








#OTalk Transcript

Healthcare social media transcript of the [#OTalk](#) hashtag.

Tue, November 15th 2022, 8:00PM – Thu, November 17th 2022, 9:00AM
(Europe/London).

See [#OTalk Influencers/Analytics](#).

	<p>#OTalk @OTalk</p> <p>It's 8pm which means it's time for #OTalk 😊 We have a great topic tonight hosted by @Keirwales and with opportunity for you to influence the #CassonLecture. @Ruth_Hawley supporting for @OTalk - welcome and let us know if you're joining us this evening. https://t.co/x72YxFpTJH</p>	7 days ago
	<p>Chrisi Ward Pronouns She/Her @WardChrisi884</p> <p>@OTalk @Keirwales @Ruth_Hawley #OTalk evening all looking forward to this one</p>	7 days ago
	<p>Keir Harding @Keirwales</p> <p>@OTalk @Ruth_Hawley Hello and welcome to the most self-aggrandising #OTalk in it's history. Really glad people are willing to share their ideas tonight. #OTalk</p>	7 days ago
	<p>#OTalk @OTalk</p> <p>If you need a reminder, or help to participate in tonights chat, take a look at the video in the tweet below or DM the @OTalk account. We're here to help!</p>	7 days ago
	<p>Keir Harding @Keirwales</p> <p>@WardChrisi884 @OTalk @Ruth_Hawley Hey Chrisi :-) Chrisi nominated me so in a sense, this is all her fault #otalk</p>	7 days ago
	<p>Jem 🐱 @JemChanOT</p> <p>@OTalk @Keirwales @Ruth_Hawley Hello! Looking forward to a chatty #OTalk</p>	7 days ago
	<p>Dee @OTinretirement</p> <p>@OTalk @Keirwales @Ruth_Hawley Evening all. Lurking tonight #OTalk</p>	7 days ago

SYN

ing @Keirwales

7 days ago

@OTinretirement @OTalk @Ruth_Hawley No lurking. Loud and proud! #Otalk

💬 ↺ ❤️

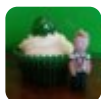


#OTalk @OTalk

7 days ago

@OTinretirement @Keirwales @Ruth_Hawley Welcome, #OTalk loves a lurker and of course feel free to contribute if you want too

💬 ↺ ❤️



Hannah Spencer (they/them) 🏳️‍🌈 @hspenceruk

7 days ago

@OTalk @Keirwales @Ruth_Hawley I'm lurking and plan on contributing later/tomorrow... But also know how lurking usually goes! Hope it's a good one @Keirwales #OTalk 🙌

💬 ↺ ❤️



#OTalk @OTalk

7 days ago

To remind everyone of the #OTalk guidelines before we begin: <https://t.co/GpfgMRQVbY>

💬 ↺ ❤️



Jay Webster (They/Them) 🏳️‍🌈 @jwot77

7 days ago

@OTalk @Keirwales @Ruth_Hawley Hello all. 😊🙌 #OTalk

💬 ↺ ❤️



Dee @OTinretirement

7 days ago

@Keirwales @OTalk @Ruth_Hawley Multi tasking but listening and thinking hard. I won't be totally quiet 😊 #OTalk

💬 ↺ ❤️



Keir Harding @Keirwales

7 days ago

@hspenceruk @OTalk @Ruth_Hawley Better if you throw some ideas in :-) #otalk

💬 ↺ ❤️



#OTalk @OTalk

7 days ago

And now, over to @Keirwales. Let the #OTalk begin....

💬 ↺ ❤️



Ros French @RosFrench1

7 days ago

@OTalk @Keirwales @Ruth_Hawley #OTalk will try and dip in and out - multitasking bake off final and children!

💬 ↺ ❤️

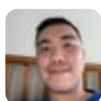


Mary McCarron - Connect Neurotherapy Services @cns_ot

7 days ago

@Keirwales @OTinretirement @OTalk @Ruth_Hawley Straight out the box! No further lurking. Promise. #OTalk

💬 ↺ ❤️



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

Hello folks! #otalk

💬 ↺ ❤️



Dee @OTinretirement

7 days ago

@hspenceruk @OTalk @Keirwales @Ruth_Hawley I know I won't be able to resist. #OTalk

💬 ↺ ❤️



 **@FionaJoyOT** 7 days ago
👤👤👤 **@Keirwales @Ruth_Hawley Hello 🙋 #OTalk**

7 days ago



Keir Harding @Keirwales

7 days ago

So....1. What are the biggest issues facing the profession that people are aware of? **#OTalk**



Chantelle Martin Occupational Therapist @chaniedavies

7 days ago

Wondering lots about this talk. Loud and proud OTs are change innovator disruptors and are ruddy brilliant in my book! **#OTalk**



Keir Harding @Keirwales

7 days ago

For me pay is probably the biggest issue in the media around healthcare staff at the moment. Saw a candidate for president of a national body talking about every profession except OTs last week so maybe having such a small profile? **#OTalk**



#OTalk @OTalk
#OTalk Q1

7 days ago



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@Keirwales A1. Lack of public awareness of what we do. **#otalk**



Chantelle Martin Occupational Therapist @chaniedavies

7 days ago

@Keirwales @OTalk @Ruth_Hawley 🙋🙋 #OTalk <https://t.co/pbDwoTt8qG>



Keir Harding @Keirwales

7 days ago

@BillWongOT What can we do about that **#otalk** ?



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@Keirwales Another one- at least in the US, lack of diversity within the profession. **#otalk**



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

@Keirwales #OTalk we're not loud enough about what we do, Service pressures and the impact of doing what we do when it feels like firefighting What we do being presented by non ots as the new latest thing when we've been offering this for years.



Mary McCarron - Connect Neurotherapy Services @cns_ot

7 days ago

@Keirwales Workforce issues, for one. An uncertainty about the profession among some. Frustrations with the professional bodies and other 'higher powers' **#OTalk**



Keir Harding @Keirwales

7 days ago

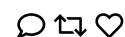
@BillWongOT And no mentioning Ted Talks :-). **#otalk**



SYN**c @ruthmisaac**

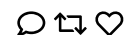
7 days ago

Welsh as #otalk compromises that have to be made as a result of underfunding

**Jay Webster (They/Them)** 🏳️‍🌈 @jwot77

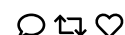
7 days ago

@Keirwales People not knowing what #OccupationalTherapists do and how we could help them to make their lives better for them. This includes other health professionals not knowing either. #OTalk

**Keir Harding** @Keirwales

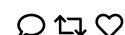
7 days ago

@cns_ot Can you expand Mary? :-) #otalk

**Bill Wong, OTD, OTR/L** @BillWongOT

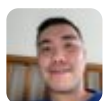
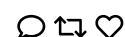
7 days ago

@Keirwales Small ways could include showing up at career fairs at secondary schools, having booths to showcase OT departments at our unis (since you all have MSc programs). #otalk

**Jem** 🐶 @JemChanOT

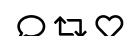
7 days ago

@Keirwales Starting off with a biggy! Profile of the profession. Preference/tendency to 'simplify' what we do rather than go to the effort of communicating what we do effectively. Lack of representation - @BAMEOTUK doing some great work around this #OTalk

**Bill Wong, OTD, OTR/L** @BillWongOT

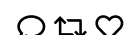
7 days ago

@Keirwales And of course... I know some people have made TV and/or radio appearances. #otalk

**Keir Harding** @Keirwales

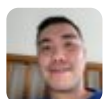
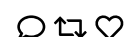
7 days ago

@WardChris884 Whats the impact of those on you? #otalk

**Dulcie Lilly OT** @DulcimaValenti1

7 days ago

@Keirwales Pay and professional identity definitely big ones. I think raising the profile of the profession with young people looking to study at uni is really key. Not many vocational courses which can lead to such diverse careers #OTalk

**Bill Wong, OTD, OTR/L** @BillWongOT

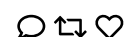
7 days ago

RT @JemChanOT: @Keirwales Starting off with a biggy! Profile of the profession. Preference/tendency to 'simplify' what we do rather than go to the effort of communicating what we do effectively. Lack of representation - @BAMEOTUK doing some great work around this #OTalk

**Abi** @Abi21643842

7 days ago

@Keirwales Occupational injustice and deprivation due to health inequalities and socio-economic inequalities. #OTalk



SYN



JemChanOT

7 days ago

[@Keirwales](#) The fact there's huge strikes about pay and OTs aren't mentioned in national / media conversations about it [#OTalk](#)



Dee @OTinretirement

7 days ago

[@Keirwales](#) Profile and having confidence to promote the profession. Hear to many say the OT voice isn't loud enough, not at table or stepping forward. Pay is an issue across all sectors not just health care [#OTalk](#)



Keir Harding @Keirwales

7 days ago

[@DulcimaValenti1](#) How do you feel we can raise that profile? [#otalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

[@JemChanOT](#) [@Keirwales](#) [@BAMEOTUK](#) In the US, [@OTDiversity](#) also is trying to do something. In addition, AOTA established a DEI committee... which some state associations followed suit. [#otalk](#)



Abi @Abi21643842

7 days ago

[@Keirwales](#) Inequality of health services across the country, with staff retention issues and limited resources. [#OTalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT [@DulcimaValenti1](#): [@Keirwales](#) Pay and professional identity definitely big ones. I think raising the profile of the profession with young people looking to study at uni is really key. Not many vocational courses which can lead to such diverse careers [#OTalk](#)



Keir Harding @Keirwales

7 days ago

[@OTinretirement](#) What would amplify it Dee (and I have an idea here) :- [#OTalk](#)



Susan Griffiths @SusanGriffiths5

7 days ago

[@Keirwales](#) Underfunded NHS with chronic staff shortage, pay rises not in line with inflation for many, many years, there is still a lack of public understanding of what OT does, lack of diversity, ableism within the profession, I can go on... 🙄 [#OTalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT [@Abi21643842](#): [@Keirwales](#) Inequality of health services across the country, with staff retention issues and limited resources. [#OTalk](#)



#OTalk @OTalk

7 days ago

Don't forget the [#OTalk](#), without it, your tweets will not be included in the transcript <https://t.co/L2BZXv3OFJ>



[21643842](#)

7 days ago

[@Keirwales](#) The pandemic and the collapse of many services, which are still being reshaped post pandemic. There has been progress with technology but lack of training on how to use it [#OTalk](#)



Melissa chieza [@melissa_chieza](#)
[@Keirwales](#) Evening [@OTalk](#) [#OTalk](#)

7 days ago



Keir Harding [@Keirwales](#)
[@SusanGriffiths5](#) What would you prioritise and why ? :-). [#otalk](#)

7 days ago



Bill Wong, OTD, OTR/L [@BillWongOT](#)
[@SusanGriffiths5](#) [@Keirwales](#) US is also similar problem. Rates plateauing after a certain point (and some actually got paycuts during COVID 😞). [#otalk](#)

