

Evidence Brief: Occupational Therapy

Contents

Key publications – the big picture	2
Royal College of Occupational Therapists (RCOT).....	4
Case Studies.....	5
The Star for workforce redesign.....	6
Statistics.....	6
National Data Programme.....	6
Published Peer Reviewed Research.....	6
Advanced practice.....	6
Community, Primary, and Social Care.....	7
Digital	8
Diversity and inclusion.....	9
Education and curriculum	9
Leadership, coaching and supervision	10
Mental health.....	12
Role progression and development.....	13
Secondary and tertiary care	14
Workforce perspectives and experiences.....	15
Competency Frameworks	16
*Help accessing articles or papers.....	17

Produced by the Knowledge Management team Evidence Briefs offer an overview of the published reports, research, and evidence on a workforce-related topic.

Date of publication: January 2025

Please acknowledge this work in any resulting paper or presentation as:
Evidence Brief: Occupational Therapy. Hannah Wood and Katy Greenfield. (2025). UK:
Workforce, Training and Education Knowledge Management Team

There may have been an update to this Evidence Brief - to check you are reading the most current version please see the links below:

- [Complete Evidence Brief list – link for Workforce, Training and Education staff](#)
- [Complete Evidence Brief list – link for External staff](#)

Key publications – the big picture

[NHS Long Term Workforce Plan](#)

NHS England, 2023 (updated 2024)

Among the allied health professions (AHPs), the greatest shortfalls will be seen for podiatrists, paramedics (and ambulance technicians), occupational therapists, diagnostic radiographers and speech and language therapists (both adult and child), with limited supply growth projected. This is due to the education and training pipeline not keeping pace with expected demand. (Page 35) More than a third of AHPs could train through apprenticeships, compared to 6% now, but this would vary by professional group. The Plan sets out the following assessment for proportion of entrants joining the AHP workforce via an apprenticeship route by 2031/32: [...] 25–50% for paramedics, diagnostic radiographers, occupational therapists, dietetics, prosthetists and orthotists. (Page 45) Implementing the Plan's recommendations would enhance the scope and reach of AHP roles to help manage demand most productively. This includes increasing the number of advanced practitioners and independent prescribers, and AHPs acting as senior decision-makers in appropriate settings. Alongside this, education and training expansion and reform will be important to address shortages in particular allied health professions, such as diagnostic radiography, therapeutic radiography, occupational therapy, and speech and language therapy. (Page 46) Overall, the Plan will increase the proportion of these wider team roles from 1% in 2022 to 5% by 2036/37. In addition, this Plan focuses on expanding those roles that have a particularly diverse range of skills and can contribute in many care settings, including 3.7–4.0% growth in paramedics, 3.4–3.7% growth in occupational therapists and 3.3% growth in physiotherapists (assessment of average growth rates per year). (Page 91)

[Revised standards of conduct, performance and ethics](#)

Health & Care Professions Council, 2024

The revised standards of conduct, performance and ethics came into effect on 1 September 2024. Our [guidance on social media](#), which sits alongside the standards, has also been revised.

[Approved programmes](#)

Health & Care Professions Council, 2024

A database of approved education programmes for Allied Health Professionals.

[Occupational therapists should assess elderly at risk of falls at home, says NICE](#)

The BMJ 387, 2024

The National Institute for Health and Care Excellence (NICE) has proposed more comprehensive falls assessments and management of older people at risk of falls, including using occupational therapists to carry out hazard assessments of the homes of patients who are at risk.

[Recruitment of overseas allied health professionals](#)

NHS Employers, 2024

How overseas allied health professionals (AHPs) can enter the UK for work.

[What does it mean to be a population health fellow as an allied health professional, and why does it matter?](#)

The King's Fund, 2024

As an occupational therapist, embarking on a population health fellowship was a daunting experience. In my health care career, fellowships are often opportunities I see awarded to medical doctors. Given that this fellowship is focused on population health, this created an additional layer of uncertainty for me, as it is an area where few allied health professionals (AHPs) are pursuing careers. Being on this fellowship has provided me with

the opportunity to advocate for more AHPs to take up roles within population health.

[Innovation and collaboration: supporting Allied Health Professions Return to Practice](#)

NHS England, 2023

It is well recognised that there are significant challenges in AHP workforce supply, retention, and growth across all sectors of health and care. Returning Allied Health Professions are a vital element of the Health Education England (HEE) workforce plan and are essential in re-directing knowledge, skills and experience back into health and care sectors.

[AHP Educator Career Framework](#)

Council of Deans of Health, 2023

The AHP Educator Career Framework is an outcomebased career framework that describes the knowledge, skills and behaviours required to be an effective teacher, learning facilitator, supervisor and role model in AHP education in practice and formal education settings. First and foremost, it promotes the education pillar of AHP professional practice, recognising that education is everyone's responsibility.

[National profiles for Occupational Therapy](#)

NHS Staff Council Job Evaluation Group, 2023

A national profile of job roles and responsibilities.

