

What's Your Role Again?

The Collaborative Nature of the OTR/OTA Relationship



Marie Miller, MOTRL
Katie Mittelstaedt, COTAL
Molly Racklin, OTRL
Jamie Bell, COTAL



General Observations

- Discrepancies exist regarding the nature of the OT-OTA relationship
- Ethical issues exist regarding collaboration and supervision
- Practitioners are not receiving education and/or seeking out training
- There is limited research available regarding these issues



Objectives

- Gain understanding of some current ethical issues we've observed and experienced
- Encourage discussion and further research on the topic



How did we approach this topic?

- Analytical review of professional resources
- Informal survey
- Exploration of graduate level education and post grad education/training





What's the difference anyway?

OT

OTA



What do the professional sites say?

AOTA Standards of Practice

- Screenings/Assessments
- Intervention Planning, Implementation and Review
- Professional behaviors
- Supervision



What do the professional sites say?

AOTA

- Terms like “Partnership” and “Occupational Therapy Practitioner”
- OT is autonomous
- OTA provides treatment with supervision by and in partnership with an OT
- OT is accountable for all aspects and that therapy process is safe and effective.
Must determine when to delegate to OTA
- OTA must assure they are competent



What do the professional sites say?


LARA

- Meeting/supervision requirements
- Maintain documentation
- Supervision ratios
- Supervision requirements of the OTA
- Ensure OTA qualifications



What do the professional sites say?

AOTA Code of Ethics

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- 7 core values: altruism, equality, freedom, justice, dignity, truth, prudence
 - 6 principles and standards of conduct: beneficence, nonmaleficence, autonomy, justice, veracity and fidelity



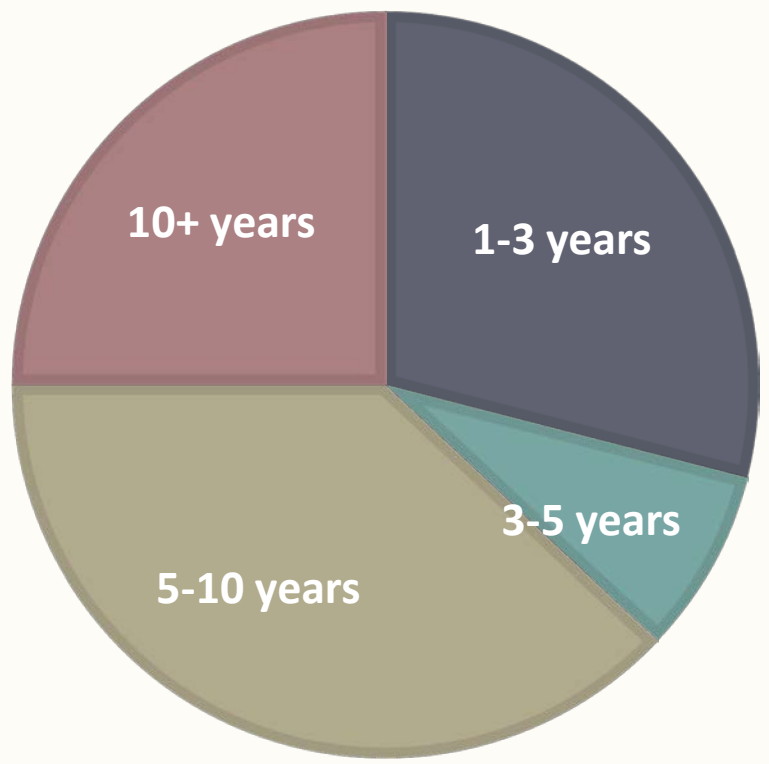
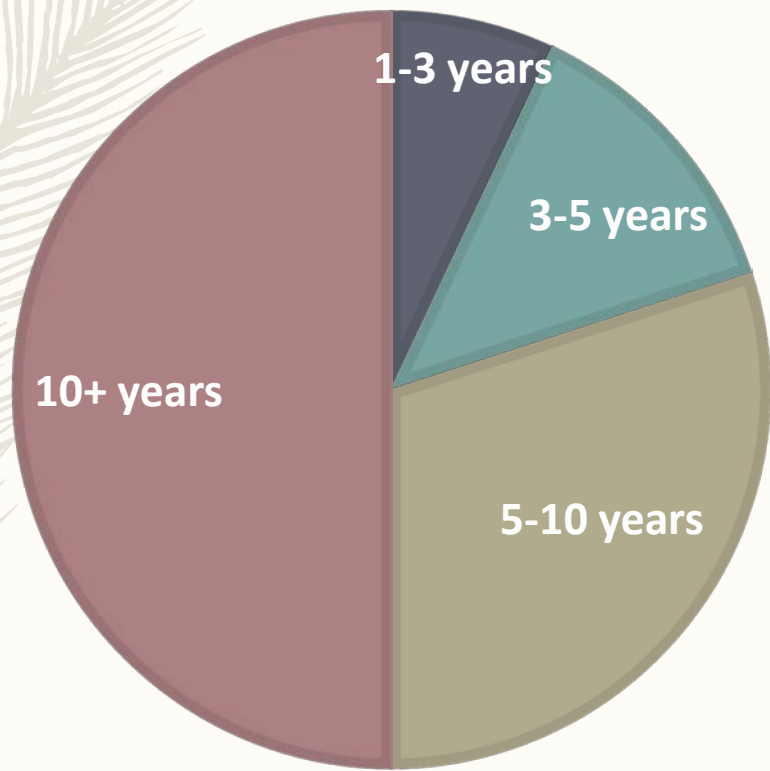
What might affect the collaborative nature of the OT-OTA relationship?