7 days ago



Bill Wong, OTD, OTR/L [@BillWongOT](#)
RT [@Abi21643842](#): [@Keirwales](#) The pandemic and the collapse of many services, which are still being reshaped post pandemic. There has been progress with technology but lack of training on how to use it [#OTalk](#)

7 days ago



Lucy [@lucyevt](#)
[@Keirwales](#) Not having a clear message about who we are and what we do, why we're needed, etc. W/o that we can't prove our worth, so can't develop or improve services, improve pay, or retain staff. All of which impacts our service users [#OTalk](#)

7 days ago



Bill Wong, OTD, OTR/L [@BillWongOT](#)
RT [@lucyevt](#): [@Keirwales](#) Not having a clear message about who we are and what we do, why we're needed, etc. W/o that we can't prove our worth, so can't develop or improve services, improve pay, or retain staff. All of which impacts our service users [#OTalk](#)

7 days ago



Keir Harding [@Keirwales](#)
[@Abi21643842](#) I certainly think we don't talk about that enough. We need to highlight the issues in the system. That is an environment that isn't promoting functioning (for patients or staff) [#otalk](#)

7 days ago



Keir Harding [@Keirwales](#)
RT [@Abi21643842](#): [@Keirwales](#) Inequality of health services across the country, with staff retention issues and limited resources. [#OTalk](#)

7 days ago



Chantelle Martin [Occupational Therapist @chaniedavies](#)
[@Keirwales](#) Workforce issues, interprofessional bullying/disrespect, making ot fit service boxes, loud vocal leadership and then the saying "well we still don't know what you do" which translates as "we don't want to understand the why and how you do what you do" [#OTalk](#)

7 days ago



Dulcie Lilly OT [@DulcimaValenti1](#)
[@Keirwales](#) Visiting schools and colleges, use of social media - TikTok etc and making it easier for young people to shadow professionals [#OTalk](#)

7 days ago



Tasha Laming [@TashaLaming](#)
[@Keirwales](#) [@DulcimaValenti1](#) [#otalk](#)

7 days ago



, OTD, OTR/L @BillWongOT

7 days ago

@Keirwales In the US, the nursing home setting actually face reimbursement cuts across the board for therapy services on many fronts. 😞 #otalk

Dee @OTinretirement

7 days ago



@Keirwales Aww Fo say more Kier. 😞 Encouraging OTs to invest in own development & feel more confident to step out of their comfort zone in how/when/where they talk about the profession. Hard at mo with so much firefighting & no time to invest in themselves. That's a starter #OTalk



Ruth Crowley @RuthCro80337479

7 days ago

Biggest issue: Low profile-Teams need our experience & reports, we're sidelined instead of having a share of the AHP profile. Psychology uses similar things but with higher profile&dilution of our skills- MH Mind taking previous OT specialist roles. OT doing generic work. #OTalk



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

@Keirwales #OTalk the first one is that we don't showcase our wonderful as much The second is that we either burn out by trying to do too much or we feel like we lost our professional identity.



Keir Harding @Keirwales

7 days ago

@lucyevt Why is that? I saw @OdethRichardson talking about OTs who struggle to articulate their role. If we can't do it the public has no hope.... #otalk



Dee @OTinretirement

7 days ago

@SusanGriffiths5 @Keirwales Similar in social care sector I suspect #OTalk



Keir Harding @Keirwales

7 days ago

2. What are the biggest issues facing the profession that don't get talked about? #OTalk



Melissa Chieza @melissa_chieza

7 days ago

@Keirwales 1) Recruiting of staff into the profession due to ongoing issues . 2) staffing shortage - staff aren't keen to stay due to being underpaid and limited resources or development . #otalk



#OTalk @OTalk

7 days ago

@TashaLaming @Keirwales @DulcimaValenti1 Thanks for the self-correction 😊 #OTalk



Keir Harding @Keirwales

7 days ago

My pet subject is fear in services. How staff do things to avoid blame and litigation, rather than what might be in the patients best interest. #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@DulcimaValenti1 @Keirwales I actually creatively designed TEDx events that would fit current OT students' service learning needs while also trying to promote OT at the same time at my uni. But, no other academic is willing to dedicate time to follow suit. #otalk



Ros French @RosFrench1

7 days ago

@Keirwales Whoops sorry #OTalk multi tasking not going well!



Dee @OTinretirement

7 days ago

[@lucyevt](#) [@Keirwales](#) 👍👏👏 But how do we get beyond that especially at mo [#OTalk](#)



Dulcie Lilly OT @DulcimaValenti1

7 days ago

[@Keirwales](#) And we have the brilliant OT apprenticeship now too! [#OTalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT [@melissa_chieza](#): [@Keirwales](#) 1) Recruiting of staff into the profession due to ongoing issues . 2) staffing shortage - staff aren't keen to stay due to being underpaid and limited resources or development . [#otalk](#)



Susan Griffiths @SusanGriffiths5

7 days ago

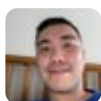
[@Keirwales](#) Bring back nhs bursary to fund OT degrees. Increase number of OT students placements. Increase pay salary in line with inflation. [#OTalk](#)



Keir Harding @Keirwales

7 days ago

[@melissa_chieza](#) 2 is definitely not an environment that supports functioning. Why aren't we screaming about it? [#Otalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

[@Keirwales](#) Not too often anyway- problems associated with our national professional associations. [#otalk](#)



Deborah Murphy @Murphlemurph

7 days ago

[@Keirwales](#) I'm late, but saw the call out for opinionated so thought I'd best get myself here! I think you know my opinions(!) but the absence of recognition of our breadth of skills and our not being promoted seriously enough re what we can bring to challenging areas of practice [#OTalk](#)



Jem 🐱 @JemChanOT

7 days ago

[@Keirwales](#) OTs reinforcing damaging practices rather than rock the boat Workplace bullying OTs upholding the system instead of challenging it [#OTalk](#)



Keir Harding @Keirwales

7 days ago

[@RuthCro80337479](#) Does psychology being a doctorate influence their status? [#otalk](#)



Susan Ritchie @SusanRitchie123

7 days ago

[@jwot77](#) [@Keirwales](#) Was going to say the same thing identity we are still the unknown profession [#OTalk](#)



Deborah Murphy @Murphlemurph

7 days ago

[@Keirwales](#) Hope that makes sense- madly multitasking here!! [#OTalk](#)



inretirement

7 days ago

@lucyevt @OdethRichardson It something @ElizabethCasso1 hears frequently esp from those who join our leadership and mentoring programmes. Many find these actually help them think about how to address that. Take a look at our web #OTalk



Ruth Hawley @Ruth_Hawley

7 days ago

@Keirwales I've done some thinking on these questions and am hoping to manage to share my own thoughts as well as support on the #OTalk account. It does mean I've done Q1 & Q2 together.



Jay Webster (They/Them)   @jwot77

7 days ago

@SusanGriffiths5 @Keirwales Bursaries would certainly help with recruitment and cost of living crisis for students/potential #OccupationalTherapists #OTalk



Ros French @RosFrench1

7 days ago

@Keirwales #OTalk acknowledgement in clinical teams of unique professional identity or role blurring and not feeling like an OT!



FionaJoy @FionaJoyOT

7 days ago

@Keirwales I agree. Lots of fear... my pet subject is about doing our own "work" on our own wounds and trauma #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@Keirwales @lucyevt @OdethRichardson I am going to use the T word now... that is why I specifically design the idea of students having the complete responsibility to organize TEDx events, with the catch that one of the invited speakers must be an OT practitioner. It is GREAT practice for knowledge translation! #otalk



Jem  @JemChanOT

7 days ago

@Keirwales And of course the continued tradition of OTs being responsible for ward Christmas parties #OTalk <https://t.co/1vkPRFrgCr>



Dulcie Lilly OT @DulcimaValenti1

7 days ago

@Keirwales Yes! Professional reasoning should be defensible not defensive. Positive risk taking makes lives worth living #OTalk



Ruth Hawley @Ruth_Hawley

7 days ago

@Keirwales #OTalk Q1/2. Big issues facing the profession: inclusion, equity, diversity & belonging, cost of living crisis, placement capacity, knowledge of & commissioning of OT services...whether they are being talked about/ aware of depends on who you're talking to/who's listening.



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT @Ruth_Hawley: @Keirwales #OTalk Q1/2. Big issues facing the profession: inclusion, equity, diversity & belonging, cost of living crisis, placement capacity, knowledge of & commissioning of OT services...whether they are being talked about/ aware of depends on who you're talking to/who's listening.



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT @DulcimaValenti1: @Keirwales Yes! Professional reasoning should be defensible not defensive. Positive risk taking makes lives worth living #OTalk

SYN

ing @Keirwales

7 days ago

@theRCOT inOT lin interested in the 'reenforcing damaging practices' - Go on #otalk



Melissa chieza @melissa_chieza

7 days ago

@Keirwales Why are we not address why staff well-being more enough . #otalk



Jay Webster (They/Them) @jwot77

7 days ago

@preston_jenny. @Keirwales Agree. I've been saying to @theRCOT that we need to shout louder, they need to shout louder, all #OccupationalTherapists need to shout louder about the fantastic work they do. #OTalk



Dee @OTinretirement

7 days ago

@Keirwales Sadly I've suspect that's so #OTalk



Keir Harding @Keirwales

7 days ago

RT @Ruth_Hawley: @Keirwales #OTalk Q1/2. Big issues facing the profession: inclusion, equity, diversity & belonging, cost of living crisis, placement capacity, knowledge of & commissioning of OT services...whether they are being talked about/ aware of depends on who you're talking to/who's listening.



Lucy @lucyvt

7 days ago

@Keirwales @OdethRichardson #Otalk ! (Sorry)



Chantelle Martin Occupational Therapist @chaniedavies

7 days ago

@Keirwales Bullying, unfair treatment compared to other hcps, blame cultures, what we can stop doing to focus on what only we can do, why people leave and where that info goes #OTalk



Ruth Crowley @RuthCro80337479

7 days ago

@Keirwales We start at band 5 & psychology straight in at b7! People not knowing the breath & depth of our skills - we're not a one trick pony - were specialists Staff throwing work our way but not knowing what we do! Were not OccHealth! #OTalk



Abi @Abi21643842

7 days ago

@Keirwales Barriers to maintaining an occupation-based practice, the main reason why we got into the job! In mental health this is chronic with generic roles to manage high caseloads #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@jwot77 @SusanGriffiths5 @Keirwales In the US, some programs have soared to almost \$200K USD in tuition! #otalk <https://t.co/md23czm6lr>



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT @jwot77: @preston_jenny. @Keirwales Agree. I've been saying to @theRCOT that we need to shout louder, they need to shout louder, all #OccupationalTherapists need to shout louder about the fantastic work they do. #OTalk



Keir Harding @Keirwales

7 days ago

@Ruth_Hawley How much can we blame the audience for this? Is there something about how (if) we communicate? #otalk



OTalk

7 days ago

👋 Hi W/ gOT @Keirwales @lucyevt @OdethRichardson The T word was always gonna happen at some point. 🤔 What's an #OTalk without it.