[Information and Resources Supporting the Allied Health Professions \(AHP\) Integration Agenda](#)

NHS England WT&E, 2023

This resource has been created to support the integration agenda for the Allied Health Professions (AHPs) in England. This national portfolio aims to support integrated ways of working across regions, systems, and in place-based partnerships. The journey towards integration will be complex and multifaceted.

Therefore, this resource has initially focused on building connections across social care and health colleagues, within local authorities and the NHS, respectively.

[Genomics for allied health professionals: Survey results](#)

NHS England WT&E, Genomics Education Programme, 2023

Overall, your responses showed that a good majority of you feel you don't have a good understanding of genomics.

[Your future allied health professionals](#)

NHS Employers, 2023

This infographic sets out the different routes available for organisations to train allied health professionals.

[A guide to ESR coding for Advanced Practitioner roles](#)

NHS England WT&E, 2022

To ensure that advanced practitioners' skills are consistently recognised, and better enable those skills to be deployed across healthcare settings we must now ensure that the NHS workforce accurately reflects the breadth of the modern clinical workforce.

[The Allied Health Professions \(AHP\) for England: 2022 to 2027](#)

NHS England, 2022

This strategy is a catalyst for change. Wherever you work, every member of our AHP community has a part in realising our collective ambitions through its delivery. I therefore encourage you to take a moment to consider how the AHP community can enable the change required to deliver future care today.

[Allied Health Professions' Research and Innovation Strategy for England](#)

NHS England WT&E, 2022

This Strategy comprises a definitive collective national reference statement that encompasses and supports the existing research

and innovation strategies of all the Allied Health professional associations.

[First Contact Practitioners and Advanced Practitioners in Primary Care: Occupational Therapy A Roadmap to Practice](#)

NHS England WT&E, 2021

This Primary Care Educational Roadmap was developed by Health Education England, with support from and in collaboration with multi-organisational, multi-professional, and patient group stakeholders.

[What can AHPs offer in mental health settings?](#)

Health Education England, 2021

AHPs are the key to transforming health, care, and wellbeing. Working at the top of their competencies and skills, AHPs lead mental health teams to new ways of working. Their expertise in rehabilitation and enablement is vital to move away from over-reliance on hospitals and towards professional interventions across health and social care settings.

[My role in tackling health inequalities: a framework for allied health professionals](#)

The King's Fund, 2021

This framework builds on our commitments in the UK allied health professions public health strategic framework 2019–2024 (Allied Health Professions Federation 2019) and we hope AHPs across the UK will find it useful. It aims to help you to consider your own unique contribution to tackling health inequalities and to help maximise this through a series of lenses and questions.

[What is advanced clinical practice?](#)

NHS England WT&E, no date (estimated post-2020)

Advanced clinical practitioners come from a range of professional backgrounds such as nursing, pharmacy, paramedics and occupational therapy. They are healthcare

professionals educated to Master's level and have developed the skills and knowledge to allow them to take on expanded roles and scope of practice caring for patients.

[Standards of education and training](#)

Health & Care Professions Council, 2017

In line with the way our education quality assurance model functions, we have split our standards of education and training along institution and programme levels.

See also: [Review of the standards of education and training](#) (2024)

Royal College of Occupational Therapists (RCOT)

[Workforce Strategy](#)

Royal College of Occupational Therapy, 2024

We're proud to share our Workforce Strategy 2024–2035.

Through this strategy we'll present and apply real-world and academic evidence to emphasise how extra investment in the occupational therapy workforce will help resolve the challenges that our systems are facing.

[Workforce reform 2024 programme](#)

Royal College of Occupational Therapy, 2024

NHS England has funded our workforce reform 2024 programme, as part of its ongoing education reform priorities for Allied Health Professions (AHPs).

[Royal College of Occupational Therapy Career Development Framework](#)

Royal College of Occupational Therapy, 2022

The Career Development Framework - guiding principles for occupational therapy supports the professional development of the whole occupational therapy workforce to help meet the needs of people who access services, their families and their carers.

See also: [Career Development Framework review](#) (2024)

Case Studies

["Making change by shared doing": An examination of occupation in processes of social transformation in five case studies](#)

Scandinavian Journal of Occupational Therapy 30(7), 2023

A generic descriptive qualitative case study design was utilised in order to describe current practice examples and identify ways occupation was being taken up in five initiatives working towards social transformation located in Canada, Germany, South Africa and the United Kingdom.

[Why I decided to become an Occupational therapist](#)

NHS England WT&E, no date

My passion for Occupational Therapy is hard to sum up in so few words, but I really hope it comes through in my advocacy for the profession. Most simply put, I chose Occupational Therapy as it is a job that can expose you to people from all walks of life, and allow you to work collaboratively and creatively with them to problem solve, considering all aspects of them as an individual and their specific, self-set goals.

[Occupational therapy, autism awareness and football](#)

NHS WT&E, no date

This placement helped me to develop skills in research, my understanding of autism, clinical reasoning and presentation skills. Following the establishment of the sensory space, I was invited to speak at a conference on sensory integration and

motivated me to promote inclusivity and awareness of autism in my professional role as an Occupational Therapist with adults with learning disabilities.

