21 October: Ratification – RIGHT ON! : Occupational therapists applaud ratification of United Nations Convention on the Rights of Persons with Disabilities.
- 23 October: A Fairer Health System!
- 3 November: ELECTION 2008 – It is all about trust: Trust is built on a handshake!

Letter published:

- July: Dompost re: Safety of disabled drivers and occupational therapy driver assessments.

Television interviews:

- July: TV One Close Up: President, Elizabeth Rowland discussed issues of occupational justice and the differences in Ministry of health and ACC funding.
- December: TV One Business News, Secretary, Christine King discussed gradual process injuries and hand shaking.

And internationally...

New Zealand members drafted the now approved WFOT Position Statement on Entry level education.

A project which developed a rubric to review members' constitutions was led by NZAOT delegate, Alison Nelson.

Alison represented New Zealand at the 28th World Federation of Occupational Therapists Council meeting in Slovenia in September.

Representing Members - Influencing Policy

NZAOT asked key questions of political parties prior to the 2008 elections. Responses were published in the September OT Insight.

NZAOT represented members in several ACC forums including:

- the ACC Social and Vocational Rehabilitation Liaison groups (now the ACC Rehabilitation Liaison Group)
- an ACC vision workshop for the Rehabilitation for Children with TBI
- a reference group on primary care
- and the culmination of a dialogue with ACC resulted in the inaugural ACC/Occupational Therapy Liaison meeting in August.

An occupational perspective was also brought to a pan sector learning/competencies pathway workshop for the non-regulated health workforce, a Standards New Zealand review of the Allied Health Sector Standards and a MoH working party on Credentialling.

'THANK YOU! [The statement on occupational justice] is what I feel the association is about! We [should] stand up for our profession and those we service.'
NZAOT Member

'After reading the [OT Insight] I realized that I had to join ... this magazine is a valuable tool and ... great value for money.'
NZAOT Member

'Congratulations [you] were an excellent ambassador for occupational therapy.'
NZAOT Member



NZAOT Waikato LAN held a public meeting in October to highlight the issue of in-equitable funding for those with a disability caused by an illness versus an injury.

NZAOT supported the ACC Futures seminar held in September which included a brilliant, concise and cogent analysis of the purposes and history of ACC by Sir Owen Woodhouse. The seminar generated debate on the future of ACC and provided an opportunity for political parties to outline their policies on the future of social insurance for New Zealanders.

Submissions/Contributions included:

- November: Fire safety checklist (Centre for Research, Evaluation and Social Assessment)
- February: Developing Career Pathways for the Health and Disability Sector - A Consultation on Core Topics (Careerforce)
- February: Feedback on HPCA Review final report (Ministry of Health)
- November - February: Consultation on Service Models to meet the aims of the primary health care strategy (Primary Health Care Council)

Allied Health Collaboration

Consolidation and growth also underlie activity with the Allied Health Professional Associations' Forum (AHPAF) – a collaboration of allied health professional associations. AHPAF has increased its capacity with membership rising to professional associations and the engagement of a part time executive director. Activity included an invitation to key ministerial staff to meet and greet AHPAF members and a revision of the strategic plan including agreement on consolidation of activity for the next 12 months.

Supporting and Developing Practice

Our key publications the OT Insight and the New Zealand Journal of Occupational Therapy continue to be an important resource by members for members.



NZAOT's peer reviewed and internationally acclaimed Journal of Occupational Therapy, Volumes 55 Issue 2, and 56 Issue 1 were published. The positions of assistant editors and the editorial review board were reviewed and a decision made to restructure so that the editor is supported by two associate editors.

The key vehicle for information, the OT Insight magazine published 11 editions of clinical articles, book reviews, sector news and continuing education updates.



NZAOT special interest groups (SIGs) have grown by one with the ratification of the Spinal Cord Injury SIG. All SIGs continue predominantly as online communities of practice. Through email discussions, sharing resources, interacting, problem solving, identifying knowledge gaps and mapping solutions; members have created functional and robust practice supports. The Occupational Therapy Leaders and Managers SIG (formerly Managers SIG) met for 2 days in March, to share their collective expertise.

An online support group for recent graduates was set up to give newer occupational therapists a forum to discuss issues and share information with their peers.

The NZAOT 26th Conference 2008: **Inspiration – Energy - Action** held in Palmerston North achieved what it intended: inspiring thought about our individual practice and that of the profession, encouraging us to identify what gives us energy and thinking about how to put this inspiration and knowledge into some much needed action. Over 200 occupational therapists enjoyed the coherent and integrated programme including keynotes Karen Rebeiro Gruhl, Yvonne Thomas and Carolyn Simmons Carlsson.



Keynote speakers 2008 conference: Carolyn Simmons Carlsson, Karen Rebeiro Gruhl and Yvonne Thomas

**Allied Health
Professional
Associations'
FORUM**

'... I would like to commend your reviewers. The level of feedback was extremely high and impressive. It is very encouraging when reviewers take their job as responsibly as these reviewers did.'

NZJOT author

'Wonderful too how the OT Insight magazine is now in a readable colour for blind people like myself. No more photocopying to read the articles.'

NZAOT Member

'We are so lucky to have this forum [SIG email groups]'

NZAOT Member

'Congratulations [this was the] best OT conference ever for me - I feel refreshed and energised and my koru is unfurling!'

NZAOT Member

The pre-conference workshop, 'Towards Best Practice Supervision in Occupational Therapy' challenged and '...enriched, expanded and affirmed...'