Keir Harding @Keirwales

7 days ago

@JemChanOT And entertainment! #otalk



Chantelle Martin 🟢ccupational Therapist @chaniedavies

7 days ago

RT @OTinretirement: @Keirwales @lucyevt @OdethRichardson It something @ElizabethCasso1 hears frequently esp from thoes who join our leadership and mentoring programmes. Many find these actually help them think about how to address that. Take a look at our web #OTalk



Susan Ritchie @SusanRitchie123

7 days ago

@OTinretirement @Keirwales #ot needs to be in guide lines that is the ot way to increase presence #camhs not in NICE Guidance #OTalk



Dulcie Lilly OT @DulcimaValenti1

7 days ago

@Keirwales That OTs often don't have occupational balance in their own lives and face burn out because of this #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@jwot77 @preston_jenny @Keirwales @theRCOT Maybe you should take a look at something I proactively suggested within an AOTA community of practice group. We are planning to produce a TEDx talk on our role in neurodiversity affirming practice for autistic folks. More ppl need to be this brave! #otalk



Jem 🐱 @JemChanOT

7 days ago

@Keirwales Seems to be in MH settings i observe OTs repeating damaging stereotypes about patients (particularly 'personality disorders') Contributing to the institutionalisation of patients on MH wards by taking away choices/towing the line #OTalk



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

@Keirwales #OTalk Not keeping up to date especially with equality and diversity, working with trauma. #OTalk getting caught up in the conversation about if your working as an Ot or generically(if your an Ot your very being makes the work you do Ot)



Dr Jenny Preston MBE @preston_jenny

7 days ago

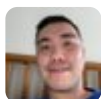
@jwot77 @Keirwales @theRCOT It's not just about how loud, it's about the clarity of the message; maximising the opportunities; capitalising on networks; evidence; and stopping feeling sorry for ourselves and feeling left behind. It's in our control #OTalk



Keir Harding @Keirwales

7 days ago

@FionaJoyOT Why on earth would we need to do that? We're the professionals! :-). #OTalk Why is it important to you ?



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT @preston_jenny: @jwot77 @Keirwales @theRCOT It's not just about how loud, it's about the clarity of the message; maximising the opportunities; capitalising on networks; evidence; and stopping feeling sorry for ourselves and feeling left behind. It's in our control #OTalk

SYN



, OTD, OTR/L @BillWongOT

7 days ago

RT @Chrisi884: @Keirwales #OTalk Not keeping up to date especially with equality and diversity, working with trauma. #OTalk getting caught up in the conversation about if your working as an Ot or generically(if your an Ot your very being makes the work you do Ot)



Ruth Crowley @RuthCro80337479

7 days ago

@Keirwales Great need for practical placements, placement officers struggling to get placements. Low resilience of incoming recruits - very high rates of sickness. #OTalk



Jem 🐱 @JemChanOT

7 days ago

@Keirwales For example see lots of OTs on MH groups ask what activities they should run for a ward of people with X condition - treating the patients by their diagnosis not their personhood. #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@WardChrisi884 @Keirwales Not only within our classrooms, but also placement sites, too. Students may experience unnecessary trauma in such places! #otalk



Deborah Murphy @Murphlemurph

7 days ago

@Keirwales The increase in services that appear on the surface to do the same as OT's but at more efficient cost. More than ever there's pressure to justify 'why us?' #OTalk



#OTalk @OTalk

7 days ago

@lucyevt @Keirwales @OdethRichardson Hurray, another self-correction. #OTalk appreciates this!



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

@JemChanOT @Keirwales #OTalk people hiding behind capacity and pressure to excuse bad practice or the lack of care and compassion for people who may present in chaos or distress.



Jay Webster (They/Them) 🌈 @jwot77

7 days ago

@Keirwales Staff wellbeing and the need to look after themselves by saying no sometimes. No #OccupationalTherapist is invincible (despite them wanting to be) #OTalk.



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT @Murphlemurph: @Keirwales The increase in services that appear on the surface to do the same as OT's but at more efficient cost. More than ever there's pressure to justify 'why us?' #OTalk



Dulcie Lilly OT @DulcimaValenti1

7 days ago

@Keirwales And expecting others to find balance when we face such harsh economic conditions is a problem that needs addressing politically and societally not at an individual level #OTalk



Chantelle Martin 🟢ccupational Therapist @chaniedavies

7 days ago

@Keirwales I wonder at the things we seem to have lost and why we are not screaming for them... like supervision, like appraisals, specialist knowledge, projects and leadership at all levels, student education. 4 pillars wider than clinical expertise and conveyor belt #OTalk



Lucy @lucyevt

7 days ago

@Keirwales Recycling practice methods. Repeating the same processes, models, assessments, interventions etc w/o taking a step back and thinking whether it's still best fit for purpose, whether it's equitable, specific to person's context/ background/ values, etc. #Otalk

SYN



ing @Keirwales

7 days ago

@preston_jenny @jwot77 @theRCOT I was steaming last year when I told the RCOT I was going to be on the BBC and they didn't mention it until the day after. There's no reason we can't be one of the talking heads on the news more often #otalk



Lucy @lucyevt

7 days ago

@JemChanOT @Keirwales Totally agree! #OTalk



Chantelle Martin Occupational Therapist @chaniedavies

7 days ago

@Keirwales And training is now frowned upon too #OTalk but vital for safe and effective practice beyond mandatory



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@OTSophie @Keirwales @lucyevt @OdethRichardson I am consistent... unless I am sick in bed catching COVID or the time zones differences do not allow me to participate. 🤪 #otalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT @chaniedavies: @Keirwales And training is now frowned upon too #OTalk but vital for safe and effective practice beyond mandatory



Keir Harding @Keirwales

7 days ago

@lucyevt What should we be doing ? :-). #otalk



Dee @OTinretirement

7 days ago

@preston_jenny @jwot77 @Keirwales @theRCOT Spot on Jenny. We each need to recognise our part in that and try hard to build our confidence and skill to do that. Scary sometimes but of do satisfying when that clarity (and persistence) makes an impact #OTalk



Keir Harding @Keirwales

7 days ago

3. Does anything get in the way of you being the practitioner you want to be? If so, what would need to be different? #OTalk



Lucy @lucyevt

7 days ago

@Keirwales We idolise occupations. The "good" ones are productive and wholesome. Are "bad" occupations not meaningful? Who gets to decide? #OTalk



Keir Harding @Keirwales

7 days ago

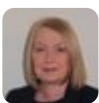
I notice how much demand has increased on NHS services but even before that I don't think I fit into the traditional OT box. #OTalk



#OTalk @OTalk_

7 days ago

#OTalk Q3.



Dr Jenny Preston MBE @preston_jenny

7 days ago

@Keirwales @jwot77 @theRCOT Exactly @Keirwales there are so many opportunities and people seizing those opportunities. We shouldn't just be reliant on @theRCOT #OTalk



Keir Harding @Keirwales

7 days ago

@lucyevt Rarely the patient #OTalk

SYN



, OTD, OTR/L @BillWongOT

7 days ago

RT @lucyevt @Keirwales Placement coordinators need to not only be on the ball when students raise such concerns, but also important to terminate relationships with such sites to prevent future trauma if bad practices are indeed happening. #otalk



FionaJoy @FionaJoyOT

7 days ago

@Keirwales Why on earth indeed? 🤔 I have found that the more we work on our own 'stuff' the more we can be there for others and genuinely walk alongside them as we claim to do... #OTalk (forgot the hashtag!! 🤔)



Chantelle Martin Occupational Therapist @chaniedavies

7 days ago

@Keirwales In my area counted we have lost more than 15 experienced OTs and OTAs that just wanted to do their role. All scapegoated with a narrative and services decimated in a few years. Not fair on pts or those workers! #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT @lucyevt: @Keirwales We idolise occupations. The "good" ones are productive and wholesome. Are "bad" occupations not meaningful? Who gets to decide? #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@lucyevt @Keirwales Or sometimes... too much of a good thing. 🤔 #otalk



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

@Keirwales #OTalk being unqualified right now! I think there will always be small parts where you struggle but I always try to be the best me I can be and to keep learning and being comfortably uncomfortable.



Keir Harding @Keirwales

7 days ago

RT @FionaJoyOT: @Keirwales Why on earth indeed? 🤔 I have found that the more we work on our own 'stuff' the more we can be there for others and genuinely walk alongside them as we claim to do... #OTalk (forgot the hashtag!! 🤔)



Ruth Hawley @Ruth_Hawley

7 days ago

@Keirwales I agree. I don't think it's helpful to put all responsibility/ blame on either side. In my eyes is definitely an interaction between what/ how/ when we communicate what we have to say as well as how much others listen. #OTalk



Keir Harding @Keirwales

7 days ago

@FionaJoyOT My colleague @HoppyPelican repeatedly reminds me of the hypocrisy of offering therapy to people if you haven't been on the end of it yourself #otalk



Dr Jenny Preston MBE @preston_jenny

7 days ago

@OTinretirement @jwot77 @Keirwales @theRCOT I can genuinely say that I have never experienced a lack of understanding of the role of #OccupationalTherapy in my 38 years of practice. My challenge is finding enough occupational therapists to fill the roles and seize the opportunities #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT @WardChrisi884: @Keirwales #OTalk being unqualified right now! I think there will always be small parts where you struggle but I always try to be the best me I can be and to keep learning and being comfortably uncomfortable.



21643842

7 days ago

More time for developing services and improving our models in practice. Research, supervision, shadowing, development roles [#OTalk](#)



Keir Harding [@Keirwales](#)

7 days ago

RT [@chaniedavies](#): [@Keirwales](#) In my area counted we have lost more than 15 experienced OTs and OTAs that just wanted to do their role. All scapegoated with a narrative and services decimated in a few years. Not fair on pts or those workers! [#OTalk](#)



Jem 🐱 [@JemChanOT](#)

7 days ago

[@Keirwales](#) Funding for non NHS roles is scarce and because nobody knows the breadth of our work, having to constantly advocate for and explain the profession. Luckily I'm pretty good at it though. [#OTalk](#)



Lucy [@lucyevt](#)

7 days ago

[@Keirwales](#) Even occupations that are damaging need to be acknowledged and valued. Because they have meaning to the patient. W/o understanding and respecting that meaning, therapy seems superficial [#Otalk](#)



Chantelle Martin [Occupational Therapist @chaniedavies](#)

7 days ago

[@JemChanOT](#) [@Keirwales](#) [#OTalk](#) <https://t.co/qG0qykDpXQ>



Chrisi Ward Pronouns She/Her [@WardChrisi884](#)

7 days ago

[@Keirwales](#) [@lucyevt](#) [#OTalk](#) working towards co production even if we can't always achieve true co production we should keep trying to get there



Bill Wong, OTD, OTR/L [@BillWongOT](#)

7 days ago

[@Keirwales](#) In the US, it will a P word- productivity! [#otalk](#)



Dulcie Lilly OT [@DulcimaValenti1](#)

7 days ago

[@Keirwales](#) [#OTalk](#) As a newly qualified OT I'm still trying to find my tribe. Working in a school I can feel isolated from NHS colleagues. I would love a more joined up collaborative approach



Ruth Hawley [@Ruth_Hawley](#)

7 days ago

[@Keirwales](#) [#OTalk](#) Q3. First thing that springs to mind is resources...second is that sometimes new mindsets/ creativity can help with overcoming resources shortages. There's a tension and balance of both internal & external resources that impact.