1. Level of experience
2. Setting
3. Supervision ratios
4. Conflict resolution styles

Level of Experience

46 occupational therapists

24 occupational therapy assistants



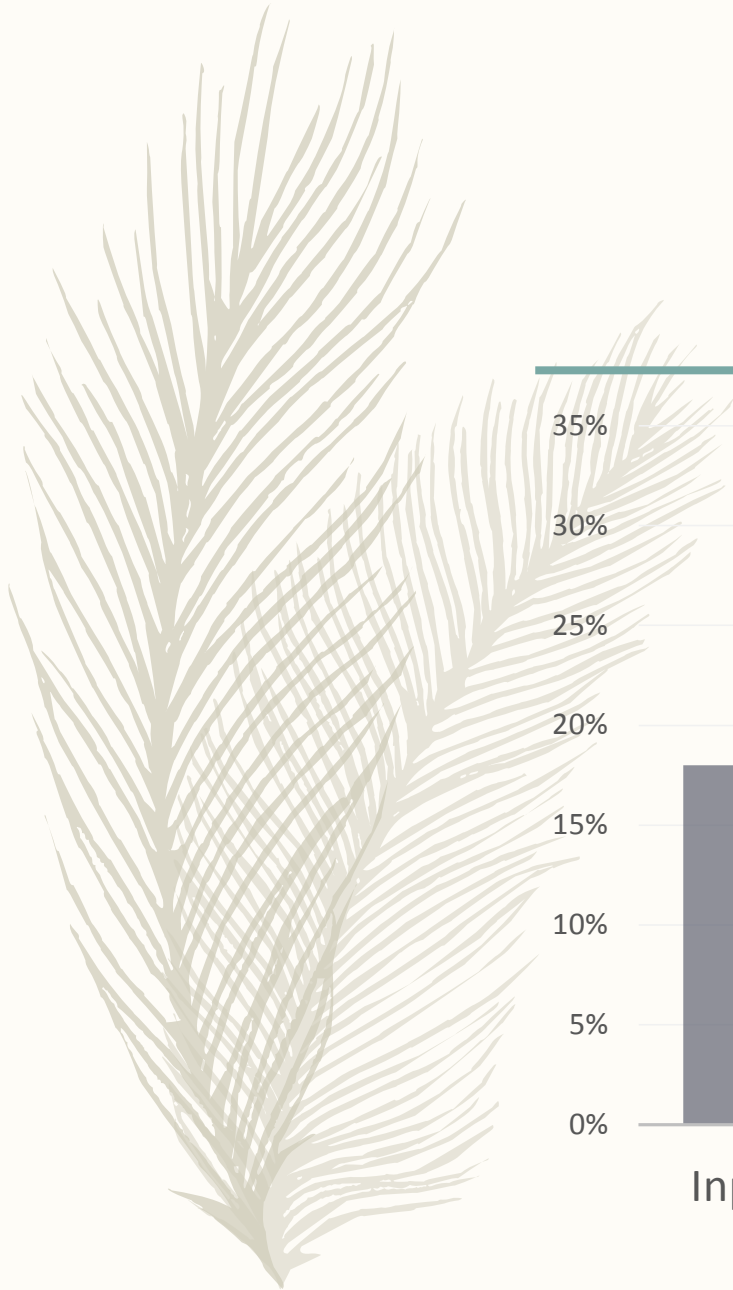
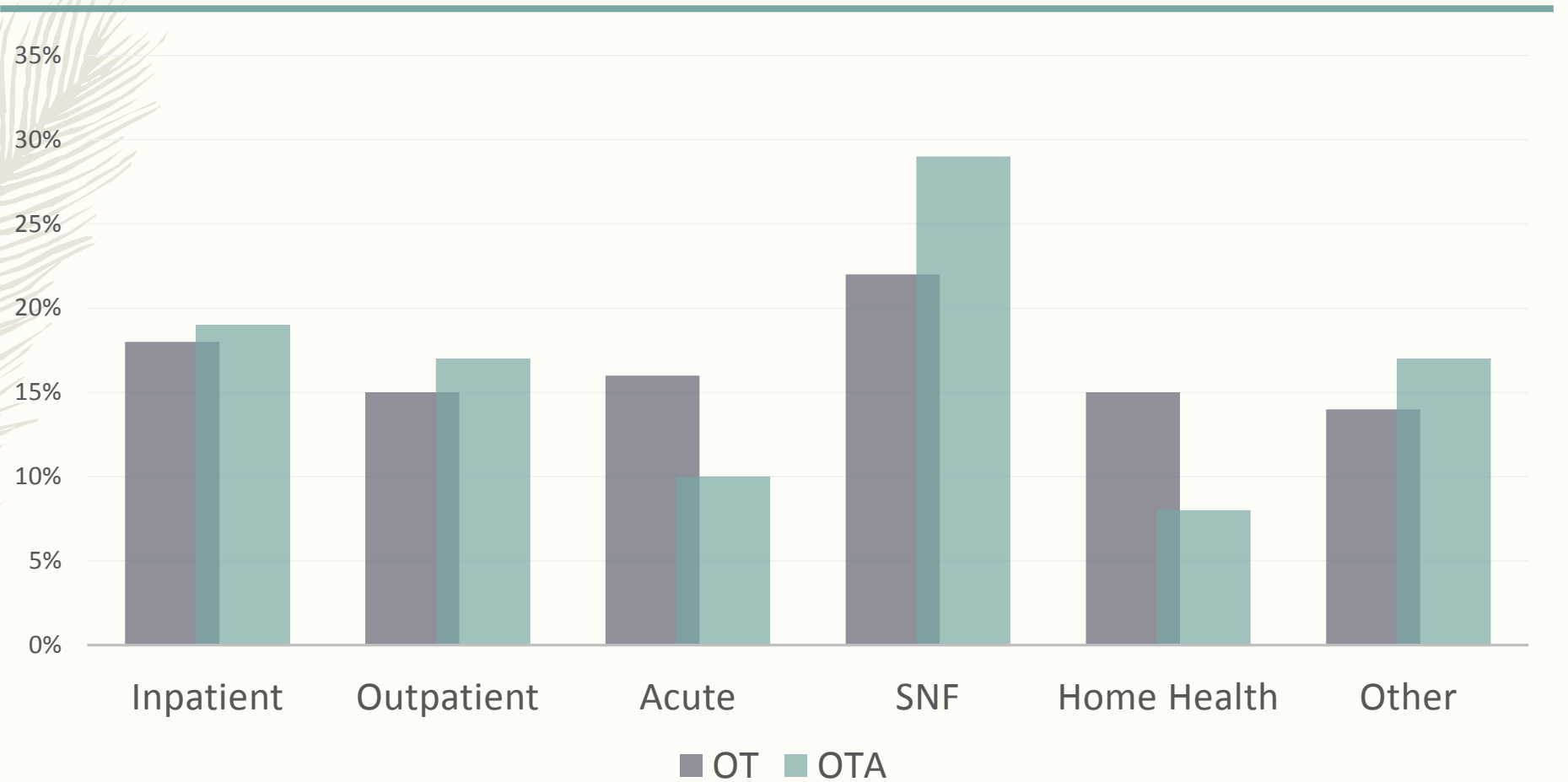


