

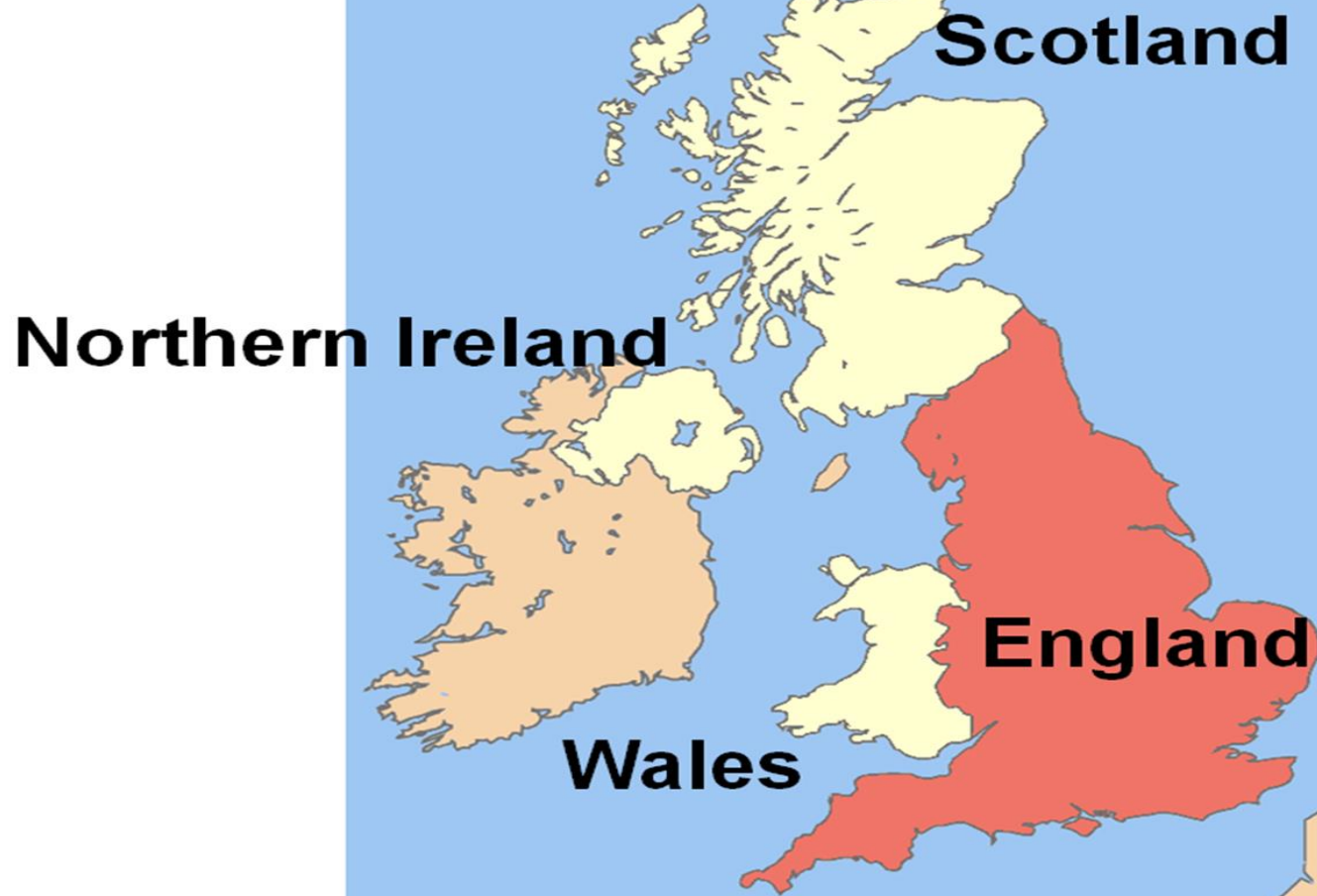


# Occupational Therapy Workforce Data

## How to use Data to influence demand

**Julia Skelton**

**Director of Professional Operations**





# Where do you find Data

- Government Health Organisations
- Registration, Licensing Organisations
- Other government organisations with interest in workforce
- Commissioners/funders of occupational therapy training
- Professional Bodies

# What is workforce Planning



“Workforce planning is the process of ensuring that a business or organisation has the right number of employees; with the right knowledge, skills and behaviours in the right place, at the right time”

*IRS Employment Review*



# Workforce Overview

## “Workforce Planning is not an exact science”

- Most recent historical data
- Supply modelling information
- Potential areas of demand (vacancy rates)
- Expert assumptions through discussions with professional bodies



# Types of Data available

- Numbers of full time equivalents
- Headcount
- Regional statistics
- Numbers by pay band
- Per 100,000 head of population



# Supply Modelling

- Where is the current occupational therapy Workforce employed
- How many new graduates will enter workforce
- Attrition rate of students
- How many international occupational therapists entering country to work
- How many occupational therapists will be returning to practice



# Demand

- Vacancy Rates
- Turnover
- Geographical difficult to recruit areas
- Shortages in specific areas of domains of practice e.g. mental health, social care, London



# Data and knowledge on Workforce is a powerful tool



## How can it be used:

- To influence numbers of training places for students
- Consultation responses to workforce review
- Improving patient flow and discharge
- Government policy where there are new opportunities for occupational therapists to work



# Current Health Care Economic

- There is in many countries a growing number of older people in the population
- Financial constraints in health and care budgets
- Need to work differently that delivers quality services but cost effective and efficient
- RCOT: Occupational Therapy – Improving Lives, Saving Money

# Key Data Facts for RCOT – Our Workforce sound bite



- In social care in England, occupational therapists make up 2% of the workforce but deal with 40% of referrals
- 30% of occupational therapists working in the NHS work in mental health services
- In mental health inpatient units where there is a greater investment in occupational therapy – the length of stay is reduced by 20%
- Attrition rate in training occupational therapists is 8%
- In London – vacancy rate in Health is 17.5% and in Social Care is 15.5%



# Challenges in UK

- Changing landscape in funding student training 2/4 nations do not commission places
- Need for increased practice placements
- What qualifies as a practice placement
- Impact of ILSM – increased demand for occupational therapists in A&E and social care
- We need to understand the profile of our workforce to respond proactively to current pressures in our health and care systems