



The New Zealand Association of Occupational Therapists

Annual Report

1 April 2009 – 31 March 2010

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



President's message

It is time to reflect on the opportunities, achievements and challenges of the past 12 months. There are so many that it is hard to choose just a few.

The most exciting highlight was that we celebrated our 60th anniversary, and what an uplifting event that was. Some members had the privilege of interviewing two of our founding members over an afternoon tea. Their inspiration is still felt through many of our therapists in Aotearoa/New Zealand today.

We held our very successful biennial clinical workshops in Tauranga which brought together a wide variety of therapists, speakers, trade exhibitors and therapy assistants.

A key priority has been to develop our responsiveness to Māori occupational therapists, and to seek ways of increasing the numbers of Māori practitioners. To this end, we formed a partnership with Te Rau Matatini and co-launched the first Māori workforce development strategy – Te Umanga Whakaora.

Another first for occupational therapists in Aotearoa/New Zealand has been the development of the strategic plan in conjunction with the Occupational Therapy Key Strategic Stakeholders (OTKSS). OTKSS comprises the association, the board, and both occupational therapy programmes. How exciting to finally have a joint plan that will develop occupational therapy and occupational therapists nationally!

I want to thank council members past and present. Your ongoing contributions to the future direction of the association is much appreciated. To the staff who work with many challenges, you do a fabulous job – thank you. The greatest challenge is that we have limited resources but unlimited desires and opportunities to further promote occupational therapists in many sectors. It has been an exciting move to steadily grow the association staff to address some of these issues.

I acknowledge that this is indeed, my final message, in my role as president. The last four years has been a time of growth, challenge, fun, stretching, demands and above all enjoyment. I leave the presidency in good hands with Tracey Partridge taking over the helm for the final 12 months of my tenure.

May the association continue to be successful in strengthening and promoting occupational therapists and develop great leadership opportunities within our profession.

E noho rā
Elizabeth Rowland

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Member of the
World Federation
of Occupational
Therapists



Executive director's report:



Celebrations and firsts

NZAOT 60th anniversary

By far the major highlight has been NZAOT's 60th anniversary celebrated in June 2009. Members were taken on a journey of key achievements and changes in practice over six decades. Beginning in the early 1940's when occupational therapy first arrived on our shores, through the origins of an association, and its international connectedness as a founding WFOT member.

NZAOT was delighted to be able to celebrate this achievement with founding member Hazel Skilton (registration number 1) and with Norah Hobcroft – two of the original four founding members, 60 years on.



Norah Hobcroft

Occupational Therapy Key Strategic Stakeholders (OTKSS)

It was exciting to be involved in the research and development of the OTKSS inaugural occupational therapy strategic plan. OTKSS comprises representatives from NZAOT, both occupational therapy programmes, and the Occupational Therapy Board of New Zealand.

Te Umanga Whakaora

Another first - the association joined forces with Te Rau Matatini to jointly launch the Te Umanga Whakaora: Accelerated Māori Occupational Therapy Workforce Development Strategy. The strategy is a guide for

Māori and mainstream occupational therapy services and:

- responds to the unique challenges associated with recruiting, retaining, and equipping occupational therapists
- provides pathways to extend Māori occupational therapy best practice, and
- aims to improve the quality and responsiveness of services to whānau



Te Umanga Whakaora reference group with Elizabeth Rowland

Office move

Early in the year saw a major move for the office into new CBD premises. Our new offices have several major advantages:

- a larger floor space with 5 rooms allowing staff resource growth and providing an inviting small meeting / lunch room
- useful storage spaces
- a central location providing easy access to the offices of the Occupational Therapy Board of New Zealand, the Ministry of Health, the PSA, and walking distance to other allied health offices and government ministries
- it is an aesthetically pleasing place for office staff and for visitors with its roof top access, glimpses of Wellington harbour, and a long view up towards the OTBNZ offices on the Terrace.

Membership

Membership continues to grow steadily by 8% with a retention rate of 92%. With a total membership for the 2010 year of 1067, NZAOT is on the right path. We have an enormous opportunity to increase membership further, and that will continue to be our challenge for the coming year.