[Occupational Therapy Virtual Practice Placement](#)

NHS England WT&E, no date

The University of East Anglia developed and implemented a virtual practice placement for Occupational Therapy 2nd Year BSc students, using the virtual learning environment Blackboard.

[Real-life story - Rachel Rule](#)

NHS Health Careers, no date

I was working as a support worker with neurodiverse young adults and started to think about my career prospects. I had always been drawn to the more [holistic](#) elements of care and was lucky to receive high quality training in person centred care planning in my support role. I had worked with a variety of professionals including Psychiatrists, Psychologists, Mental Health and Learning Disability Nurses and Social Workers but whilst I highly respected them, none of these roles really felt right for me. That was when I landed upon a Plymouth University application for Occupational Therapy.

[Returning to Practice: My Journey - Rachael Harrison](#)

Health & Care Professions Council, no date

Sometimes the return to practice process feels overwhelming, but it does not need to be a lonely experience. There are so many people to help you on your journey. I hope this honest account of my own expedition helps you in some way.

The Star for workforce redesign

More resources and tools are available in the AHP Quick Reference Guides Upskilling section of the [Star](#). Alternatively, search for 'Allied Health' or 'occupational therapy' in the search bar.

Statistics

You can find relevant statistics on the [Health and Care Statistics Landscape](#).

[Registrant data and statistics](#)

Health & Care Professions Council, 2024

These factsheets provide a breakdown for each of the professions we regulate.

[Key statistics on education and training for HCPC professions](#)

Health & Care Professions Council, 2024

We have provided key statistics as a summary of the picture of education and training for the professions we regulate, and how that picture is changing.

[Diversity data: occupational therapists - January 2024](#)

Health & Care Professions Council, 2024

This factsheet provides key EDI information for occupational therapists and how the demographics of this group compare to the demographics of HCPC registrants overall.

[Retention rates of first time HCPC registrants, 2013 to 2018](#)

Health & Care Professions Council, 2023

The HCPC embarked upon this analysis to inform our work on preceptorship. We consider that the findings are of wider value.

They have particularly important implications for providers and funders of training, and for workforce planners. They are also likely to be of great interest to other stakeholders including professional bodies.

National Data Programme

Workforce, Training and Education staff can look at the [WT&E Data and Analytics Service](#) resources including the National Data Warehouse SharePoint site to find out more about datasets and Tableau products.

Published Peer Reviewed Research

Advanced practice

[Assessment of advanced clinical practitioners](#)

Journal of Interprofessional Care 36(6), 2022

The insights from this study enabled lessons to be drawn for those responsible for workforce development who are key to the future development of the ACP role and to ensure high standards of interprofessional care.

[Characterising the outcomes, impacts and implementation challenges of advanced clinical practice roles in the UK: a scoping review](#)

BMJ Open 11(8), 2021

This review suggests a need for educational and role standardisation and a supported career pathway for advanced clinical practitioners (ACPs) in the UK. Future research should: (i) adopt more robust study designs, (ii) investigate the full scope

of the ACP role and (iii) include a wider range of professions and sectors.

Community, Primary, and Social Care

[Occupational therapist's involvement in social prescribing: A qualitative interview study](#)

British Journal of Occupational Therapy 88(1), 2024
Participants perceived similarity with social prescribing, leading to difficulty in positioning occupational therapy alongside this role, emotional responses and identity challenge. Points of distinction between the roles were articulated, including occupational therapy being more medical, having oversight of more complex needs and having more senior roles within teams. To manage workflow, occupational therapists delegate to social prescribing workers, although there is a lack of clarity about competence and varying involvement in supervision. Part of desired future involvement included clearer workflow, occupational therapy involvement in supervision and service development and creating legitimacy for both roles to address social determinants of health.

[Strengths-based practice in adult social care: Understanding implementation](#)

NIHR Open Research 4(19), 2024
Whilst SBP resonated with the professional principles of social workers and occupational therapists, staff did not always have the confidence and skills to adapt to strengths-based practice. Changing paperwork and recording systems, providing training opportunities to develop staff competencies, establishing new care pathways, genuine co-production, and senior management buy-in were key enablers supporting implementation.

[Assessing physical literacy with school-aged children in occupational therapy practice: An exploratory qualitative study](#)

British Journal of Occupational Therapy 87(5), 2024
Sixteen interviews were conducted. Four themes were identified: 'Foreign tongue' (occupational therapists have an understanding of physical literacy but used different terminology); 'Sounds very OT oriented' (illustrating the connection between physical literacy and occupational therapy); 'We need the child's voice' (measure highlights the child's perspective); and 'Contemporary, useful BUT not for all' (measure had utility for some children but was dependant on child's condition).