Keir Harding [@Keirwales](#)

7 days ago

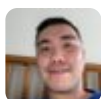
[@Abi21643842](#) Doing is so much more valued though isn't it. Planning/thinking looks a lot like doing nothing [#otalk](#)



Keir Harding [@Keirwales](#)

7 days ago

RT [@JemChanOT](#): [@Keirwales](#) Funding for non NHS roles is scarce and because nobody knows the breadth of our work, having to constantly advocate for and explain the profession. Luckily I'm pretty good at it though. [#OTalk](#)



Bill Wong, OTD, OTR/L [@BillWongOT](#)

7 days ago

[@WardChrisi884](#) [@Keirwales](#) [@lucyevt](#) And our research can also benefit from this. We need to utilize participatory action research whenever possible. [#otalk](#)

SYN



ing [@Keirwales](#)

7 days ago

RT [@lucyevt](#): [@Keirwales](#) Even occupations that are damaging need to be acknowledged and valued. Because they have meaning to the patient. W/o understanding and respecting that meaning, therapy seems superficial [#OTalk](#)



Bill Wong, OTD, OTR/L [@BillWongOT](#)

7 days ago

RT [@Ruth_Hawley](#): [@Keirwales](#) [#OTalk](#) Q3. First thing that springs to mind is resources...second is that sometimes new mindsets/ creativity can help with overcoming resources shortages. There's a tension and balance of both internal & external resources that impact.



Hannah Spencer (they/them) [@hspenceruk](#)

7 days ago

[@Keirwales](#) (Predictably) equity, diversity & belonging in every layer of our professional 'environment'. Awareness of profession, pre-reg admissions & attainment, NQ workforce recruitment, support, retention, progression, professional body & support structures, evidence base... [#OTalk](#)



Chrisi Ward Pronouns She/Her [@WardChrisi884](#)

7 days ago

[@Keirwales](#) [@lucyevt](#) [#OTalk](#) also we're ots be creative do what ever we need to do to help a person get to the next stage of there journey, example for me if during covid we couldn't do craft alongside so we did virtual origami



Katie [@Katie_Next](#)

7 days ago

[@Keirwales](#) Resources! Sorry I've been forgetting [#OTalk](#)



Phoebe Swinburn [@SwinburnPhoebe](#)

7 days ago

RT [@lucyevt](#): [@Keirwales](#) We idolise occupations. The "good" ones are productive and wholesome. Are "bad" occupations not meaningful? Who gets to decide? [#OTalk](#)



Dr Jenny Preston MBE [@preston_jenny](#)

7 days ago

[@OTinretirement](#) [@Keirwales](#) [@jwot77](#) [@theRCOT](#) I agree to a point [@OTinretirement](#) but surely every interaction we have as [#OccupationalTherapists](#) should be raising the profile [#OTalk](#)



Phoebe Swinburn [@SwinburnPhoebe](#)

7 days ago

RT [@lucyevt](#): [@Keirwales](#) Even occupations that are damaging need to be acknowledged and valued. Because they have meaning to the patient. W/o understanding and respecting that meaning, therapy seems superficial [#OTalk](#)



Ruth Hawley [@Ruth_Hawley](#)

7 days ago

[@Keirwales](#) [#OTalk](#) Q3 cont'd. Also in question is practitioner meaning only in OT "practice" or in all possible areas of OT roles including research, academia, other roles?



Bill Wong, OTD, OTR/L [@BillWongOT](#)

7 days ago

RT [@WardChrisi884](#): [@Keirwales](#) [@lucyevt](#) [#OTalk](#) also we're ots be creative do what ever we need to do to help a person get to the next stage of there journey, example for me if during covid we couldn't do craft alongside so we did virtual origami



Lucy [@lucyevt](#)

7 days ago

[@WardChrisi884](#) [@Keirwales](#) This! Project less. Everything has been white, western, pro 'independence is best'. Might not be the same for the patient. So I agree with [@WardChrisi884](#) about coproduction [#OTalk](#)

SYN



as [@lucymeganj](#)

7 days ago

[@Keirwales](#) At present I would say time or lack thereof is the main challenge! I've found this to be a consistent theme since having qualified especially when it comes to keeping on top of emerging research/evidence [#OTalk](#)



Ros French [@RosFrench1](#)

7 days ago

[@Keirwales](#) [#OTalk](#), service demands, resources and leadership. But also acknowledgment of own ideal role v reality of practice and matching with values and confidence to change direction if these don't align



Jem 🐱 [@JemChanOT](#)

7 days ago

[@Keirwales](#) But wouldn't it be GREAT if our profile was raised by the powers that be and we could use that energy to help people instead. [#OTalk](#)



Keir Harding [@Keirwales](#)

7 days ago

[@Katie_Next](#) Rude! What resources? [#otalk](#)



Ruth Crowley [@RuthCro80337479](#)

7 days ago

[@Keirwales](#) Lack of time to do quality work. Able to highlight the gaps for relevant others to follow up but we're often a sticking plaster to get people out of hospital with little to follow up due to lack of services & waiting lists. [#OTalk](#)



Katie [@Katie_Next](#)

7 days ago

[@Keirwales](#) And relating back to one of my previous tweets, people not embracing innovation or sharing best practice. If you're constantly facing barriers, easy to become disheartened. [#OTalk](#)



Susan Ritchie [@SusanRitchie123](#)

7 days ago

[@Keirwales](#) To many generic roles open to lots of professionals again this comes back to staff levels, however once in these roles especially if you are newly qualified you are being guided by other professions rather than [#OTs](#) and very difficult to get supervision [#OTalk](#)



Keir Harding [@Keirwales](#)

7 days ago

[@preston_jenny](#) [@OTinretirement](#) [@jwot77](#) [@theRCOT](#) In the same way that every interaction has the potential to be therapeutic? [#otalk](#)



Melissa chieza [@melissa_chieza](#)

7 days ago

[@Keirwales](#) Resources and opportunity to grow and develop as a practitioner . Through life-long experiences . [#otalk](#)



Ruth Crowley [@RuthCro80337479](#)

7 days ago

[@Keirwales](#) Very short admission times with lack of time to build rapport and trust. Getting the readiness to engage time is vital & this can be missed [#OTalk](#)



Dr Jenny Preston MBE [@preston_jenny](#)

7 days ago

[@Keirwales](#) [@OTinretirement](#) [@jwot77](#) [@theRCOT](#) Couldn't agree more [@Keirwales](#) [#OTalk](#)



Keir Harding [@Keirwales](#)

7 days ago

I've heard that I can't do the job I do because I'm not the right profession. My profession used to mean I couldn't apply for roles I wanted. That seems to be changing a bit now. [#otalk](#)



rd Pronouns She/Her @WardChrisi884

7 days ago

@lucyevt @Keirwales #OTalk co production for me is also the fundamental's of our Ot skills every Ot interaction we have is in partnership! We are perfectly placed to pursue coproduction



Chantelle Martin Occupational Therapist @chaniedavies

7 days ago

@preston_jenny @OTinretirement @jwot77 @Keirwales @theRCOT I am moving and available! Would not recommend house swap though. I think that statement is something YOU should be very proud of and the influence you have achieved 🥰 #OTalk



Dee @OTinretirement

7 days ago

@preston_jenny @Keirwales @jwot77 @theRCOT Couldn't agree more but sometimes it also helps to do something specific & focused. Go shadow someone (a non Ot) at work and spend the day finding out their role but talk OT to them #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@Keirwales And this is a US problem- OTA members getting involved in AOTA. Some roles require multiple call for volunteers just to ensure an OTA is finally involved. #otalk



Keir Harding @Keirwales

7 days ago

4. How safe does work feel for you? Answers might relate to job security, remuneration, the potential for blame/litigation, burnout or more positive things. #OTalk



Chantelle Martin Occupational Therapist @chaniedavies

7 days ago

RT @lucyevt: @Keirwales Even occupations that are damaging need to be acknowledged and valued. Because they have meaning to the patient. W/o understanding and respecting that meaning, therapy seems superficial #OTalk



Helen OTUK @Helen_OTUK

7 days ago

@Keirwales @FionaJoyOT @HoppyPelican Interesting thought, is that in relation to specific therapies? Coming from a home modifications background I am now pondering my hypocrisy #OTalk Well I for one have a topic for reflection already.



Lucy @lucyevt

7 days ago

@Keirwales How does feeling like you don't fit the traditional box affect you in your day to day practice? #OTalk



Keir Harding @Keirwales

7 days ago

My last years in the NHS I felt a huge disparity between what was offered and what was needed. I think I carried quite the sense of moral injury and inadequacy. #OTalk



Katie @Katie_Next

7 days ago

@Keirwales Forgot #OTalk again 🙄



Hannah Spencer (they/them) @hspenceruk

7 days ago

@Keirwales ... to nurture and grow a well-supported, safe and effective diverse workforce with a wealth of perspectives that recognise potential, but within that a sense of cohesion and a collective appetite for continued learning and growth #OTalk



Ruth Crowley @RuthCro80337479

7 days ago

@Keirwales Lack of time to develop - when was the last journal club opportunity available at work with fellow AHPs to develop understanding of different perspectives - important development ops being missed that also build relationships #OTalk

SYN

pepper @Kirstenpepper

7 days ago

🗨️ as The amount of admin that takes us away from face to face contact [#OTalk](#)



Keir Harding @Keirwales

7 days ago

[@lucyevl](#) It meant I had to build my own box. A terrifying prospect but social media was invaluable for helping me know there were others in the profession who thought in similar ways [#otalk](#)



Dr Jenny Preston MBE @preston_jenny

7 days ago

[@chaniedavies](#) [@OTinretirement](#) [@jwot77](#) [@Keirwales](#) [@theRCOT](#) Be careful what you wish for [@chaniedavies](#). What do you think [@anyadej](#) is there room for the three of us in Ayrshire 🤔 [#OTalk](#)



Keir Harding @Keirwales

7 days ago

RT [@OTinretirement](#): [@preston_jenny](#) [@Keirwales](#) [@jwot77](#) [@theRCOT](#) Couldn't agree more but sometimes it also helps to do something specific & focused. Go shadow someone (a non OT) at work and spend the day finding out their role but talk OT to them [#OTalk](#)



#OTalk @OTalk

7 days ago

[#OTalk](#) Q4.