Staffing

Staffing grew by .6 FTE to a combined total of 3.01 FTE to include a communications/professional development co-ordinator which enabled a return to short course opportunities in addition to the key event of the clinical workshops. In addition, time was freed up to nurture an increase in professional representation as evidenced by the submission activity. Early in the year, the office experienced three changes of financial administrator. NZAOT was pleased to welcome back Nadine Haines (formerly Hardgrave) who previously held this role.

I would like to formally acknowledge and thank the NZAOT council, and all the member volunteers who gave up their valuable time providing thoughtful contributions and sharing their collective wisdom. In addition, I wish to acknowledge with thanks and gratitude the office staff for their ongoing willingness and energy to meet the needs of the association.

The following annual report evidences the advances this association has achieved this year with the combined dedication and ongoing commitment of all.

Ka kite anō

Siobhan Molloy
Executive Director



Founding officer, Hazel Skilton with Sunny Riordan (left) and Rebecca Cornwall (right).

'Retirement is just great ... being a professional grandmother has to be one of my favourite occupational roles ever. What a fabulous group of women those first NZ OTs were - and how well those who followed in their footsteps over the years, have done in developing the profession.'

Past member NZAOT

NZAOT Membership

Non-voting Members



Voting Members

Voting: Full, proportional, minor proportional, life and first professional year

Non-voting: student, associate, honorary life and retired.

Total: 1067

Goal 1. Sustaining a robust professional profile

Being visible and accessible

'Welcome to the profession'

NZAOT joined the OTBNZ in hosting an inaugural 'Welcome to the profession' for final year AUT students and will repeat this annually at both programmes. The roles and functions of the association and the board were highlighted and differentiated and there was an opportunity for one on one informal connections over wine and nibbles.

'Show Your Ability' roadshow

As always, the annual fixture of an NZAOT stall at the 'Show Your Ability' roadshow was a great opportunity for staff to meet members and non-members – practising, retired, and student, as well as suppliers and members of the public. This year the show coincided with local initiatives in Christchurch and Dunedin to introduce members and non-members to a behind the scenes look at member-only resources online – the former a challenge indeed without internet access!

Occupational Therapy Week 2 - 6 November 2009

The theme 'Occupational Therapists: Stand Tall, Stand Proud' was enthusiastically promoted by the association and its membership.

The three key messages were about **Valuing our Future; Valuing Ourselves and Valuing our Place in the World.** Occupational therapists were challenged to 'walk the talk' and to nurture themselves in order to be able to give the best to their clients. Nationwide the week-long celebrations included a range of interesting and innovative activities including games of Wii, hands on experiences with equipment, presentations, intranet flyers, quizzes; large and creative information displays, local awards, morning/afternoon teas, lunches and breakfasts.

OF ALL THE ORDINARY EVERYDAY THINGS YOU DO EACH DAY...

...WHAT WOULD YOU MISS DOING THE MOST...

...AND HOW WOULD THAT MAKE YOU FEEL ABOUT YOURSELF?

Imagine being deflated by an everyday task. Not putting your clothes on, catching a bus, standing line with your friends... taking care of yourself!

OCCUPATIONAL THERAPY CAN HELP!

The things that you do – we call them your occupations – help express who you are, how you feel about yourself, and how you connect with others. Your health and wellbeing will be affected, if you are unable to do the things you want and need to do to live and enjoy your life.

Talk to an occupational therapist to discover how they can support you or someone you know.

www.nzaot.com or phone 04 473 6010

Resources

Inspired by a student project, a new occupational therapy pamphlet and subsequent poster entitled, 'Of all the ordinary things you do,' was created alongside other promotional resources such as print your own bookmarks, occupational therapy toolkit key messages, and membership posters.

Media releases

These included:

- *The dignity of occupation* – a celebration of the profession and the association after 60 years.
- *Tribute to first occupational therapist Fulbright scholar* – applauding Dr Linda Wilson on her achievement.
- *An optimism of occupational therapists* – honouring our new life member at our annual professional development event.
- *Occupational therapy in primary health care: better – sooner – more convenient* – releasing our new position statement about occupational therapists in the primary health care sector.

Other opportunities

- Radio New Zealand interview with president, Elizabeth Rowland – *why NZAOT has joined the ACC Futures Coalition*
- The Future of ACC conference: president Elizabeth Rowland participated in panel discussion. She elaborated on our view about the 'occupational injustices' in Aotearoa/New Zealand, where because of the 'cause' of disability, people's participation in occupation is being barred, confined, restricted, segregated, underdeveloped, or disrupted.

