

**SKILLS FRAMEWORK FOR HEALTHCARE
SKILLS MAP - PRINCIPAL OCCUPATIONAL THERAPIST (CLINICAL)**

Sector	Healthcare		
Track	Occupational Therapy		
Sub-track	Clinical		
Occupation	Occupational Therapist		
Job Role	Principal Occupational Therapist (Clinical)		
Job Role Description	<p>A Principal Occupational Therapist (Clinical) manages clients in her/his specialty and guides staff to be competent in their designated clinical specialty areas. S/He guides occupational therapists and senior occupational therapists on complex cases. S/He provides in-depth caregiver training, and coaches caregivers on assisting clients' in gaining independence. S/He is responsible for leading the development of new clinical services. S/He also plays a consultant role to occupational therapists in managing complex cases.</p> <p>S/He may work in various settings such as public and private institutions, acute and community hospitals, rehabilitation centres, voluntary welfare organisations, schools, long-term care facilities and clients' homes and work environments. S/He may also work as part of collaborative, interdisciplinary teams which may include teachers, doctors, audiologists, psychologists, social workers, physiotherapists and speech therapists.</p> <p>S/He should be insightful, decisive and confident. S/He should possess effective interpersonal, communication and team building skills.</p>		
Critical Work Functions and Key Tasks / Performance Expectations	Critical Work Functions	Key Tasks	Performance Expectations (For legislated / regulated occupations)
	Conduct client assessment and therapy planning	Conduct functional assessment for cases requiring in-depth understanding of area of specialty	In accordance with: • Allied Health Professions Act (Chapter 6B)
		Conduct assessment of clients' environment	
		Plan interventions, based on medical conditions, indications and contraindications	
		Review client case notes, take client history and interpret assessment results	
		Formulate client-centred and SMART (Specific, Measurable, Attainable, Relevant, Timely) goals in collaboration with clients and relevant stakeholders, within a complex psychosocial environment	
		Select appropriate and specific outcome measures to enable evaluation of therapy progress and outcomes for rare cases in area of specialty	
		Document results of case history taking, assessment results, therapy plans, goals and outcome measures	
		Communicate the assessment results, therapy plans, goals and outcome measures to clients and other relevant stakeholders	
		Provide consultation as a specialist or expert in complex cases or situations	
Lead the implementation of new and/or updated assessment techniques based on current evidence			
Perform therapy interventions	Deliver appropriate interventions to facilitate clients' occupational performance based on findings, goals and treatment plans		

	Provide consultation for intervention delivery as a specialist or expert in complex cases or complex situations	
	Recommend assistive devices and equipment	
	Evaluate therapy progress and outcomes using selected therapy outcome measures at regular intervals	
	Modify therapy plans	
	Review continuity of care plans	
	Deliver community integration training to clients	
	Coordinate with relevant parties to support clients in achieving their treatment goals	
	Formulate discharge or care plans in consultation with relevant stakeholders	
	Communicate information for continuity of care and safety for clients	
	Propose environmental modifications based on clients' needs and safety considerations	
	Adopt new interventions, techniques and technologies based on research findings	
	Provide client education	Oversee the development and update of client and caregiver educational materials
		Empower clients and caregivers with methods to enhance health, mobility and functions through self-management strategies
Train clients in use of orthoses and assistive devices		
Communicate the intervention plans, client statuses and discharge criteria to clients and relevant stakeholders		
Guide clients and caregivers in managing complex psychodynamic issues		
Manage specialty areas of clinical services	Develop clinical practice guidelines	
	Monitor compliance to clinical protocols	
	Provide clinical expertise for research	
	Lead the development of new clinical services	

	Manage clinical supervision	Mentor therapists for professional development		
		Implement clinical audit strategies		
		Develop staff to be competent in clinical specialty areas		
		Provide mentorship to multi-disciplinary teams		
		Set clinical competency standards for profession		
		Oversee induction and clinical orientation for new team members		
		Provide clinical supervision for senior therapists		
Skills and Competencies	Technical Skills and Competencies		Generic Skills and Competencies	
	Assistive Devices Prescription in Occupational Therapy	Level 5	Sense Making	Intermediate
	Audit Management	Level 5	Decision Making	Advanced
	Change Management	Level 5	Communication	Advanced
	Client Advocacy	Level 5	Leadership	Intermediate
	Client Assessment for Occupational Therapy	Level 5	Developing People	Intermediate
	Client Education in Rehabilitation Therapy	Level 5		
	Clinical Governance	Level 5		
	Clinical Incident Management in Rehabilitation Therapy	Level 5		
	Clinical Record Documentation and Management in Rehabilitation Therapy	Level 5		
	Clinical Services Development	Level 5		
	Clinical Teaching and Supervision	Level 5		
	Continuous Improvement Management	Level 5		
	Effective Client Communication	Level 5		
	Emergency Response and Crisis Management	Level 5		
Environmental Assessment and Modification for Occupational Therapy	Level 5			
Goal Setting in Rehabilitation Therapy	Level 4			

	Group Therapy Planning and Implementation	Level 4		
	Health Promotion	Level 5		
	Individual and Cultural Diversity	Level 5		
	Infection Control	Level 5		
	Inter-professional Collaboration	Level 5		
	Intervention Planning in Occupational Therapy	Level 5		
	Learning Needs Analysis	Level 5		
	Management of Stakeholders	Level 5		
	People Management	Level 5		
	Professional Consultation	Level 5		
	Professional, Legal and Ethical Healthcare Practice	Level 5		
	Programme Delivery	Level 5		
	Project Management	Level 5		
	Reflective Practice	Level 5		
	Risk Management	Level 5		
	Service Quality Management	Level 5		
	Strategy Development	Level 5		
	Strategy Execution	Level 5		
	Therapy Discharge Planning	Level 5		
	Therapy Intervention Evaluation	Level 5		
	Therapy Intervention Implementation	Level 5		
	Workplace Safety and Health	Level 4		
	Workplace Violence	Level 5		
Programme Listing	For a list of Training Programmes available for the Healthcare sector, please visit: www.skillsfuture.sg/skills-framework/hc			