OTBayArea @otbayarea

7 days ago

RT [@OTalk](#): It's 8pm which means it's time for [#OTalk](#) 😊 We have a great topic tonight hosted by [@Keirwales](#) and with opportunity for you to influence the [#CassonLecture](#). [@Ruth_Hawley](#) supporting for [@OTalk](#) - welcome and let us know if you're joining us this evening. <https://t.co/x72YxFpTJH>



Chantelle Martin Occupational Therapist @chaniedavies

7 days ago

[@Keirwales](#) Hierarchy and medical model [#OTalk](#)



Philip Mason @pjmasonOT

7 days ago

[@Keirwales](#) With extreme austerity there can be a system wide reluctance for investment, in the widest sense of the word. This can mean suggestions, innovations and anything that strays from 'meeting the basics' can be met with strong resistance. Creativity crushed by pragmatism [#OTalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

[@OTinretirement](#) [@preston_jenny](#) [@Keirwales](#) [@jwot77](#) [@theRCOT](#) I know many fellow academics told me about "TEDx as capstone" idea in the US, "You are asking our students to build a table for OT in a non-OT environment and one of our faculty with no experience to support it? This is going to push folks closer to burnout!" [#otalk](#)



Dr Jenny Preston MBE @preston_jenny

7 days ago

[@OTinretirement](#) [@Keirwales](#) [@jwot77](#) [@theRCOT](#) It's the combination isn't it [@OTinretirement](#) [#OTalk](#)



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

[@Keirwales](#) [#OTalk](#) I think it's hard to focus sometimes when people are bringing areas that are a struggle us ourselves such as low wages high bills.

SYN



chie @SusanRitchie123

7 days ago

Answer that is why others do not see the professionals role it is the constant small element and interaction, good therapy is often best when people do not know you are doing therapy #OTalk



Lucy @lucyevt

7 days ago

@lucyymeganj @Keirwales Is that in a particular speciality? Or a trend you've noticed across all/ all settings? #OTalk



Dulcie Lilly OT @DulcimaValenti1

7 days ago

@Keirwales I feel very lucky to be in a really close MDT of therapists which make exploring positive risk taking feel safe by sharing decisions. Not something I had on all my student placements #OTalk



Hannah Spencer (they/them) @hspenceruk

7 days ago

@jwot77 @Keirwales Echo this. And that's recognition that we're human too! #OTalk



Keir Harding @Keirwales

7 days ago

@chaniedavies In what way? #otalk



Ruth Hawley @Ruth_Hawley

7 days ago

@Keirwales #OTalk Q4. Mindful this is a hard question to answer in a public forum & want to be clear I am not talking about my current circumstances. Times when I have not felt safe at work relate to blame potential, risk management, workload pressures and lack of managerial support.



Katie @Katie_Next

7 days ago

@Keirwales To be fair, I've been incredibly well supported in work from a well-being and thus a job security etc perspective. #OTalk



DisruptOT @DisruptOT

7 days ago

RT @OTalk : It's 8pm which means it's time for #OTalk 😊 We have a great topic tonight hosted by @Keirwales and with opportunity for you to influence the #CassonLecture. @Ruth_Hawley supporting for @OTalk - welcome and let us know if you're joining us this evening. <https://t.co/x72YxFpTJH>



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

@lucyevt @Keirwales #OTalk I am have never fit into a box lol 😂



Keir Harding @Keirwales

7 days ago

@pjmasonOT It often didn't feel like pragmatism to me. #otalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@Keirwales So far my role at uni is pretty good- love having room for me to be creative. #otalk



Lucy @lucyevt

7 days ago

@Keirwales So important to have allies! #Otalk

SYN



Preston MBE [@preston_jenny](#)

7 days ago

[@Keirwales](#) [@OTinretirement](#) [@Keirwales](#) [@jwot77](#) [@theRCOT](#) That's an interesting one [@OTinretirement](#) not everyone is a pioneer, I accept that but we absolutely have to be pushing boundaries too [#OTalk](#)



Ruth Hawley [@Ruth_Hawley](#)

7 days ago

[@Keirwales](#) [#OTalk](#) Q4 cont'd. On a more positive note, I have also experienced the above alongside having good managerial support and this has made a positive difference to how safe I have felt. I think good leadership and management are very important in perceptions of workplace safety.



Chrisi Ward Pronouns She/Her [@WardChrisi884](#)

7 days ago

[@jwot77](#) [@Keirwales](#) [#OTalk](#) a space safe enough to be able to be that kind of vulnerable



Katie [@Katie_Next](#)

7 days ago

[@Keirwales](#) I don't think for me it feels unsafe at any point, but sometimes I do wish we could do more. Maybe that comes from the heart of being an OT though? [#OTalk](#)



Dee [@OTinretirement](#)

7 days ago

[@preston_jenny](#) [@jwot77](#) [@Keirwales](#) [@theRCOT](#) That's so good to hear as took me a few years to reach that point. I wonder too sometimes if we become a bit too obsessed with getting people especially non OT colleagues to 'get it' rather than just being it. Not well articulated but [#OTalk](#)



Abi [@Abi21643842](#)

7 days ago

[@Keirwales](#) RCOT very supportive agency for CPD. HCPC also feels like a supportive agency but I would feel more confident with clearer guidance around CPD criteria and ways to demonstrate meeting standards and code of practice [#OTalk](#)



Jem 🐱 [@JemChanOT](#)

7 days ago

[@Keirwales](#) I feel valued and supported in my role outside of the NHS. Less safety around the profession as a whole though.... [#OTalk](#)



DisruptOT [@DisruptOT](#)

7 days ago

RT [@Keirwales](#): 3. Does anything get in the way of you being the practitioner you want to be? If so, what would need to be different? [#OTalk](#)



Becky Keating [@BeckyKeating2](#)

7 days ago

[@Keirwales](#) This feels relevant still Keir, I would expect across most sectors too. Helping to create and sustain a culture where our OTs feel valued and adequately supported is a challenge. ❤️ [#OTalk](#)



DisruptOT [@DisruptOT](#)

7 days ago

RT [@Keirwales](#): 4. How safe does work feel for you? Answers might relate to job security, remuneration, the potential for blame/litigation, burnout or more positive things. [#OTalk](#)



DisruptOT [@DisruptOT](#)

7 days ago

RT [@Keirwales](#): So....1. What are the biggest issues facing the profession that people are aware of? [#OTalk](#)

SYN

@DisruptOT

7 days ago

Keir Harding @Keirwales 2. What are the biggest issues facing the profession that don't get talked about? [#OTalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

[@preston_jenny](#) [@OTinretirement](#) [@Keirwales](#) [@jwot77](#) [@theRCOT](#) In this case, it also involves positive risk taking. [#otalk](#)



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

[@Keirwales](#) [@Ruth_Hawley](#) [#OTalk](#) it is always the same people who are willing to speak and disrupt and we are stronger as a collective (mmm what should a collective of ots be called)



Ros French @RosFrench1

7 days ago

[@Keirwales](#) [#OTalk](#) having just changed trusts, job and role I feel very safe, empowered and supported. Change of culture to more inclusive, supported to develop and focus on wellbeing - daily check ins and protected time for supervision and training. All very positive



Chantelle Martin Occupational Therapist @chaniedavies

7 days ago

[@Keirwales](#) It hasn't been. Some things are an individual's responsibility but a safe respectful workplace is everyone's [#OTalk](#) <https://t.co/p8eZvGUXht>



Keir Harding @Keirwales

7 days ago

[@JemChanOT](#) I'm just going to copy and paste "can you expand on that Jem" to all of your posts [#OTalk](#)



Kirsten Pepper @Kirstenpepper

7 days ago

[@Keirwales](#) [#OTalk](#) I feel I'm very lucky to have such supportive team leads that provide excellent supervision and opportunity to grow. Outdated service commissioning is where the I feel let down



Tasha Laming @TashaLaming

7 days ago

[@Keirwales](#) [@DisruptOT](#) Time, not enough hours in day [#otalk](#)



Abi @Abi21643842

7 days ago

[@Keirwales](#) I feel supported from fellow colleagues but it is the Mental health assessment side of practice that makes me feel safe from litigation etc, so the OT value could be better supported if understood by operational leads better [#OTalk](#)



Lucy Jones @lucyymeganj

7 days ago

[@lucyevt](#) [@Keirwales](#) I would say across all settings I have experienced so far, I've been very fortunate though to always have had very supportive management/supervision who encouraged engagement with CPD. I think it's probably just the nerd in me who always wants to learn more! [#Otalk](#)



Keir Harding @Keirwales

7 days ago

[@Kirstenpepper](#) Can you explain that a bit more? [#otalk](#)



[@lucyevt](#)

7 days ago



As a student on placement, you're having to "perform". You can't naturally find your form. Also all the rules around placements have no flexibility. E.g, if you have health considerations you are penalised and lose hours from using sick or study days for appointments [#OTalk](#)



FionaJoy [@FionaJoyOT](#)

7 days ago

[@Keirwales](#) I thought Higher Education was safe til I found that it wasn't. Government funded posts and a perfectly successful OT programme suddenly gone after 10 years... Nowadays I choose to create my own safety but it has made me wary of working for any organisation. [#OTalk](#)



Bill Wong, OTD, OTR/L [@BillWongOT](#)

7 days ago

[@preston_jenny](#) [@OTinretirement](#) [@Keirwales](#) [@jwot77](#) [@theRCOT](#) My counterexample to our faculty will be- "It's just translating what the students learn in their curriculums in a non-OT arena. But, it is important to raise our profile." [#otalk](#)



Dulcie Lilly OT [@DulcimaValenti1](#)

7 days ago

[@Keirwales](#) Burnout is my biggest worry, I have friends who have recently qualified who are already unable to work [#OTalk](#)



#HelloMyNamels Sadie [@ot_sadie](#)

7 days ago

[@Keirwales](#) [#OTalk](#) job feels secure but burnout feels possible because of the current climate. I feel well supported re:blame by my current management, which feels a rarity these days.



Chantelle Martin  [Occupational Therapist](#) [@chaniedavies](#)

7 days ago

[@Keirwales](#) Can very much relate...now focussing on me and my worth [#OTalk](#) and even that sounds bigheaded and arrogant but I am morally injured x



Katie [@Katie_Next](#)

7 days ago

[@Keirwales](#) ...and meant it in a negative way. Not particularly useful or coherent to confident decision making....2/2 [#OTalk](#)



Chantelle Martin  [Occupational Therapist](#) [@chaniedavies](#)

7 days ago

RT [@Keirwales](#): [@lucyevt](#) It meant I had to build my own box. A terrifying prospect but social media was invaluable for helping me know there were others in the profession who thought in similar ways [#otalk](#)



Dr Jenny Preston MBE [@preston_jenny](#)

7 days ago

[@Keirwales](#) This is really interesting [@Keirwales](#). I'm struck by accountability, or lack of, at the moment in many regards and respects: individual, professional, service, organisational, operational, strategic etc etc etc [#OTalk](#). Fast becoming my new thing!!!!