International representation

New Zealand is proud of being a foundation and ongoing active member of the World Federation of Occupational Therapists (WFOT). NZAOT's WFOT delegate and members continue to participate in international projects such as contributions to position paper development (*Diversity and Culture and Consumer Interface with Occupational Therapy*) and the E-Health advisory group. Country membership applications are now processed using a US/NZ-developed rubrik. The inclusion of the WFOT delegate within NZAOT council meetings has strengthened our access to the huge international resource potential of WFOT.

Excerpt from Stand Tall and Proud as an Occupational Therapist – a coach's perspective:

'What about a daily 'Ta Da list! It is a credit report to remind you of what you have achieved. Ask yourself; what are the 5 things I have achieved today?'

NZAOT member

STAND TALL STAND PROUD
OCCUPATIONAL THERAPY WEEK 2-6 NOVEMBER 2009

Valuing our Future:
Supporting students and recent graduates is the way to ensure a strong future for occupational therapy in New Zealand.

Valuing Ourselves:
To nurture ourselves – mentally, physically and emotionally. To value others we must first value ourselves.

Valuing our Place in the World:
Being proud to be a Kiwi occupational therapist in a world in which we punch above our weight.

Resources (e.g. toolkit, posters, bookmarks and stickers) have been developed to help you make Occupational Therapy week a success.

DOWNLOADABLE RESOURCES
www.nzaot.com



'...the quality of [OT Insight] is improving with every issue. It is relevant, promotes forward thinking and excellence, and keeps us informed at a political level.'

NZAOT Member

Representing members - influencing policy

A major aspect of NZAOT activity is its responsibility to engage actively in order to keep the profession's best interests at the heart of decision making. Engaging in policy debate was a strong theme for this year and included a number of initiatives / submissions:

- **Allied health innovations in primary health care:** This was an opportunity for a commentary on the potential for the emergence of occupation-centred roles in the primary health arena.
- **Adult community education (ACE) cuts:** A letter was sent to all ministers with community education portfolios. This outlined our occupational justice concerns, and the long term impacts to recovery and reintegration into communities for clients as a result of the cuts to funding.
- **Cut to ACE petition:** NZAOT office staff contributed an 84 signature petition in support of the occupational justice issue concerns.
- **In Good Hands Transforming Clinical Governance:** A letter to Hon Tony Ryall outlined the importance of ensuring the inclusion of allied health clinical leaders.
- **ACC Social Rehabilitation Tender process:** A letter of concern to the chief executive of the ACC about the tender process resulted in an external review of the process which to some extent vindicated our concerns.
- **Occupational therapists and voluntary bonding:** Following a workforce survey, a letter was sent to Hon Tony Ryall and the Ministry of Health Strategic Workforce Development Unit about our concerns for recruitment and retention of the occupational therapy workforce. As a result, occupational therapists were included in a review of the hard-to-staff communities and specialties, but without succeeding in gaining access to the scheme. This is currently under review again.
- **Strategic plan for Pain Management Services:** Submission made to the ACC Pain Focus group.
- **Role of occupational therapy with prisoners:** This opportunistic submission to the National Health Committee about the potential for increased occupational therapy consultation within the justice system, was followed up with a request for copies of evidence and a request to talk with some of the informants.
- **Living Guidelines Group - Applied Behaviour Analysis (ASD):** This submission was an opportunity to comment on a job well done. At the same time to make constructive suggestions for audience relevancy and to increase ease of use/implementability.
- **Special Education Review (2010):** A submission to the Ministry of Education, clearly articulated that access to evidenced based training for teachers and therapists working specifically with children with special needs within the education sector, is of the utmost importance.
- **Service models to meet aims of the primary health care strategy:** To enhance delivery of *better, sooner, more convenient primary health care*, members contributed to feedback about inter-professional ways of working to the Primary Health Care Advisory Council.
- **Credentialing framework for NZ Health and Disability Service Providers:** NZAOT was represented in the MOH review of this framework – an updated version now published.
- **Role of Physiotherapy Specialist:** An interesting commentary was made on physiotherapy specialists to the Physiotherapy Board of New Zealand. The notion of specialists was considered at the annual meeting of Occupational Therapists' Leaders and Managers SIG (OTLAM), and requires further consideration about implications for our profession.
- **ACC 45 policy and hand therapy:** NZAOT members identified an ACC policy anomaly, finding that physiotherapists can fill out the ACC 45 claim form but occupational therapists cannot. There is ongoing activity to argue for a policy review.



