

The New Zealand Association of Occupational Therapists Whakaora Ngangahau Aotearoa (Inc)[†]



Annual Report

For the year ended 31 March 2014

Mission: Championing the profession of occupational therapy/whakaora ngangahau

Vision: OTNZ is the touchstone* for occupational therapy/whakaora ngangahau in Aotearoa New Zealand: empowering individuals, whānau, organisations and communities to achieve health and wellbeing through occupation.

Values: occupational justice, biculturalism, integrity, professionalism, collaboration and transparency.

Occupational Therapy New Zealand - Whakaora Ngangahau Aotearoa are pleased to report to our members our activity over the 2013–2014 year.

We acknowledge the commitment and dedication of members, elected council, staff and supporters. A special thank you to all our stakeholders.

Ma whero ma pango ka oti ai te mahi
With red and black the work will be complete.

This year we celebrate 65 years of occupational therapy in Aotearoa New Zealand and a time to assert organisational maturity to move the organisation forward.

Our continuing strategic direction holds three key goals: visibility, advancing skills, and organisational wellbeing. The strategic plan is fundamental to guiding our everyday activities.

[†] While the name Occupational Therapy New Zealand - Whakaora Ngangahau Aotearoa (OTNZ) was adopted in September 2013 and has been in use since, due to a procedural issue the name is not officially registered. OTNZ is used throughout this report.

* Touchstone: The place to find out about, or be advised about occupational therapy/whakaroa ngangahau. The place that occupational therapists/ngā kaiwhakaora ngangahau are nurtured from. The place that promotes excellence in occupational therapy/whakaora ngangahau. The place occupational therapists/ngā kaiwhakaora ngangahau connect back to the core paradigm of occupational therapy/whakaroa ngangahau so that they can empower others.

ACHIEVEMENTS AGAINST STRATEGIC GOALS

STRATEGIC GOAL 1: VISIBILITY

Everybody in Aotearoa New Zealand understands what occupational therapy/whakaora ngangahau is and its value.

Influencing

- **The Employment Relations Act Amendment Bill 2013.** Opposed clauses 43-47 which sought to remove the legislative right to rest and meal breaks.
- **Framing the Future 2013.** Health Workforce New Zealand have proposed 'Framing the Future', a multi-disciplinary education framework which aims to provide more flexible career pathways. We advocated that allied health look independently at the idea of a framework, distinct from the scientific and technical professions and we believed it is not a perfect fit for the subset of allied health, for example, occupational therapy.
- **Review of Essential Skills in Demand Lists.** The Ministry of Business, Innovation and Employment reviewed occupational therapist for the Long Term Skill Shortage List (LTSSL). OTNZ argued for its retention but the ministry have removed occupational therapist from the lists.
- **WHO Disability Action Plan 2014 – 2021.**
 - We strongly endorsed the assertion that disability is a public health, human rights, and a development issue.
 - We advocated that the Disability Action Plan be brought into alignment with United Nation's Millennium Development Goals.
 - We found that the disability rights claim "nothing about us, without us" is not well represented in the plan.
 - Rehabilitation services should be provided in collaboration with people with disabilities.
 - Policies or practices are reflective of the cultural diversity of the different populations. In particular, with due regard to the notion of 'cultural safety'.
- **Representation:** Occupational Therapy Key Strategic Stakeholders (OTKSS); Allied Health Associations New Zealand (AHANZ); The Otago (PEAC) and AUT University occupational therapy advisory committee's (in attendance); The Consumer Outlook Focus Group (Mary Butler); Health & Safety Taskforce (Sarah Donaldson); Spinal Cord Injury Joint ACC/MOH Project (2013) (Debbie Wilson, David Guest); Health and Safety Professionals Alliance (now Health & Safety Association of NZ (Jane Cowan-Harris, Grace Imiolek).
- **Position statement June 2013:** The Occupational Therapy/Whakaora Ngangahau and End of Life / Palliative Care (June 2013). The purpose of this statement is to describe the role of the occupational therapists/nga kaiwhakaora ngangahau in providing services to people

and their families/whānau who are living with a life limiting illness, and those who are in the terminal phase of life in Aotearoa New Zealand.

- **Thoughts on an occupational approach to ageing.** A focus group of members in Auckland in response to NZ Herald exposé on the state of rest-homes.

Being Seen



Tairawhiti DHB

- **OT Week, 21-27 October 2013** (incorporating World Occupational Therapy Day) was celebrated by practitioners across the country with the theme "Occupy your time! Occupy your Place! Occupy your Life!"
- **Social media.** Our FaceBook and Twitter pages were given a boost with the increase of staff resource, and has gone from strength to strength. Analysis shows we have a high proportion of non-members and overseas therapists who engage with us via these mediums.



Facebook photo's

- **New website.** Development began for our new website (to be launched in early 2015). The site will offer a flexible platform for the provision of services and information to members. It also includes a public site where we can be more visible and promote the unique value of occupational therapy to wider health profession and the public.
- **Published members.** Several OT Insight articles authored by members were requested for reprint by Occupational Therapy Australia throughout the year.