[Understanding occupational therapy perinatal mental health practice in mothers from ethnic minorities: A qualitative study of practitioner perceived barriers and enablers](#)

British Journal of Occupational Therapy, 2024
Limited workforce diversity, ineffective mandatory training and insufficient referral to occupational therapy by other healthcare professionals were believed to negatively impact service delivery. Cultural experience and reflective practice were felt to enable inclusive practice. Recommendations to inform perinatal mental health occupational therapy practice in the United Kingdom and internationally include collaborations to gain a more diverse workforce, improved mandatory training and strategies to increase cultural sensitivity and competence.

[Challenges and improvements associated with transitions between hospitals and care homes during the COVID-19 pandemic: a qualitative study with care home and healthcare staff in England](#)

Age and Ageing 52(9), 2023
Semi-structured interviews were conducted with care home staff and healthcare professionals involved in hospital to care home transitions including doctors, nurses, paramedics, pharmacists, social workers, and occupational therapists. Commonalities and patterns in the data were identified using thematic analysis. [...] The COVID-19 pandemic contributed to and compounded high-

risk hospital-to-care home discharges. Government policy failed to support care homes. Rapid discharge objectives exposed a myriad of infection control issues causing inhumane conditions for care home residents. However, staff involved in transitions continued to provide and improve upon care provision.

[School-based allied health interventions for children and young people affected by neurodisability: a systematic evidence map](#)

Disability and Rehabilitation 45(7), 2022

Our interactive evidence map can be used to help stakeholders prioritise the interventions most in need of further evaluation and implementation research, including tiered models of universal, targeted, and intensive allied health support.

[Overlooked and under-evidenced: Community health and long-term care service needs, utilization, and costs incurred by people with severe obesity](#)

Clinical Obesity 13(2), 2022

What this study adds?

- People with severe obesity, particularly the housebound, including those <65 years, used multiple community care services long-term.
- Long-term care, occupational therapy, and district nursing services provided the highest dose of care to participants. Weight management input was limited.
- The greatest costs were for local authority funded services of long-term care and occupational therapy.

[Community Occupational Therapy for people with dementia and family carers \(COTiD-UK\) versus treatment as usual \(Valuing Active Life in Dementia \[VALID\]\) study: A single-blind, randomised controlled trial](#)

PLoS Medicine 18(1), 2021

Providing community occupational therapy as delivered in this study did not improve ADL performance, cognition, quality of life,

or mood in people with dementia nor sense of competence or mood in family carers. Future research should consider measuring person-centred outcomes that are more meaningful and closely aligned to participants' priorities, such as goal achievement or the quantity and quality of activity engagement and participation.

Digital

[Efficacy of telerehabilitation in inpatients with stroke: A pilot randomized controlled trial](#)

British Journal of Occupational Therapy, 2024

This pilot study suggests that telerehabilitation may be a feasible alternative during the pandemic. However, due to the small sample size and the potential influence of natural recovery, the findings remain preliminary. Larger studies are necessary to more definitively assess the effectiveness of telerehabilitation compared to conventional rehabilitation.

[Staff perceptions towards virtual reality-motivated treadmill exercise for care home residents: a qualitative feedback study with key stakeholders and follow-up interview with technology developer](#)

BMJ Open 13(11), 2023

The analysis produced seven key themes: anticipated benefits, acceptability, concerns of use, concerns of negative effects, suitability/unsuitability, improvements and current design. Participants were generally positive towards VR to motivate care home residents' physical activity and noted several potential benefits (increased exercise, stimulation, social interaction and rehabilitation). Despite the reported potential, staff had safety concerns for frail older residents due to their standing position. Participants suggested design improvements to enhance safety, usability and accessibility. Feedback to the designers resulted in the development of a new seated VR treadmill to address

concerns about falls while maintaining motivation to exercise. The follow-up developer interview identified significant value in academia-industry collaboration.

[Barriers to Video Call–Based Telehealth in Allied Health Professions and Nursing: Scoping Review and Mapping Process](#)

Journal of Medical Internet Research 25, 2023

The barriers were related to technology issues, practice issues, patient issues, environmental issues, attributions, interpersonal issues, policies and regulations, and administration issues. The most reported barriers included the lack of hands-on experience, unreliable network connection, the lack of technology access, diminished fidelity of observations and poor conditions for visual instructions, the lack of technology skills, and diminished client-practitioner interaction and communication.

Diversity and inclusion

[“Raising the curtain on the equality theatre”: a study of recruitment to first healthcare job post-qualification in the UK National Health Service](#)

Human Resources for Health 20, 2022

The Healthcare Workforce Equity + Diversity Lens we have developed can help to ‘raise the curtain on the equality theatre’ and inform more inclusive approaches to recruitment such as contextualised recruitment or effective allyship between employers and universities.

[Making a difference: Belonging, diversity and inclusion in occupational therapy](#)

British Journal of Occupational Therapy 84(11), 2021

The purpose of this editorial is twofold: First, to share conversations with occupational therapists (OTs) in the United Kingdom, around racism, support for ethnic minorities and career progression; Second, to stimulate debate and dialogue with the

wider occupational therapy profession alongside multi-professional groups.