Bill Wong, OTD, OTR/L [@BillWongOT](#)

7 days ago

[@lucyevt](#) [@Keirwales](#) And students on placements may also have difficulty in advocating for themselves, especially in situations where they are clearly bullied and/or subjected to discrimination. [#otalk](#)



Lucy [@lucyevt](#)

7 days ago

[@DulcimaValenti1](#) [@Keirwales](#) That's great to hear :) I had that on a placement in an LD college setting. Was incredible, I fell in love with the work, place, team, and learned loads! [#OTalk](#)



atie...Next

7 days ago

reimbursement @Keirwales @preston_jenny @jwot77 @theRCOT Love this idea! 💡 #OTalk



Jem 🐱 @JemChanOT

7 days ago

@Keirwales Ha. That's what all my lecturers wrote on my essays too... I believe we're adrift in terms of how our professional identity is communicated by our governing body and so it's an ongoing battle to advocate for our roles and in turn, our patients #OTalk



Dr Jenny Preston MBE @preston_jenny

7 days ago

@OTinretirement @jwot77 @Keirwales @theRCOT Absolutely @OTinretirement #OTalk



Keir Harding @Keirwales

7 days ago

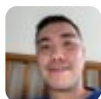
Theres a few references to burnout - if its safe to say, what's likely to get that fire burning strongest? #otalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@DulcimaValenti1 @Keirwales This is understandable. Pandemic has not really helped! #otalk



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT @JemChanOT: @Keirwales Ha. That's what all my lecturers wrote on my essays too... I believe we're adrift in terms of how our professional identity is communicated by our governing body and so it's an ongoing battle to advocate for our roles and in turn, our patients #OTalk



Jem 🐱 @JemChanOT

7 days ago

@Keirwales It shouldn't be on individual practitioners to be expected to constantly advocate for our role and impact. It's been decades. Why don't all commissioners understand our work yet? #OTalk



Keir Harding @Keirwales

7 days ago

5. For a positive change to take place (whatever that change may be) what new idea/message/way of thinking should occupational therapists adopt? #OTalk No prompts from me here. Really interested in your ideas #otalk



#OTalk @OTalk

7 days ago

@ruthmisaac @Keirwales Thanks for joining in. Can you please remember to add in the #OTalk to all your tweets so that they can be included in the transcript.



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

@Keirwales #OTalk being able to do the job you love and not drowning in paper and high caseload?



Helen OTUK @Helen_OTUK

7 days ago

@Keirwales @lucyevt Or repack the boxes... find the way in which you can be therapist you want to. Crafting my own balance and roles has been invaluable and most definitely agree, finding you are not alone is powerful. #OTalk



Dee @OTinretirement

7 days ago

@preston_jenny @jwot77 @Keirwales @theRCOT 10 years list qualification realised constant explaining want always the best way. Made such a difference #OTalk



Katie [@Katie_Next](#)

7 days ago

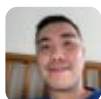
[@JemChanOT](#) [@Keirwales](#) Yes, I agree with this...sometimes think we have such a diverse profession that even RCOT isn't sure what's happening on the shop floor...[#OTalk](#)



Philip Mason [@pjmasonOT](#)

7 days ago

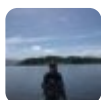
[@Keirwales](#) Knowing and showing our worth. As a profession we often shy away from sharing our impact. We need to not only use outcome measures but proudly share them with the world, often and loudly.[#OTalk](#)



Bill Wong, OTD, OTR/L [@BillWongOT](#)

7 days ago

[@Keirwales](#) Simple one- more academics should learn from how I creatively fit in the activity of organizing TEDx events within our curriculum and uni requirements! [#otalk](#)



Joanne88 [@Joanne88](#)

7 days ago

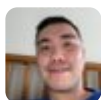
[@Keirwales](#) Cost of living crisis, funding cuts and closure of community based outlets, out dated recruitment processes, limited up to date high quality evidence base and funding opportunities for this. [#OTalk](#)



FionaJoy [@FionaJoyOT](#)

7 days ago

[@Helen_OTUK](#) [@Keirwales](#) [@HoppyPelican](#) For me, it applies to my role in relationship in any context, therapeutic or otherwise. Nowadays I do mostly supervision work, but knowing my own role in the dynamic, bringing into awareness the 'old stuff' I am bringing feels absolutely essential in offering safety [#OTalk](#)



Bill Wong, OTD, OTR/L [@BillWongOT](#)

7 days ago

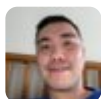
RT [@FionaJoyOT](#): [@Helen_OTUK](#) [@Keirwales](#) [@HoppyPelican](#) For me, it applies to my role in relationship in any context, therapeutic or otherwise. Nowadays I do mostly supervision work, but knowing my own role in the dynamic, bringing into awareness the 'old stuff' I am bringing feels absolutely essential in offering safety [#OTalk](#)



Jay Webster (They/Them)   [@jwot77](#)

7 days ago

[@Keirwales](#) Stand up and be counted. As [#OccupationalTherapists](#), WE know what we do is important, go out and SHOW the world how we can make a difference and that health and wellbeing settings need us to be part of their team. [#OTalk](#)



Bill Wong, OTD, OTR/L [@BillWongOT](#)

7 days ago

RT [@Joanne88](#): [@Keirwales](#) Cost of living crisis, funding cuts and closure of community based outlets, out dated recruitment processes, limited up to date high quality evidence base and funding opportunities for this. [#OTalk](#)



Keir Harding [@Keirwales](#)

7 days ago

Someone said the other day that the CQC measures things that can be measured. Plans are done, boxes are ticked. Compassionate, caring, empathic relationships are difficult to measure. Some much value gets missed [#otalk](#)



ley @Ruth_Hawley

7 days ago

[@Keirwales](#) [#OTalk](#) Q5. Not new...but my thoughts are partnership, coproduction, welcome all to the table, think outside the box, be creative, strengths based, do what you can AND importantly look after yourself in the process. More like a return to roots/ live the values rather than new.



Dulcie Lilly OT @DulcimaValenti1

7 days ago

[@Keirwales](#) I think we could do with a few Occupational Therapists going into politics [#OTalk](#)



Jay Webster (They/Them) @jwot77

7 days ago

[@Keirwales](#) And other settings too but word limit!! [#OTalk](#)



Jem @JemChanOT

7 days ago

[@Keirwales](#) I really want the concept of social justice to be truly embedded in practice and comms I think without it we undersell our potential. [#OTalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

[@Joanne88](#) [@Keirwales](#) In the US, add student loans to the equation! Almost up to \$200k USD in debt after graduation is too much! [#otalk](#)



#HelloMyNamels Sadie @ot_sadie

7 days ago

[@Keirwales](#) 'Restructuring' or changes to systems that don't include consultation with the people that use them, unnecessary paperwork etc [#OTalk](#)



Kirsten Pepper @Kirstenpepper

7 days ago

[@Keirwales](#) Whoops [#OTalk](#)



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

[@Keirwales](#) [#OTalk](#) ots in practice driving change not always academics who are unaware of the nature of change in a service. The service I'm in has changed beyond recognition since 2019



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT [@WardChrisi884](#): [@Keirwales](#) [#OTalk](#) ots in practice driving change not always academics who are unaware of the nature of change in a service. The service I'm in has changed beyond recognition since 2019



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT [@ot_sadie](#): [@Keirwales](#) 'Restructuring' or changes to systems that don't include consultation with the people that use them, unnecessary paperwork etc [#OTalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

RT [@JemChanOT](#): [@Keirwales](#) I really want the concept of social justice to be truly embedded in practice and comms I think without it we undersell our potential. [#OTalk](#)



#OTalk @OTalk

7 days ago

[@FionaJoyOT](#) [@Keirwales](#) Easy done. We've all done it!! [#OTalk](#)...and you self-corrected - Thanks!



rd Pronouns She/Her @WardChrisi884

7 days ago

[@Keirwales](#) [#OTalk](#) be disruptive not afraid to challenge the idea that this is what we've always done in favour of this is what works best for the person. Be open to learning through discomfort.



Dee @OTinretirement

7 days ago

[@OTSophie](#) [@Keirwales](#) Yes absolutely and makes a huge difference. Need more OTs to step into those sort of roles but know that's a challenge as not always attractive/exciting to clinicians as career development [#OTalk](#)



Kirsten Pepper @Kirstenpepper

7 days ago

[@JemChanOT](#) [@Keirwales](#) Social justice for the team you work in and for service users [#OTalk](#)



Keir Harding @Keirwales

7 days ago

[@DulcimaValenti1](#) Who will that first OT politician be??? [#otalk](#) If you're going to adapt social environments, being in government might be a good place to do that



Jay Webster (They/Them) 🏳️🌈 @jwot77

7 days ago

[@WardChrisi884](#) [@Keirwales](#) 👍 Get comfortable being uncomfortable [#OTalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

[@JemChanOT](#) [@Keirwales](#) Actually that is why one of the changes I have implemented for next year when I organize TEDx events- TEDxWomen and TEDxCountdown will be student led. Women's rights & climate justice are a couple critical social justice issues. [#otalk](#)



Ros French @RosFrench1

7 days ago

[@Keirwales](#) [#OTalk](#) networking and partnership working.



Lucy @lucyevt

7 days ago

[@DulcimaValenti1](#) [@Keirwales](#) Love this - get involved in public policy! [#OTalk](#)



Dr Jenny Preston MBE @preston_jenny

7 days ago

[@GrierAHP](#) [@Keirwales](#) So not just from me then [@GrierAHP](#) [#OTalk](#)



Jem 🐱 @JemChanOT

7 days ago

[@Kirstenpepper](#) [@Keirwales](#) Yes, looking at and addressing the reasons people are occupationally deprived. A proactive profession, not just reactive. [#OTalk](#)



Jay Webster (They/Them) 🏳️🌈 @jwot77

7 days ago

[@WardChrisi884](#) [@Keirwales](#) And [#BeBrave](#) [#OTalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

[@jwot77](#) [@WardChrisi884](#) [@Keirwales](#) I might be a quiet and introverted person in real life. But, it doesn't mean I am not a crazy daredevil sometimes. [#otalk](#) <https://t.co/AsoyjqSMUq>

SYN**Murphy @Murphlemurph**

7 days ago

Not new - but I'd like each & all to stop focussing on people not knowing what we do, and put all that energy into focussing on making sure we each have an articulate way of expressing what we do. #OTalk

Lucy @lucyevt

7 days ago



@Keirwales Business sense. We're an innovative & resourceful profession. If we can back what we create w/ evidence, and package it in ways that stakeholders/ funding bodies understand, then we'll be able to establish & expand. Also, looking at pt's intrinsic values and Coproduction! #OTalk

**Jay Webster (They/Them) @jwot77**

7 days ago

@WardChrisi884 @Keirwales And try and get people involved further upstream too. #OTalk

**Keir Harding @Keirwales**

7 days ago

@Murphlemurph What would that look like? How would one put that into practice? #otalk

**Katie @Katie_Next**

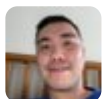
7 days ago

@Keirwales On a smaller scale...look at the pockets of work we're all doing and thinking about promoting from within #OTalk

**Ruth Isaac @ruthmisaac**

7 days ago

@OTalk @Keirwales Sorry #otalk 🙄

**Bill Wong, OTD, OTR/L @BillWongOT**

7 days ago

RT @Murphlemurph: @Keirwales Not new - but I'd like each & all to stop focussing on people not knowing what we do, and put all that energy into focussing on making sure we each have an articulate way of expressing what we do. #OTalk

**Keir Harding @Keirwales**

7 days ago

6. This is a last sneaky one but....What can't be missed from the Casson lecture next year? #OTalk

**#OTalk @OTalk**

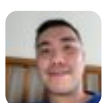
7 days ago

@ruthmisaac @Keirwales We've all done it! #OTalk

**Chantelle Martin Occupational Therapist @chaniedavies**

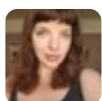
7 days ago

@Keirwales Primary care structure, responsibility by banding rather than skills in secondary care. #OTalk

**Bill Wong, OTD, OTR/L @BillWongOT**

7 days ago

@Murphlemurph @Keirwales This also means it is important to expand our reach. We can shout as loud as we want. But, if we only reach a small crowd, it is not as effective. #otalk

**Jem @JemChanOT**

7 days ago

@Keirwales ACCESSIBILITY. Captions. BSL interpreters. Ridiculous that it needs to be said but it was missing from some #OTWeek22 content 🙄 #OTalk

SYN

ter (They/Them) 🏳️‍🌈 @jwot77

7 days ago

👉 The power to change the profession comes from within the profession. [#OTalk](#)



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

@BillWongOT @jwot77 @Keirwales [#OTalk](#) your every vocal in the space of Ot though.



