

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

Sector	Healthcare		
Track	Occupational Therapy		
Sub-track	Clinical		
Occupation	Occupational Therapist		
Job Role	Senior Principal Occupational Therapist (Clinical)		
Job Role Description	<p>A Senior Principal Occupational Therapist (Clinical) ensures that occupational therapists are competent in their respective specialty areas and that they adhere to clinical practice frameworks. S/He sets clinical standards for occupational therapists and can manage clients with multiple complexities in their areas of specialty. S/He uses her/his expert knowledge to guide occupational therapists in complex cases.</p> <p>S/He may work in various settings such as but not limited to public and private institutions, acute and community hospitals, rehabilitation centres, voluntary welfare organisations, schools, integrated and 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, nurses, doctors, audiologists, psychologists, social workers, physiotherapists and speech therapists.</p> <p>S/He should be visionary, decisive and confident. S/He should possess effective leadership, 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 with in-depth understanding of area of specialty	In accordance with: • Allied Health Professions Act (Chapter 6B)
		Conduct assessment of client's environment	
		Plan interventions based on medical condition(s), 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 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	
		Assess gaps in clinical practice	
		Provide specialised clinical interventions	
		Collaborate with multidisciplinary teams in creating new clinical pathways or protocols for diagnostic groups	
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
		Perform specialised clinical interventions
		Provide consultation for intervention delivery as a specialist or expert in complex cases or situations
		Recommend assistive devices and equipment
		Evaluate therapy progress and outcomes using selected therapy outcome measures at regular intervals
		Modify therapy plans based on clients' needs and safety considerations
		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
Empower clients and caregivers on methods to enhance health, mobility and functions through self-management strategies		
Develop frameworks for client and caregiver education and educational methods		
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	Lead development of clinical practice guidelines
		Monitor compliance to clinical protocols

		Drive evidence-based practices that align with emerging trends and population health in specialty areas of clinical services		
		Formulate and implement clinical audit strategies		
		Review audit findings at overall setting or institution level		
		Oversee implementation of new clinical processes and systems		
		Provide clinical expertise for research		
		Set clinical standards for profession		
		Lead the development of new clinical services		
	Manage clinical supervision	Mentor principal therapists to facilitate their professional development		
		Audit compliance to clinical standards		
		Develop staff to be competent in clinical specialty areas		
		Provide mentorship to multi-disciplinary teams		
		Set clinical competency standards for the profession		
		Provide clinical supervision for principal therapists		
	Skills and Competencies	Technical Skills and Competencies		Generic Skills and Competencies
Assistive Devices Prescription in Occupational Therapy		Level 5	Leadership	Advanced
Audit Management		Level 5	Sense Making	Advanced
Change Management		Level 6	Decision Making	Advanced
Client Advocacy		Level 6	Developing People	Advanced
Client Assessment for Occupational Therapy		Level 6	Communication	Advanced
Client Education in Rehabilitation Therapy		Level 5		
Clinical Governance		Level 6		
Clinical Incident Management in Rehabilitation Therapy		Level 6		
Clinical Record Documentation and Management in Rehabilitation Therapy		Level 5		

Clinical Services Development	Level 6		
Clinical Teaching and Supervision	Level 5		
Continuous Improvement Management	Level 6		
Effective Client Communication	Level 5		
Emergency Response and Crisis Management	Level 6		
Environmental Assessment and Modification for Occupational Therapy	Level 6		
Goal Setting in Rehabilitation Therapy	Level 4		
Group Therapy Planning and Implementation	Level 5		
Health Promotion	Level 6		
Individual and Cultural Diversity	Level 5		
Infection Control	Level 5		
Inter-professional Collaboration	Level 6		
Intervention Planning in Occupational Therapy	Level 6		
Learning Needs Analysis	Level 6		
Management of Stakeholders	Level 6		
People Management	Level 6		
Professional Consultation	Level 6		
Professional, Legal and Ethical Healthcare Practice	Level 6		
Programme Delivery	Level 5		
Project Management	Level 6		
Reflective Practice	Level 6		
Risk Management	Level 6		
Service Quality Management	Level 6		
Strategy Development	Level 6		
Strategy Execution	Level 6		
Therapy Discharge Planning	Level 5		
Therapy Intervention Evaluation	Level 6		
Therapy Intervention Implementation	Level 6		

	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			