Education and curriculum

[Environmentally sustainable person-centred care: Occupational therapy students' attitudes, perceptions and self-perceived preparedness for practice](#)

Australian Occupational Therapy Journal 72(1), 2025

Participants (94%) expressed concerns for climate change, with 84% feeling responsible for addressing environmental sustainability in health care. While 64.5% identified climate justice as a top priority, a perceived challenge emerged between person-centred care and sustainability, with only 18% of participants feeling prepared for environmental sustainability in occupational therapy practice. Participants requested education on personal and professional sustainability practices, as well as collective action. Sharing personal climate change experiences, advocating with family and friends, and facilitating connections for collective action were highlighted as potentially transformative educational tools in this area.

[Evaluating the impact of a blended interprofessional education course on students' attitudes towards interprofessional education: a pre-post study](#)

BMC Medical Education 24, 2024

Students' attitudes towards IP relationships improved significantly after the course. The score on this subscale (min 8; max 24) changed from 11.18 (SD 2,67) before the course to 10,38 (SD 2,55) after the course, indicating a significant improvement in attitudes towards IP relationships ($p < 0,001$). More specifically, students had more positive attitudes on the item “I have a good understanding of the roles of different health and social care professionals.” and the item “I feel that I am respected by people from other health and social care

disciplines.” after the course. A positive change in students’ attitudes towards IP learning was observed, but the results were not significant.

[Embedding research within occupational therapy pre-registration training: A concept mapping study engaging staff and student voices](#)

British Journal of Occupational Therapy 87(10), 2024

Group concept mapping provided a structured and comprehensive method to develop a strategy for embedding research and fostering a research culture in occupational therapy programmes at a higher education institution. The four-themed concept map and identified priority targets serve as a foundation for implementing the strategy and improving research integration in occupational therapy education.

[Enhancing occupational therapy education: Evaluating the impact of a STEAM-based assistive technology curriculum using Kirkpatrick’s four-level model](#)

British Journal of Occupational Therapy 87(8), 2024

Integrating assistive technology (AT) into occupational therapy (OT) education is critical to educating students to utilize AT to enhance individual independence. This study aims to describe the development of a science, technology, engineering, arts, and mathematics (STEAM)-based AT curriculum in OT and evaluate its effectiveness using the Kirkpatrick model.

[The impact of game play on dementia knowledge: A student evaluation of the Dementia Inequalities Game](#)

Dementia, 2024

What does this article contribute to the wider global clinical community?

- Game play can be an effective educational tool to increase knowledge about dementia and inequalities in health, allied health, nursing and psychology students

- Playing the Dementia Inequalities Game has the potential to improve knowledge about dementia in the existing workforce

[Selection and recruitment of pre-registration occupational therapy students in the United Kingdom: Exploring entry criteria across education providers](#)

British Journal of Occupational Therapy 86(5), 2023

If the profession is to avoid continued stagnation in diversity amongst student populations and successfully reflect service user diversity in the workforce, it is essential UK universities increase parity across academic entry criteria, ensure the visibility of acceptable skills for alternative access and substantially improve flexibility for part-time study.

[Evaluating a specialist education programme for nurses and allied health professionals working in older people care: A qualitative analysis of motivations and impact](#)

Nurse Education Today 97, 2021

Understanding the motivations to undertake a specialist gerontological programme and the impacts on practitioners and older people care and services will help inform the continuing professional development agenda for nurses and allied health professionals working in this field of practice. Policy makers, commissioners, managers, and educators can use the findings to inform continuing professional development priorities and provision for the gerontological workforce.

Leadership, coaching and supervision

[Inequitable barriers and opportunities for leadership and professional development, identified by early-career to mid-career allied health professionals](#)

Full text available with NHS

OpenAthens account*

BMJ Leader, 2024

Evidence Brief: Occupational Therapy

Thematic analysis (TA) generated four themes, including the barriers and opportunities for AHP leadership development and career progression. Further TA identified three overarching themes: equitable and interprofessional leadership development; an equitable and structured AHP career pathway; and having AHP leaders at a strategical and/or very senior level. These overarching themes were subsumed under the umbrella category: equity of opportunity and voice. The AHPs, who were interviewed, reported inequitable access to both career and leadership development, compared with other professions, such as nurses, doctors and pharmacists.

[Self-Assessments of Mentoring Skills in Healthcare Professions Applicable to Occupational Therapy: A Scoping Review](#) Abstract only*

Occupational Therapy in Health Care 37(4), 2023

The authors identified four valid self-assessment tools, demonstrating III and IV levels of evidence, that may be implemented by occupational therapy programs as they develop resources for mentor programs. Occupational therapy programs can use the mentor attributes found in this scoping review to create their own mentor assessment measures or may choose to use a validated tool. The authors recommend additional research in mentor education and mentor skill acquisition.

[Understanding the difference, makes the difference: perceptions of Black and Minoritised ethnic occupational therapists on mentoring](#)

BMC Health Services Research 23, 2023

The study highlighted that trust is integral to effective mentoring relationships and BME occupational therapists want mentors who they can trust with their experiences and stories. Compatibility between mentors and mentees in terms of personality, values, and working styles is crucial for effective mentoring relationships. Providing opportunities for networking,

acknowledging good work and giving permission were all seen as outcomes from good mentoring. The absence of BME role models and ingroup bias were also reported as issues to be addressed.