Level of Experience

In general, respondents with less experience reported or indicated feelings of:

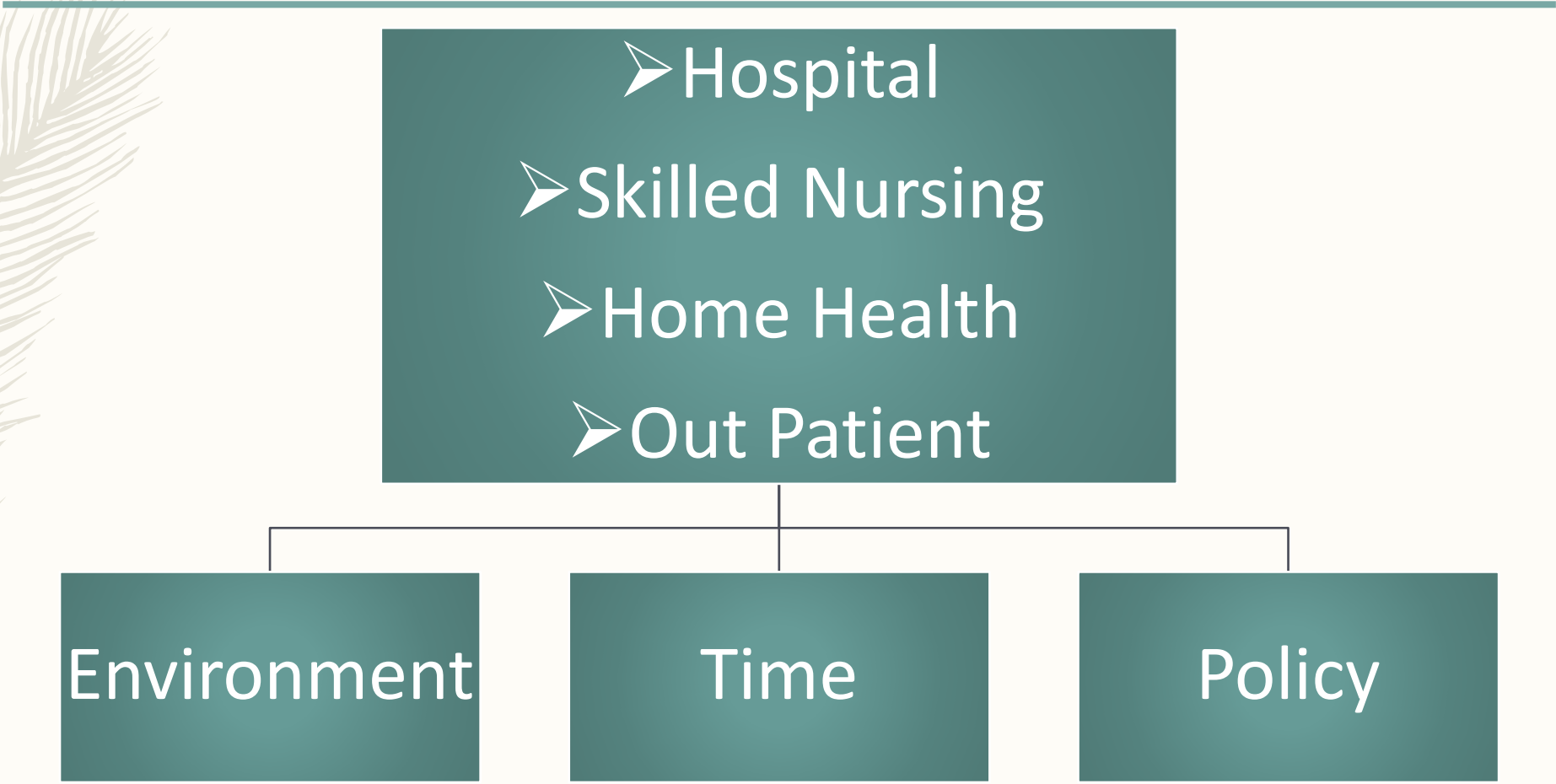
- *Intimidation*
- *Being less knowledgeable*
- *Fear of addressing issues*
- *Unsure of the route to take to address the issue*
- *Not wanting to hurt some ones feelings*