The NZAOT Values Exchange, our own online forum for ethical debate and transparent decision making is in its third year, and has undergone a total review and makeover. Increasingly user friendly tools for explaining how to use the site and read reports with video links is now available.

NZAOT contributed significantly with an occupational therapy perspective for an ACC project: Māori Cultural Competence DVD, where practitioners are advised on culturally appropriate ways to work with Māori. Occupational therapy was promoted from an interdependent enabling perspective as opposed to an independence view.

The New Zealand Occupational Therapist Research and Education Trust received a boost to its funds with the Great Handbag Swap fundraiser by Auckland local area network.



'Hats off to the NZAOT team with the ongoing development of the website and support of the Values-Exchange resource.'
NZAOT Member

Recognizing excellence

The Frances Rutherford Lecture, our pre-eminent award, was presented by Carolyn Simmons Carlsson who shared her thoughts and beliefs on taking a stand for inclusion and seeing beyond the impairment, for children with disabilities in New Zealand schools.



Carolyn Simmons Carlsson recipient of the 2008 Francis Lecture Award



Elizabeth Rowland, President NZAOT with Kim Henneker, winner of Medical Staffing International/NZAOT Occupational Therapy Achievement Award



AUT Head of School Kirk Reed with Claire Bullock and Megan Brian from Otago – NZAOT Graduate Awards winners.



The Medical Staffing International/NZAOT Achievement Award winner Kim Henneker, applied 'Knowing the People Planning' (KPP) to measure real outcomes that make a difference. Her implementation of this innovation demonstrated improvements in a mental health and addiction service.

The NZAOT Graduate Awards for the highest level of achievement in completing the occupational therapy programme was awarded to Megan Brian of Otago Polytechnic and Claire Bullock of Auckland University of Technology.

Goal 2. Maintaining a sustainable organization

Active membership

NZAOT has always appreciated that its members are its life blood and its essence, its top priority, and publicly acknowledging the extraordinary and talented active members through the new Accolades web page was a thoroughly heartening activity. Members who have done that little (or a lot) extra to contribute to the success of the Association, we applaud you all.

Organizational Well-being

Knowing where we come from is important and in June, members were reminded of the origins of the Association in 1948, when following regional meetings, four occupational therapist representatives met on the King's birthday weekend to establish the association and draft its founding constitution.

(It is not until the following year 1949, that the Association became a legal entity).

Council members have developed their skills and appreciation of their responsibilities in governance through ensuring active governance training at each council meeting including bringing in outside expertise.

Asking questions such as: Have we got all the information we need? What is the impact on the bottom line? How are we going to monitor progress and evaluate our successes? Are we staying true to our purpose in this? Have we explored all the options available? How do we put the nuts and bolts on this? are becoming a more conscious council process.

'Last week I spent two days with others of my 1955 class celebrating the 50th anniversary of our graduation. It was great fun reminiscing and we all agreed that choosing to become an occupational therapist was one of the best decisions of our lives, enriching us all immeasurably. ... we [also] reflected on the changes we had experienced during our many decades of practice and reading 'OT Insight' gives us the opportunity to see where the profession is today and where it is heading tomorrow.'
NZAOT Member

Conference 2008 Dinner - a night to remember ...



Thank you for being there when issues have arisen with my work, I have found the association to be a valuable help.

NZAOT Member

I want you to know out of all the groups I have dealt with, ... I felt most at home when I first spoke with my association. I love the way I can connect using CHYPOT [special interest group] and am getting to know many OT's from all over the country.

NZAOT Member

I really appreciate your comments, ...it gives me confidence to flick a reply, and not feel as though because my expertise may be in a different area that it's not worthwhile.

NZAOT Member

Financial Sustainability

The Association continues to be financially healthy and is growing its reserves. A surplus was achieved for the fifth year.

Summarized Financial Statements

Statement of Financial Performance

	2009 \$	2008 \$
Total Income	326,111	297,209
Total Expenses	282,474	259,394
Net Surplus for Year	42,794	36,695

Statement of Financial Position for year ending March 31, 2009

	2009 \$	2008 \$
Total Assets	398,692	341,581
Total Liabilities	114,518	100,196
Equity	284,179	241,385

The full financial statements for year ending March 31, 2009 will be presented to the AGM. Copies are available on request from the national office.

The annual report for the 2008 – 2009 year demonstrates how NZAOT continues to meet its members' expectations through its ongoing commitment to its mission: 'To promote excellence in knowledge, standards, support and representation.'

For the future, NZAOT looks to enhance its activities including:

- improving how the business of the Association is managed
- striving to increase membership
- collaborating with government to keep the profession's best interests and an occupational therapy perspective at the heart of policy development and decision making
- providing essential resources that enhance workforce development
- promoting occupational justice and celebrating its 60th birthday, since being incorporated.

Members of the NZAOT Council

President

Elizabeth Rowland (assumed office, October, 2007)

Treasurer

Jane Wilson (retired September, 2008)

Christine Pacey (elected, September 2008)

Secretary

Trisha Egan (elected second term, October 2007)

Christine King (co-opted July /elected, September 2008)

Professional Standards

Christine Abernethy (elected October, 2007)

Professional Representation

Tracey Partridge Tricker (elected September, 2008)

Marketing and Public Relations

Briar Trubshaw (elected October, 2007)

Research and Development

Christine Pacey (elected September 2006)

Trisha Egan (changed office September 2008)

Māori Perspective

Julia Battersby (appointed May 2008, retired January 2009)

Georgina Davis (re-appointed February, 2009)