[Exploring the Association between Individual-Level Attributes and Fidelity to a Vocational Rehabilitation Intervention within a Randomised Controlled Trial](#)

International Journal of Environmental Research and Public Health 20(6), 2023

Findings of this study suggest that mentoring OTs may increase fidelity of delivery of ESSVR, which may also be associated with positive stroke survivor return-to-work outcomes. The results also suggest that OTs with more experience of stroke rehabilitation may be able to support stroke survivors to RTW more effectively. Upskilling OTs to deliver complex interventions, such as ESSVR, in clinical trials may require mentoring support in addition to training to ensure fidelity.

[Evaluating Impact of an Online Leadership Course for Newly Graduated Occupational Therapists](#)

Journal of Occupational Therapy Education 6(3), 2022

Participants reported that participating in the MOOC provided education on how to further develop leadership skills. Leadership skill development takes time to develop and further evaluation is required to determine if these skills continue to develop when put into practice.

[The Development of Leaders: Suggested Modules for Education](#), The Open Journal of Occupational Therapy 10(4), 2022

The development of leaders is critical for the education of all professionals and, particularly, those in the field of occupational therapy.

[Learning Health Systems Can Promote and Sustain High-Value Occupational Therapy](#) Abstract only*

The American Journal of Occupational Therapy 76(1), 2022
This article is the first to outline concrete action steps needed to transform occupational therapy practice contexts into Learning Health Systems. Such a transformation would represent a system-level change capable of fostering the delivery of high-value occupational therapy services to clients in a variety of practice settings.

[Perceptions of leadership styles in occupational therapy practice](#)

Full text available with NHS OpenAthens account*

Leadership in Health Services 33(3), 2020

A significant relationship was found between transformative leadership and outcomes, and a strong relationship between contingent reward and outcomes.

[A Narrative Phenomenological Approach to Transformative Learning: Lessons From Occupational Therapy Reasoning in Educational Practice](#)

The American Journal of Occupational Therapy, 2020

An argument is presented that draws on research in occupational therapy professional reasoning and that makes visible the dimensions of transformation that are inherently experiential and meaning oriented. Three key concepts for a transformative pedagogy are defined and illustrated: scenes, emplotment, and embodied metaphors.

[Examining the Relationship between Leadership Style and Student Outcomes in Occupational and Physical Therapy Academic Programs](#) Full text available with NHS OpenAthens account*

Manhattanville College ProQuest Dissertations & Theses, 2020

The results of this study suggested that occupational and physical therapy chairpersons who demonstrate transformational

leadership behaviors may impact departmental factors (climate, pedagogy environment and student engagement), which may impact student outcomes in their programs.

[Capitalising on the transformational opportunities of early clinical academic career training for nurses, midwives and allied health professionals](#)

BMC Medical Education 20, 2020

The findings suggest that individuals, funders, and organisations may need to relinquish the notion that training is purely or largely a transactional exchange in order to establish collaborative initiatives.

Mental health

[A Comparative Study of the Education, Background, Job Satisfaction, and Well-Being of Physical Therapists and Occupational Therapists](#) Full text available with NHS

OpenAthens account*

Journal of Allied Health 51(2), 2022

Between the two professions, no differences existed for job satisfaction, career satisfaction, consideration of pursuing other professions, compromised physical, mental, and nonwork relationships, hours worked per week, direct admission, undergraduate or graduate internship hours, undergraduate research studies, or undergraduate GPA. Differences between career and sex were not significant.

[Exploring Well-Being: Resilience, Stress, and Self-Care in Occupational Therapy Practitioners and Students](#) Abstract only*

Occupational Therapy Journal of Research 43(2), 2022

Practitioners (n = 235) and students (n = 200) reported well-being “less than half of the time” on the WHO-5, “moderate” stress on the PSS, and “normal” resilience on the BRS. The BRS, PSS, and MSCS explained a significant proportion of

variance on the WHO-5 for practitioners and students. Most participants used at least one self-care strategy and desired additional organizational services.

[Self-Care: An Occupational Therapy Student Perspective](#)

Journal Articles: Occupational Therapy, 2022

Total time spent in self-care practices ranged from 9-55 hours, and duration of self-care was not found to correlate with perceived stress or demographic variables. Results demonstrate that the type of self-care activities in which students engage may be more beneficial than duration of self-care alone. Students may benefit from further skill development in self-care to improve their current and future well-being.

[Perceptions of occupational therapists in the United Kingdom on the applicability of the reflective framework for community development in occupational therapy](#) Abstract only*

British Journal of Occupational Therapy 86(2), 2022

The participants recognised most aspects of the Framework in their own practice, but some key aspects such as collaboration with the community at every stage were less prominent. They found the framework applicable to the UK context, particularly for occupational therapists inexperienced in community development practice.