Setting





What's it like in your setting?





Supervision Ratios

- In any setting there can be a 1:4 ratio (OT:OTA)
- Frequency of 1:1 supervision
 - *OTA's reported: 67%*
- 8% reported more than 3 supervisors



Supervision Ratios

Greater OT to OTA ratio?

- Disorganization
- Poor collaboration

Greater OTA to OT ratio?

- Overwhelming documentation expectations
- Limited communication



Conflict Resolution Styles

Reported OT styles

- Discuss directly with OTA
- Take over the client
- Don't allow the OTA to see the client or perform the duty
- Go to management
- Educate/train/test OTA skills

Reported OTA styles

- Discuss directly with the OT
- “Take care of it on my own”
- Go to management
- Go to another OT/PT



Why is this important?

- **40%** of respondents stated they'd faced ethical dilemmas with their partners
- **63%** of respondents stated they'd faced a conflict with their partners
- **76%** of respondents stated they've **NEVER** attended a workshop or seminar on the topic



Findings

- Discrepancies exist regarding the nature of the OT-OTA relationship
- Ethical issues exist regarding collaboration and supervision
- Collaboration is not at the center of supervision and conflict resolution
- Students/Practitioners are not receiving education and/or seeking out training



Discrepancies Exist

- AOTA
- LARA
- ACOTE
- Other state licensing bodies
- Work place policies



Ethical Issues Exist





Collaboration

Conflict Resolution Styles

- Discuss
- Take over
- Don't allow
- Go to management
- "Take care of it"
- Go to another OT/PT
- Educate/train/test skills



Collaboration

Supervision Styles

- Delegation
- Authoritative
- Collaborative
- Clinical Reasoning
- Observation
- Modeling
- Demonstration
- Teaching

Education and Training is Lacking

76%

Have never attended a seminar or workshop



Education

- How are schools prepping therapists for collaboration?
 - 7 OTR programs (4 in MI)
 - *Wayne State will be pairing up this school year to work specifically on how to collaborate. They will be brought together in a large group, split into COTA/OTR teams to work out situations.*
 - 4 COTA programs (all in MI)
 - *Macomb Community College*

Available Courses

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- There are continuing education classes available to better educate you on what you are supposed to be able to do and not do, as well as the ethics behind it.
 - AOTA - books
 - *Ethics Topic—Scope of Practice: Regulatory and Ethical Considerations, 2nd Edition*
 - *The Occupational Therapy Manager, 5th Edition*
 - *A Mindful Path to Leadership Series - Module 3: Mentoring and Leadership*
 - Occupationaltherapy.com
 - [Everyday Application of the AOTA Code of Ethics](#)
 - [Supervising Assistants, Students, and Aides: Upholding Your Ethics in a Challenging Health Care Environment](#)
 - [Ethics in Rehabilitation: A Clinical Perspective for Occupational Therapists](#)
 - Otcourses.com
 - [Ethics and Jurisprudence: A Practical Application for OT Professionals 2018](#)
 - **Professional Development Resources, Inc** - Occupational Therapy Ethics
 - **Relias LLC** - Ethics for Occupational Therapists
 - **Summit Professional Education** - Current Ethical Trends in Occupational Therapy

Resources





***The
Recovery
Project, LLC***



THANK YOU
Questions?

Contact information:

Marie Miller, MOTRL

mmiller@therecoveryproject.net