Keir Harding @Keirwales

7 days ago

@JemChanOT Mine included. Increase technical abilities! [#otalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@Katie_Next @Keirwales Actually that is why my uni's leaderships like me- they realize that the fact that I organize TEDx events (and producing talks) has values to not only the OT department, but also the uni as a whole. [#otalk](#)



#HelloMyNamels Sadie @ot_sadie

7 days ago

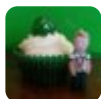
@Keirwales [#OTalk](#) using occupational balance on ourselves. The amount of OTs that are doing work outside of working hours, eg student placement paperwork, happens far too often. I understand we're passionate, but we too often flex our own boundaries significantly which leads to burnout. <https://t.co/ILVDo9sqUH>



Jay Webster (They/Them) 🏳️‍🌈 @jwot77

7 days ago

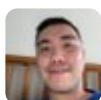
@JemChanOT @Keirwales Can the captions be optional though please as I cannot watch a captioned video. Optional captions increase accessibility for all. [#OTalk](#)



Hannah Spencer (they/them) 🏳️‍🌈 @hspenceruk

7 days ago

@Keirwales Relate. That dissonance and conflict between seeing so much potential, possibility, opportunity and, in lots of contexts, necessity and then feeling inadequate in not being able to do it all [#OTalk](#)



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@WardChrisi884 @jwot77 @Keirwales Well- I have to give my past and present CPD mentors credit. 🙌 [#otalk](#)



Dee @OTinretirement

7 days ago

@Keirwales Elizabeth 😊 [#OTalk](#)



Lauren Osborne @LaurenOsborneOT

7 days ago

@Keirwales I've previously felt that I couldn't be the OT I wanted to be because everything was fire fighting, struggling to meet the basics due to sheer volume & lack of sufficient staff to keep up with waiting list demands, constantly swimming up stream! [#OTalk](#)



#OTalk @OTalk_

7 days ago

RT @Keirwales: 6. This is a last sneaky one but....What can't be missed from the Casson lecture next year? [#OTalk](#)



#OTalk @OTalk_

7 days ago

It's 9pm so that's the official [#OTalk](#) hour done but do feel free to keep thinking and contributing. The transcript collates all tweets up to Thursday 9am and will then be updated onto the blog later. <https://t.co/sngRfglBXo>

SYN



, OTD, OTR/L @BillWongOT

7 days ago

Re: @eriOsborneOT: @Keirwales I've previously felt that I couldn't be the OT I wanted to be because everything was fire fighting, struggling to meet the basics due to sheer volume & lack of sufficient staff to keep up with waiting list demands, constantly swimming up stream! #OTalk



Dulcie Lilly OT @DulcimaValenti1

7 days ago

@Keirwales Not specific but I think you'll be great at providing a pep talk to bolster us to move forward bravely and reignite passion for those who feel lost after covid. Looking forward to it! #OTalk



#HelloMyNamels Sadie @ot_sadie

7 days ago

@Keirwales #OTalk and I actually *really* like the NHSE AHP strategy. Has potential to be really valuable in practice. <https://t.co/vldEJD7YO6>



#OTalk @OTalk

7 days ago

Many thanks to @Keirwales for hosting #OTalk this evening and for asking these important and thought provoking questions. Looking forward to the #CassonLecture. If you have taken part this evening, why not evidence this for your CPD and complete a reflection log. <https://t.co/jeF7YP5OA8>



Bill Wong, OTD, OTR/L @BillWongOT

7 days ago

@ot_sadie @Keirwales When many students and practitioners are aware of what I do on and off OT, many told me, "I would be burned out if I have to do everything you do!" #otalk



Keir Harding @Keirwales

7 days ago

Alright people, thank you so much for that. Its been really helpful. I'm going to go back through and reply over the next few days but feel free to message me any ideas. I'm really, really grateful for all your contributions #otalk



#OTalk @OTalk

7 days ago

Thanks for contributing - Don't forget the #OTalk <https://t.co/6uUfPTtrjp>



Philip Mason @pjmasonOT

7 days ago

@Keirwales Strategically positioning ourselves in systems to affect change. Leading by example, openly and transparently explaining what we are doing, why we are doing it & sharing the results of what we did. The people we serve need to know how we may be able to help them #OTalk



Dee @OTinretirement

7 days ago

@OTalk @Keirwales Thank you all. Great chat Kier #OTalk



Ruth Isaac @ruthmisaac

7 days ago

@JemChanOT @Kirstenpepper @Keirwales Yes I agree with this, too much therapy and medicine focuses on self-help (and individual blame) rather than social justice #otalk



Chrisi Ward Pronouns She/Her @WardChrisi884

7 days ago

@Keirwales #OTalk just bring your keir to it. I like the way you make us think about the why! So that for me

SYN



ing @Keirwales

7 days ago

Well, it's lots of people around I'm going to briefly steal the #otalk hashtag to encourage you to help raise money for the @NSPCC Anything is appreciated, £22 and I'll do something daft of your choosing :-) <https://t.co/FxYplhRBCv>



Ruth Crowley @RuthCro80337479




7 days ago

@OTalk Safety depends somewhat on the quality of your supervisor and team. If you're a team you support if you're not a team but stand alone this can impact. Respectful culture with transparency supports safety. If you challenge institutionalised culture this can impact #OTalk



Hannah Spencer (they/them)   @hspenceruk

7 days ago

@jwot77 @Keirwales    #OTalk



#OTalk @OTalk

7 days ago

#OTalk – Tuesday 22nd November 2022 Occupational Therapy in Heritage Venues – The Alchemy of Good Interventions: Developing a Creative Health Quality Framework hosted by @jemchanot & @janecwillis <https://t.co/QACEVT55JN>



Chantelle Martin  Occupational Therapist @chaniedavies

7 days ago

I will say these thoughts tonight are from a combination of experiences meant around necessary needed political landscape changes in OT world. I have also been incredibly lucky to have been valued and supported by some amazing employers and OTs throughout career #OTalk



Mary McCarron - Connect Neurotherapy Services @cns_ot

7 days ago

@Keirwales Positivity. Please give us positivity. #OTalk



Dee @OTinretirement

7 days ago

@Katie_Next @Keirwales @preston_jenny @jwot77 @theRCOT I moved away from worrying about raising profile, got comfy with how I wanted to talk about OT & did lots like this. Working in social care spent time with elected members, went and bothered commissioners, infiltrated NHS boards on whatever grounds got me to the table #OTalk



Dee @OTinretirement

7 days ago

@Katie_Next @Keirwales @preston_jenny @jwot77 @theRCOT Have a go. It's a very enjoyable way to get messages across and make connections. #OTalk



Jem  @JemChanOT

7 days ago

Next week I'll be asking you questions about what makes a 'good' OT intervention, thinking about #Creativity #Heritage and #Culture



Amy Boot @AmyBootOT

7 days ago

@LaurenOsborneOT @Keirwales Can absolutely relate to this and sadly, in every role I've been in over the past nine years 😞 Can really dampen your spirits. Imposter syndrome also has a lot to answer for 😊 #OTalk



Deborah Murphy @Murphlemurph

7 days ago

@Keirwales it would look like us taking responsibility for others not understanding our role and looking at what we can do to change it - introspection re why others don't understand as opposed to blame. It's about each interaction providing clarity not necessarily shouting loudly #OTalk



@FionaJoyOT

7 days ago

elican @Keirwales I agree... and yet... so many people go into the 'helping professions' who don't realise they might have any stuff to work on. #OTalk



Hannah Spencer (they/them) @hspenceruk

7 days ago

@Ruth_Hawley @Keirwales Live values yes, if consistently critical about values into action. Mindful of 'return' to anything, because in that we risk recycling 'because we've always done it that way' which can be ineffective or worse, perpetuate inequity and injustice #OTalk



Ruth Hawley @Ruth_Hawley

7 days ago

@hspenceruk @Keirwales Good point. Values and roots both need critical reflection and change when required. #OTalk



Hannah Spencer (they/them) @hspenceruk

7 days ago

@WardChris884 @Keirwales See both sides re: this comment. Ideally would/should synthesise/complement. My experience was not having enough me to be able to 'do' clinically @ 100% & other (necessary) aspects (research, activism, L&D) @ 100%. Know I'm not alone, but it feels like I'm not enough #OTalk



FionaJoy @FionaJoyOT

7 days ago

@Keirwales I don't work in a clinical setting nowadays, but I hear that the dissonance between trying to do the best for service users/patients and the lack of resources/ bureaucracy can lead to feelings of psychological fragmentation, which is eventually intolerable. #OTalk



BAMEOTUK @BAMEOTUK

7 days ago

RT @JemChanOT: @Keirwales Starting off with a biggy! Profile of the profession. Preference/tendency to 'simplify' what we do rather than go to the effort of communicating what we do effectively. Lack of representation - @BAMEOTUK doing some great work around this #OTalk



Hannah Spencer (they/them) @hspenceruk

7 days ago

@WardChris884 @Keirwales #OccupationalTherapy is & has so much potential to be in many contexts. Variety in roles & potential is huge and looks 'different'. Mindful of perceived/perpetuated hierarchy that clinical practice = be all, end all & 'only' way to do #OT. Diverse perspectives = growth #OTalk



Hannah Spencer (they/them) @hspenceruk

7 days ago

@ruth_lucia @Keirwales #OTalk



BAMEOTUK @BAMEOTUK

7 days ago

RT @SusanGriffiths5: @Keirwales Underfunded NHS with chronic staff shortage, pay rises not in line with inflation for many, many years, there is still a lack of public understanding of what OT does, lack of diversity, ableism within the profession, I can go on... 🙄 #OTalk



OT History Matters @HistoryOt

7 days ago

@GavinJ17 @Keirwales #OTalk Spot on. Definitions, descriptions and profile raising concerns for 100+ years. Tend to devalue impact of 'word of mouth' especially the power of patient - user experience and growing body of evidence across breadth of the profession.