[Wellbeing and coping of UK nurses, midwives and allied health professionals during COVID-19-a cross-sectional study](#)

PLoS One 17(9), 2022

Health services are now trying to respond to the needs of patients with COVID-19 variants while rebuilding services and tackling the backlog of normal care provision. This workforce would benefit from additional support/services to prevent further deterioration in mental health and wellbeing and optimise workforce retention.

Role progression and development

[Enablers and barriers to progressing a clinical academic career in nursing, midwifery and allied health professions: A cross-sectional survey](#)

Journal of Clinical Nursing 31(3-4), 2022

Nearly three quarters pursuing a clinical academic career indicated 'clearer career paths' and 'greater integration across clinical and academic departments' were desirable. Most common barriers related to research roles, availability of positions and funding.

[The Advanced Clinical Practitioner \(ACP\) in UK healthcare: Dichotomies in a new 'multi-professional' profession](#)

Qualitative Research in Health 3, 2022

It is possible that ACP is an early sign of a different future for professions, where the classical 'protective' model of professionalism is increasingly not supported by the state, but this does not mean that professions will disappear.

[Early career programs for mental health occupational therapists: A survey of current practice](#)

Australian Occupational Therapy 69(3), 2022

Early career mental health occupational therapist development should be responsive to their local service environments. A better understanding of the outcomes of these programs for early career occupational therapists, from both an individual and service perspective, could also provide a firmer rationale and foundation for sustained resourcing of this valuable approach to workforce development.

[Relationship between labour force satisfaction, wages and retention within the UK National Health Service: a systematic review of the literature](#)

BMJ Open 10, 2022

Pay was found to influence satisfaction, which in turn affected retention. An increase in wages alone is unlikely to be sufficient to ameliorate the concerns of NHS workers.

[An Appreciative Inquiry Approach to Understanding What Attracts and Retains Early-Career Therapists to Work in Community Organizations](#)

The Internet Journal of Allied Health Sciences and Practice 20(1), 2022

This study highlighted that community organizations could enhance their attraction and retention of early-career therapists through a focus on opportunities for early-career therapists' formal and informal learning and professional development opportunities. Having a clear supervision framework and continuing development for supervisors is another key attraction for early-career therapists. Finally, time and opportunities to develop meaningful relationships with colleagues and clients enhances job satisfaction and wellbeing of early-career therapists.

[The Clinical Challenges Experienced by New Graduate Occupational Therapists: A Matrix Review](#)

Canadian Journal of Occupational Therapy 88(3), 2021

New graduates often do not feel fully prepared for all aspects of occupational therapy practice. As they may not have access to substantial workplace support, exploring personal resources and professional support may assist this challenging transition.

[Understanding professional identity in occupational therapy: A scoping review](#)

Scandinavian Journal of Occupational Therapy 29(3), 2021

Four themes emerged: developing a shared ontology, embracing the culture, enacting occupational therapy, and believing in occupational therapy. Factors which influenced development and

maintenance of professional identity included occupation-centred practice, ontological reflexivity, linking theory to practice and professional socialization.

Secondary and tertiary care

[Personalised Assessment and Rapid Intervention in Frail Patients With Lung Cancer: The Impact of an Outpatient Occupational Therapy Service](#) Abstract only*

Clinical Lung Cancer 25(5), 2023

Outpatient OT services can avoid and shorten hospital admissions through advance care planning, management of functional disruption, onward referral to other allied health professionals and palliative care. A comprehensive multidisciplinary outpatient service may benefit patients further and should be the focus of future research.

[Experimental Staffing Models in Inpatient Acute Mental Health Services. A Longitudinal Comparative Study of Occupational Therapy Services](#)

European Journal of Mental Health 18, 2023

An NHS Mental Health Trust in England recently used an experimental staffing model by including Occupational Therapists (OT) in the staff numbers on ten working age adult acute inpatient wards. [...] The recommended staffing model for working age acute mental health wards has Occupational Therapists embedded in OT-led teams. Staffing tools need to be developed that involve Allied Health Professional leaders and this field needs more research.

[Staffing levels and hospital mortality in England: a national panel study using routinely collected data](#)

BMJ Open 13(5), 2023

Hospitals with lower levels of medical and allied healthcare professional (AHP) staff (e.g, occupational therapy,

physiotherapy, radiography, speech and language therapy) had significantly higher mortality rates (rate ratio: 1.04, 95% CI 1.02 to 1.06, and 1.04, 95% CI 1.02 to 1.06, respectively), while those with lower support staff had lower mortality rates (0.85, 95% CI 0.79 to 0.91 for nurse support, and 1.00, 95% CI 0.99 to 1.00 for AHP support). Estimates of the association between staffing levels and mortality were stronger between-hospitals than within-hospitals, which were not statistically significant in a within-between random effects model.