STRATEGIC GOAL 2: ADVANCING SKILLS

A strong dynamic and sustaining association advancing occupational therapy/whakaora ngangahau.

2013 Clinical Workshops



Members of the clinical workshops organising committee with OTNZ executive director, Siobhan Molloy (L)

- The Reflection on Practice, Glistening Waters clinical workshops were hosted by a Wairarapa-based group of members: Franky Spite (convenor), Annette Tan-McKay, Gail Morrison, Rachel Tatham, David Guest and Tim Dunn. The workshops were held in Masterton, 19-21 September, and were very successful with 190 occupational therapists attending and substantial support from partners. Insert pic and caption clinical workshops to come

IPE 102: Foundations of Ethical Thinking

- Led by Dr David Seedhouse and delivered via our OTNZ Values Exchange tool. This is a ten week online course which enhances critical thinking in the context of professional practice. Two cohorts attracted 55 therapists.

Recognising Excellence



Alison Nelson

- The inaugural **Hazel Skilton Founders Award** for recognition of service to people was proudly awarded to Alison Nelson in September 2013. Alison has "made a real difference in the lives of the people whom she has served." The award is sponsored by the Legacy of Occupation research group (members Beth Gordon, Sunny Riordan, Rowena Scaletti and Noeline Creighton) under the auspices of OTNZ, and presented biennially at clinical workshops.

Hazel Skilton herself (100 years in January 2014), unveiled a framed 3ft x 2ft collage of her life in honour of the inauguration of the award in September. The event was attended by representatives of OTNZ, editors of the Legacy of Occupation (2009), Christina Topliss (artist), Jennie (Hazel's niece), together with staff and friends of Christ's Hospital at Selwyn village.

- The **OTNZ Graduate Award** was bestowed on Diana Young, Otago Polytechnic and Katrin Schallau (AUT University) for the highest level of achievement in completing the occupational therapy programme.



Diana with her family



Katrin at graduation

- **New Zealand Occupational Therapists Research & Education Trust** congratulate the following members who were awarded grants to support research:

- Andrea Dempsey, awarded \$1,300. Research title: An evaluation of a brief sensory modulation intervention to reduce anxiety for people accessing tertiary mental health services
- Cherie Le Lievre, awarded \$1,000. Research title: Is the Participation and Environment Measure for Children and Youth (PEM-CY) valid in a general New Zealand population?
- Susan Harris, awarded \$1,600. Research title: A community response to natural disaster: Exploring practice and paradigm

Publications

- **The New Zealand Journal of Occupational Therapy**, edited by member Dr Grace O'Sullivan: April 2013 Vol 60 Issue 1, and September 2013 Vol 60 Issue 2.
- **OT Insight** published 8 editions, of which 4 were themed: Mental Health (co-edited by Pam Schofield, May 2013); The Bicultural edition (co-edited by Isla Emery Whittington, July 2013); Children and Young Persons (Nov 2013), Population Health (Mar 2014). The OT Insight has increased its professionalism with a dedicated editor and updated design including full colour front covers.
- **OTNZ Press.** Fi Graham continued to encourage debate and discussion about research related ideas in her 'Research & Innovation' column in OT Insight. OTNZ Press published the research and innovation anthology for 2012-2013.
- **eOT Insight** was published via email in April and September 2013.

Bicultural Journey

Concepts of occupational justice and occupational deprivation can be identified as causal factors within systemic structures. The health and wellbeing of all people in Aotearoa as a bicultural nation reflect these notions. Acknowledging the spirit and intent of Te Titiri o Waitangi (the Treaty of Waitangi) ensures we look to opportunities for our profession to be responsive and dynamic. Aligned with Health Workforce New Zealand's (HWNZ) vision review, the association explores what it means to have an inclusive treaty relationship organisation. Taking a proactive approach ensures we are strategically positioned to respond to political and social demands.

The year brought about a study of object 4.1 of the Rules of the Association which reads: "In giving effect to the objects for which the Association is established, the Association shall encourage policies and practices that reflect Aotearoa/New Zealand's cultural diversity, and shall, in particular, have due regard to the provisions, and to the spirit and the intent of Te Titiri o Waitangi (the Treaty of Waitangi)."

Registered occupational therapists are deemed culturally competent. The Association identifies biculturalism as an essential component of this competency which requires a high level of proficiency across the profession.

- Council have sought understanding of what a bicultural governance model might look like for the Association – one that shows a commitment to being a bicultural organisation. Progress has been one of building knowledge in relation to policy and strategy, education and training, change management, and external relationships.
- Throughout 2013/2014 OTNZ has promulgated free online treaty training resources to the membership and highlighted health research involving Maori via OT Insight.
- Two bicultural workshops were held at the September 2013 clinical workshops.
- The OT Insight bicultural edition in July 2013 was well received and included: Two Worlds: Together is Better - living a "bicultural life"; information on online treaty training resources and why it is important to engage with Te Titiri o Waitangi; health research involving Māori; and a review of a culturally safe assessment tool.
- Recognition of OTNZ's bicultural journey since its beginnings was displayed as a timeline at the 2013 clinical workshops.