NZAOT joins in rally at parliament to save ACC

'... a good document, encompasses primary health care strategy quite well - explicit in detail - often health professionals have not got what the strategy is all about but this document has really got it.'

Ministry of Health reviewer of NZAOT position paper Occupational Therapy and Primary Health Care 2009

equity-for-illness

Another way that NZAOT exerts influence is through representation and participation in several forums including:

- ACC Rehabilitation Liaison group
- ACC/Occupational Therapy Liaison group
- ACC Pain Focus group
- ACC Futures Coalition
- Equity-for-Illness Coalition
- Allied Health Professional Associations' Forum

ACC Futures Coalition

Allied Health Professional Associations' Aotearoa New Zealand

Supporting and developing practice Publications

A fundamental priority continues to be providing essential resources to support occupational therapists in practice.

NZAOT's peer reviewed and internationally acclaimed New Zealand Journal of Occupational Therapy, Volumes 56 Issue 2, and 57 Issue 1 were published. Members can now access online the Journal of Occupational Science (3 issues per annum), and through a contra deal the Canadian Journal of Occupational Therapy (5 issues per annum).

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



'The latest copy of OT Insight is such a treasure! Nothing else was allowed to interrupt my devouring it from cover to cover!'

NZAOT Member

'I am a strong advocate and supporter of the NZAOT SIGs as they are the best thing since sliced bread for professional networking and robust practice discourse. As an NZAOT member I value this aspect very much - thank you NZAOT!'

NZAOT Member

Special Interest Groups (SIGs)

Members continue to participate in our 16 online SIG communities of practice for discussion, resource sharing, problem solving, identifying knowledge gaps, and mapping solutions. Face to face meetings included the Occupational Therapy Leaders and Managers (OTLAM) SIG for a workshop on the role of occupational therapists in acute care, and to discuss such diverse topics such as specialist occupational therapists, training opportunities for assistants, and the role and responsibilities for research in the workplace. The Driver and Passenger Assessment and Rehabilitation SIG joined forces for a seminar on *Older Driving*, and to discuss vehicle assessor competencies.

Professional development

One day workshops on *Perception and Praxis*, and *Preparing, writing and submitting superior tender bids* were held.

Harvesting our Catch, Resetting our Net was the title of NZAOT's three day clinical workshops attended by a record number of occupational therapists. This was a major highlight in the professional development calendar.



Making pūrerehua - Koro's shed



Best costume: Shipwrecked at Mills Reef – CWS dinner.

'FANTASTIC... rather than talking at us or giving LOTS of theory, they demonstrated it!'

CWS registrant

'Congratulations ... for the clinical workshops! ... It was really great - I would say the best one I have been to for me - I had a great time and learnt heaps!'

CWS registrant

NZAOT Values Exchange

- Now in its fourth year
- Nine new cases for transparent debate
- 145 participants - an average of 16 per case
- Four new surveys with 48 participants
- A new *Occupational Therapy Process Standards* self audit tool

Grants and trusts

The New Zealand Occupational Therapist Research and Education Trust, initiated its first grants to members Ellen Nicholson and Ema Tokolahi. It is hoped that small grants can be made annually.

Support to two final year students was also made following a bequest and the setting up of the Karis Boyd Trust for hardship.

'Thanks again for getting the ball rolling with the Tender workshop ... I came away with lots of thoughts racing through my head and really got a lot out of networking.'

Workshop registrant

Recognising excellence

■ NZAOT paid tribute to the outstanding contributions of Norah Hobcroft, one of four founding members of NZAOT by bestowing honorary life membership.



**Hazel Skilton,
Founding Officer/
President 1949 -
1950**

'Never underestimate your influence on those you treat.'

You will be remembered as someone who has had an effect on their lives as you take a personal interest in them and as you give them the means to improve their health. Good luck to you.'

Hazel Skilton

May 2009

■ Dr Linda Wilson, applauded for becoming New Zealand's first ever recipient of the prestigious Fulbright scholarship, was described by president Elizabeth Rowland as a 'shining example of the occupational therapy profession.'