[Protected therapy services for critical care: A subanalysis of the UK-wide workforce survey](#)

Australian Critical Care 36(5), 2023

The existing United Kingdom (UK) allied health professional (AHP) workforce in critical care does not meet national standards, with widespread variation in the source of funding, service availability, and regularity of input. [...] Services with protected funding provided more daily input within critical care. This was most apparent for occupational therapy where daily input varied from 82.1% of units with protected services compared to just 10.3% in those without ($p < 0.001$). For all professions, most notably occupational therapy and speech and language therapy, protected services increased the regularity in which specific interventions were completed and had impact on involvement in nonclinical aspects of care including involvement in multidisciplinary team meetings, clinical governance, and research.

[Mind the gaps: therapists' experiences of managing symptomatic hypermobility in Scotland](#)

Rheumatology: Advances in Practice 5(2), 2021

We found that therapists in Scotland do have expertise in the management of HSD/hEDS patients; however, this expertise tends to be concentrated in secondary care, which makes it difficult for patients who are managed in primary care to access.

Workforce perspectives and experiences

[Doing, being, becoming and belonging in forging professional identity: Lived experiences of occupational therapists' professional identity currently working in physical health community roles in the UK](#)

British Journal of Occupational Therapy 87(10), 2024

Participants identified that their professional identity was forged through experiences over time developing skills, confidence and their inner understanding of who they were as an occupational therapists. Maintaining a secure professional identity was attributed to building their community of practice and creating a sense of belonging.

[A qualitative study exploring occupational therapist's experiences of delivering interventions to patients in seclusion whilst working as part of a multi-disciplinary team](#)

British Journal of Occupational Therapy, 2024

Four key themes were identified: (1) the perception of seclusion as a punitive approach, (2) the role of occupational therapy in improving the patient's journey through seclusion, (3) grading and adapting occupations to manage risk and increase engagement, and (4) promoting the role of occupational therapy in seclusion.

[The relationship between occupational therapists' organizational commitment, perceived organizational support, and entrepreneurial orientations](#)

British Journal of Occupational Therapy 87(7), 2024

This study indicates that occupational therapists' individual entrepreneurial orientation increases when their levels of organizational commitment and perceived organizational support increase. Therefore, organizations should strive to maintain high

levels of organizational commitment and the support provided by the organization to enhance the entrepreneurial orientation of occupational therapists, which is important for their creativity and innovation.

[Occupational therapists' perspectives on an evidence-based, client-centered assistive technology intervention](#)

British Journal of Occupational Therapy 86(5), 2024

By using the evidence-based, client-centered intervention, the occupational therapists found that the collaboration with the clients was refined—more emphasis was placed on shared responsibility. They found that the intervention was time-efficient in the long run; however, there seems to be a particular challenge in designing services that are inclusive of clients with cognitive limitations.

[Referral networks for pediatric patients with genetic conditions: The perspective of occupational therapists](#)

Journal of Genetic Counseling 32(5), 2023

The data reveal several barriers to linking pediatric patients to genetic systems of care, including lack of insurance coverage, wait times for appointments and test results, hesitant primary care providers, and familial and cultural stigma of disability. We discuss the unique role of occupational therapists as professionals who spend substantial time with patients, often in their everyday environments, to bridge these barriers. We also address challenges associated with occupational therapists facilitating connections to genetics services, including their lack of specialized knowledge of genetics and barriers fully integrating with others on the medical team.

[Why do some people with stroke not receive the recommended 45 min of occupational therapy and physiotherapy after stroke? A qualitative study using focus groups](#)

BMJ Open 13(11), 2023

This study provides evidence for possible reasons why some people do not receive a minimum of 45 minutes of therapy, 5 days per week, related to (1) the suitability of the guideline for people with stroke and (2) services' ability to deliver this amount of intervention. These two factors are related; therapists decide who should receive therapy and how much in the context of (a) resource availability and (b) people's need and the benefit they will experience. The study findings, combined with the findings from other studies, will be used to initiate a Delphi study, which will establish consensus among therapists regarding the reasons why some people do not receive the guideline amount of therapy.

[Joining the workforce during the COVID-19 pandemic: views of Allied Health Profession students](#)

Journal of Interprofessional Care 36(5), 2022

Although the transition from student to practitioner continues to be a stressful period, only a minority of participants reported COVID-19 as an explicit stressor.

Competency Frameworks

[The standards of proficiency for occupational therapists](#)

Health & Care Professions Council, 2023

These standards set out safe and effective practice in the professions we regulate. They are the threshold standards we consider necessary to protect members of the public.

[AHP Critical Care Capability Framework](#)

Intensive Care Society, no date (estimated post 2022)

The Allied Health Professions Critical Care Capability framework has been developed to highlight the experience, expertise and contributions of dietitians, occupational therapists, operating

department practitioners, physiotherapists and speech and language therapists in intensive care.

***Help accessing articles or papers**

Where a report/ journal article or resource is freely available the link has been provided. If an NHS OpenAthens account is required this has been indicated. It has also been highlighted if only the abstract is available. If you do not have an OpenAthens account you can [self-register here](#).

If you need help accessing an article, or have any other questions, contact the Knowledge Management team for support: england.knowledgemanagement@nhs.net