STRATEGIC GOAL 3: ORGANISATIONAL WELLBEING

The association is equipped to deliver the strategic goals in alignment with its vision, mission and values.

Governance

Council members are responsible for setting and achieving the guiding vision, mission and strategic direction of the Association.

President	Karen Molyneux (2013 – current) Rita Robinson (2011 - 2013)
Māori Perspective	Shaz Harth-Bryant (2013 – current) Karen Molyneux (2011 – 2013)
WFOT Delegate	Tracey Partridge (2013 – current) Merrolee Penman (2011 – 2013)
Council Members	Ruth Spain (2011 – current) Jo-Anne Gilsenan (2011 – current) Clare Thompson (2012 – current) Randa Abbasi (2013 – current) Isla Emery Whittington (2012 – 2013)

Special Interest Groups

As our online communities of practice, the Association has 22 special interest groups. These are vital for networking and resource sharing. Thank you to convenors: Sarah McMullen Roach, Helen Allen, Rita Robinson; Kevin O'Leary, Alison Derbyshire, Jill Judson, Tim Dunn, Pam Schofield, Shona Peterson, Anne Christie, Carolyn Simmons Carlsson, Vicky Smith, Tanya Loveard, Bronnie Thompson, Joanne Harper, Kirk Reed, Grace Imiolek, Maria Whitcombe-Shingler, Merrolee Penman.

Local Area Networks

OTNZ has a number of local area networks to bring together members of the Association who work in a particular geographical area. Thank you to convenors: Maria Whitcombe-Shingler (Auckland); Sue Whitby and Nikki Limond (Bay of Plenty/Lakes); Emma Ratcliff (Canterbury); Anne Gosnell (Central Otago); Kaaren Goymour (Manawatu/Whanganui); Helen Murphy (Otago); Sarah Stevens (Tairāwhiti); Lyndall Henry (Taranaki); Randa Abbasi (West Coast)

Infrastructure

As we move forward the organisation continues to grow its infrastructure through updated information communications technology:

- An upgrade to a cloud-based accounting and reporting system
- The full implementation of the membership database (members have appreciated a trouble-free and quick online joining process).
- The scoping and commissioning of computer hardware and software to support migration from Windows XP to Windows 8.1
- The scoping and commissioning of a new website scheduled to come online in early 2015.

SUMMARISED FINANCIAL STATEMENTS

Statement of Profit and Loss

	2014	2013
Total Income	\$352,247	\$356,499
Total Expenses	\$373,463	\$307,782
Net surplus/(deficit)	(\$21,216)	\$44,852

Balance Sheet

	2014	2013
Total Assets	\$424,769	\$313,176
Total Liabilities	\$176,809	\$44,000
Equity	\$247,960	\$269,176

The financial information is intended as a brief overview. Members can access the full audited financial statements for year ending March 31 2014 at www.nzaot.com under About Us or contact the office.



Karen Molyneux, President

Staffing

The Association underwent a substantial organisational review. This resulted in a new staffing structure which changed existing roles and added new roles.

Staff and contractors at 31 March 2014:

- **Mātua Wereta (Rackie) Pahau and Whaea Iris Pahau** OTNZ Tikanga Advisors
- **Alison Silcock** Office Administrator
- **Tina Larsen** OTNZ Special Projects
- **Morgan Fitzgerald** Membership Services
- **Angie Cairncross** Editor, OT Insight
- **Grace O'Sullivan** Editor, NZJOT
- **Jane Howley** Accounts Supervisor

IN SUMMARY

The 2013/2104 year has been one of growth. The initiatives put in place during in the 2013/2014 year has moved us firmly into the realm where we can now make even more significant and rapid gains on our goals to become more visible, advance skills and ensure organisational wellbeing.

We look forward to hosting the Blue Sapphire and Diamond Anniversary Symposium and Soiree in September which will provide opportunities to understand how occupational therapy has informed and transformed the lives of occupational therapists. Through the reflections and wisdom of our past Francis Rutherford Lecture Award recipients we know where we have stood so that we can effect where we are going.

Further opportunities for growth and visibility are enhanced as we prepare to host the international Asia-Pacific Occupational Therapy Congress in 2015. We encourage our members to invite their colleagues – both at home and overseas – to join us in this event as it is a huge opportunity to showcase the occupational therapy profession in Aotearoa.

The excitement leading up to these events is palpable and the contributions being received are welcomed and graciously accepted.

Thank you to members and partners, and welcome to our new staff – we have an exciting year ahead with Occupational Therapy New Zealand – Whakaora Ngangahau.

Kia kaha ngā kaiwhakaora ngangahau



Tina Larsen, Interim Executive Director