■ Jenni Mace, senior lecturer at AUT university was awarded the Medical Staffing International/NZAOT Achievement Award for innovation in curriculum development: 'Promoting Occupational Justice and Participation.' Elderly people, the homeless, taggers, and bed rest patients all benefitted from innovative student projects.



Jenni Mace winner of Medical Staffing International/NZAOT Occupational Therapy Achievement Award with Elizabeth Rowland, president NZAOT.



Norah Hobcroft (left) with Rowena Scaletti and Noeline Creighton from the Legacy of Occupation Research Group – 'the most regal mothers of occupational therapy'.

■ Graduates Rebecca Lovett (Otago), and Julia Mason (AUT) were honoured for the highest level of achievement in completing the occupational therapy programme with the NZAOT Graduate Awards.

Goal 2. Maintaining a sustainable organisation

Membership, organisational, and financial stability

'Sustainability' in the context of NZAOT, means the ability or capacity of our stakeholders, the members, and staff to continue to create our vision, take action, and ensure our relevancy and potential is ongoing.

Active membership

The membership is a community of extraordinary and talented individuals, and with only a small support team of office staff, our goals are realised together, as evidenced by this report. Active members are acknowledged on the accolades web page.

Organisational well-being

Celebrating our 60th anniversary was the icing on the cake and included an anniversary edition of the OT Insight, a *Meaningful Occupations* blog page, and a time capsule to collate all our history for the year, and to be opened at some future date – maybe our centennial anniversary?

Council have continued to implement the training for development of competence around governance. This is to ensure that we understand what governance entails so we can continue leading the organisation in a positive direction.



NZAOT council meeting 2010 – governance training

Financial sustainability

The association sustained a small deficit this year, the first in seven years.

NZAOT has set up a finance and audit committee to oversee all material aspects of NZAOT's financial reporting, control, and audit functions. Together with the auditors we have identified areas where we can improve our processes. This will be a focus in the coming year.



N Z A O T
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Occupational Therapists
1949 – 2009

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Summarised financial statements

Statement of Profit and Loss

	2010	2009
Total Income	341,761	326,111
Total Expenses	346,534	282,474
Net surplus/deficit for Year	- 4,773	42,794

Balance Sheet

	2010	2009
Total Assets	393,888	398,692
Total Liabilities	114,482	114,518
Equity	279,406	284,179

The full financial statements for year ending March 31, 2010 will be presented to the AGM. Copies are available from the national office on request.

In summary

The annual report for the 01 April 2009 – 31 March 2010 year demonstrates how NZAOT continues to meet members' expectations through its ongoing commitment to its mission: 'To promote excellence in knowledge, standards, support and representation.'

Looking forward, NZAOT looks to enhance its activities including:

- 'Shifting Sands – creating our place' conference 2010 in Nelson.
- preparing a bid for the Asia Pacific Occupational Therapy Congress 2015
- implementing some key objectives from OTKSS' occupational therapy strategic plan
- reviewing our constitution and carrying out a stocktake on our supporting policies and position statements

Members and staff as of 31 March 2010

Council members

President

Elizabeth Rowland (assumed office October, 2007)

Treasurer

Christine Pacey (elected September 2008)

Secretary

Christine King (retired October 2009)
Tracey Partridge (changed role October 2009)

Professional Standards

Christine Abernethy (appointed October 2009)

Professional Representation

Tracey Partridge (elected September 2008)
Angela Zame (elected October 2009)

Marketing and Public Relations

Christine Farquharson (retired October 2009)
Katrina Galbraith (appointed October 2009)

Research and Development

Trisha Egan (retired October 2009)
Rita Robinson (appointed October 2009)

Māori Perspective

Georgina Davis (retired October 2009)
Kevin Brown (appointed October 2009)

WFOT Delegate

Alison Nelson (appointed 2005)

NZAOT Office

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 our membership database.

Dael Williams, Membership and Marketing Co-Ordinator

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

Tina Larsen, Communications/Professional Development co-ordinator

Responsible for editing the OT Insight monthly, and co-ordinating professional development opportunities for members

Nadine Haines, 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.

'Great way to attend a seminar
at a reasonable cost from home -
brilliant concept.'

Webinar registrant



Celebration of NZAOT's 60th anniversary June 2009