BAMEOTUK @BAMEOTUK

7 days ago

RT @Abi21643842: @Keirwales Occupational injustice and deprivation due to health inequalities and socio-economic inequalities. #OTalk

SYN



@theeducationOT

7 days ago

We are being pushed out. Gov white paper last Yr excluded us, there's a huge push for social prescribing and activity co-ordinators - cheaper, 2 for the price of 1 OT. We are often not included as prospective band 7s for roles well within our remit #otalk



Rhiannon @theeducationOT

7 days ago

@Keirwales At Uni some of this came up last week and the entire room agreed that it's positive that nurses do ADL scales or that there are these roles and only myself and my lecturer were opposing it. Protected title should mean protected aspects of our role #otalk



Hannah Spencer (they/them) 🌈 @hspenceruk

7 days ago

@DulcimaValenti1 @Keirwales Absolutely, burnout = big risk, particularly for NQ/early career OTs #OTalk



Catherine McNulty she/her/hers @cathymc9781

7 days ago

@OTalk_ @Keirwales I am a late lurker #OTalk



OT History Matters @HistoryOt

7 days ago

@theeducationOT @Keirwales #OTalk check out recent study about value, or not, of social prescribing link workers at <https://t.co/S9K9rBJ3Or>



Catherine McNulty she/her/hers @cathymc9781

7 days ago

RT @preston_jenny: @jwot77 @Keirwales @theRCOT It's not just about how loud, it's about the clarity of the message; maximising the opportunities; capitalising on networks; evidence; and stopping feeling sorry for ourselves and feeling left behind. It's in our control #OTalk



Catherine McNulty she/her/hers @cathymc9781

7 days ago

RT @preston_jenny: @Keirwales @jwot77 @theRCOT Exactly @Keirwales there are so many opportunities and people seizing those opportunities. We shouldn't just be reliant on @theRCOT #OTalk



Ms Rachel Booth-Gardiner ❤️ @OT_rach

7 days ago

RT @OTalk_: Two of our team members @Helen_OTUK and @OT_rach will be presenting @TheOTShow on Thursday 24th Nov 2022 11:45 - 12:15 in Theatre 3 - Come and join us. #OTalk



Rhiannon @theeducationOT

7 days ago

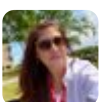
@HistoryOt @Keirwales No doubt it will say good things and personally social prescribing is key but it's a key skill of OT not of a link worker / nurse / others. Anyone can recommend group gardening because it's good for you, but OTs know the theory, the why, the reasons behind it #otalk



Catherine McNulty she/her/hers @cathymc9781

7 days ago

@OTinretirement @preston_jenny @jwot77 @Keirwales @theRCOT Show by what you do show by your practice show by your thinking #OTalk



Rhiannon @theeducationOT

7 days ago

@HistoryOt @Keirwales It's part of OT remit and should stay with us. The Tories are stripping our profession of OUR specialist skill. Can you tell it gets me on my soap box 🙄 #otalk

SYN

y Matters @HistoryOt

7 days ago

[@Keirwales](#) [#OTalk](#) A fresh, forward looking and challenging perspective. Speak to Generation Z and beyond. Acknowledge the enduring, audacious values of [#OccupationalTherapy](#). Stay true to yourself.



Catherine McNulty she/her/hers @cathymc9781

7 days ago

[@jwot77](#) [@Keirwales](#) Yes but do we also fully understand say the breadth of practice say of Speech&LanguageTherapist? [#OTalk](#)



Catherine McNulty she/her/hers @cathymc9781

7 days ago

[@WardChrisi884](#) [@Keirwales](#) Yes by your very self as an occupational therapist that you bring the philosophy of the doing stuff of life into everything that you do in your day to day practice [#OTalk](#) it is up to you as an individual to bring this way of thinking decision making



Rhiannon @theeducationOT

7 days ago

[@Keirwales](#) In Forensics, in my exp, we are not safe as a profession. Activity co-ordinators are coming in and OT & OTA's are being reduced. Care will be affected. Risk will be affected. Similar happened in the Probation Service 10 -15 years prior [#otalk](#)



Catherine McNulty she/her/hers @cathymc9781

7 days ago

RT [@WardChrisi884](#): [@Keirwales](#) [#OTalk](#) being unqualified right now! I think there will always be small parts where you struggle but I always try to be the best me I can be and to keep learning and being comfortably uncomfortable.



Catherine McNulty she/her/hers @cathymc9781

7 days ago

RT [@FionaJoyOT](#): [@Helen_OTUK](#) [@Keirwales](#) [@HoppyPelican](#) For me, it applies to my role in relationship in any context, therapeutic or otherwise. Nowadays I do mostly supervision work, but knowing my own role in the dynamic, bringing into awareness the 'old stuff' I am bringing feels absolutely essential in offering safety [#OTalk](#)



Catherine McNulty she/her/hers @cathymc9781

7 days ago

RT [@OTinretirement](#): [@preston_jenny](#) [@Keirwales](#) [@jwot77](#) [@theRCOT](#) Couldn't agree more but sometimes it also helps to do something specific & focused. Go shadow someone (a non Ot) at work and spend the day finding out their role but talk OT to them [#OTalk](#)



OT History Matters @HistoryOt

7 days ago


[@theeducationOT](#) [@Keirwales](#) Always on my soap box. Love to rant and rave! You are standing with our pioneers who held passionate beliefs about [#OccupationalTherapy](#) [#OTalk](#) PS read the paper - you might be pleasantly surprised.





Jane Willis @janecwillis


7 days ago


RT [@OTalk_](#): [#OTalk](#) – Tuesday 22nd November 2022 Occupational Therapy in Heritage Venues – The Alchemy of Good Interventions: [#OTalk](#) – Tuesday 22nd November 2022 Occupational Therapy in Heritage Venues – The Alchemy of Good Interventions: Developing a Creative Health Quality Framework hosted by [@jemchanot](#) & [@janecwillis](#)
<https://t.co/QACEVT55JN>


 **i Beeharry** ❤️ aka The Peripatetic Academic @roshni_beeharry 7 days ago
RT @Keirwales: #OTalk – Tuesday 22nd November 2022 Occupational Therapy in Heritage venues – The Alchemy of Good Interventions: #OTalk – Tuesday 22nd November 2022 Occupational Therapy in Heritage Venues – The Alchemy of Good Interventions: Developing a Creative Health Quality Framework hosted by @jemchanot & @janecwillis
<https://t.co/QACEVT55JN>


 **DisruptOT** @DisruptOT 7 days ago
RT @Keirwales: 6. This is a last sneaky one but....What can't be missed from the Casson lecture next year? #OTalk


 **Laura Kate** @OT_LauraF 7 days ago
RT @Keirwales: So....1. What are the biggest issues facing the profession that people are aware of? #OTalk

 **Margaret Spencer MA** @margaretOT360 7 days ago
RT @chaniedavies: @Keirwales I wonder at the things we seem to have lost and why we are not screaming for them... like supervision, like appraisals, specialist knowledge, projects and leadership at all levels, student education. 4 pillars wider than clinical expertise and conveyor belt #OTalk

 **Deborah Murphy** @Murphlemurph 7 days ago
@Keirwales @JemChanOT You might get to hear it in a talk coming your way very very soon! (But only if you answer my DM 😊) #OTalk


 **Deborah Murphy** @Murphlemurph 7 days ago
@ruth_lucia @Keirwales @RuthCro80337479 20+ years into clinical practice & 2 years into post grad training in advanced OT I've come to understand that yes we really do need better research skills, but more importantly I feel we need increased partnership initiatives between OT academics and clinicians #OTalk

 **Jay Webster (They/Them)** 🏳️‍🌈 @jwot77 7 days ago
@cathymc9781 @Keirwales I like to think I have a good understanding as I have chosen to find out and worked with many in the past. #OTalk

 **Janet** @janetregan3 7 days ago
@Keirwales Another vote for lack of time #OTalk. Plus wider pressures on the MDT (I work in a CMHT) mean that I often pick up more bits of generic work than I would like, even though I work in a protected OT role.

 **Ruth Hawley** @Ruth_Hawley 7 days ago
@Katie_Next @Keirwales #OTalk

 **Ruth Hawley** @Ruth_Hawley 7 days ago
@ruth_lucia @RuthCro80337479 @Keirwales #OTalk

 **#RetiredNotRetiring OT** 🌻 @Retired_AHPs 7 days ago
#OTalk yes.. is it the message or the receiver? Do we need to modify our message? I wonder if it is the typical british trait.. 'if you don't speak english, then why should I bother to speak your language'.



lotRetiring OT 🌻 **@Retired_AHPs**

7 days ago

we r as #OTalk not being true to our profession or standing up to 'Processes'. In acute we become discharge facilitators not concentrating on #Occupation & #Rehabilitation. In Socialcare we r #EquipmentProviders & quasi-social workers. In community we r #AdmissionAvoidance. (discuss!)



Dee @OTinretirement

7 days ago

@Retired_AHPs Interesting point Sue. A bit of both perhaps? Hard not to focus on trying to get the message spot on especially if colleagues/people seemingly don't get it 🌻. I really want to encourage OTs to engage and grow their confidence using their narratives to demonstrate impact. #OTalk



#RetiredNotRetiring OT 🌻 **@Retired_AHPs**

6 days ago

@Keirwales #OTalk I wonder if 3rd yr of BSc should be a chosen speciality year: so #NQOTs enter the profession with a greater understanding of their chosen area of primary practice? IDK how this would work, but it could! It would raise level of insight, competence, ?marketing earlier on.



#RetiredNotRetiring OT 🌻 **@Retired_AHPs**

6 days ago

@OTinretirement @Katie_Next @Keirwales @preston_jenny @jwot77 @theRCOT #OTalk these are specialist skills, too! Is there a role for RCOT, ECT in supporting OTs in achieving these skills? Should we be looking for #mentors from outside the profession, who are willing to support this?



#RetiredNotRetiring OT 🌻 **@Retired_AHPs**

6 days ago

@Keirwales #OTalk it was a significant reason why I took early retirement 🌻



#RetiredNotRetiring OT 🌻 **@Retired_AHPs**

6 days ago

@Keirwales #OTalk managers are uncertain about raising the profile of colleagues when it doesn't sit within the ethos of the service? Lateral thinkers aren't welcomed, where processes are slavishly followed, even if it doesnt fit with key OT skills or tenets?



#RetiredNotRetiring OT 🌻 **@Retired_AHPs**

6 days ago

@chaniedavies @Keirwales #OTalk ours were lost by attrition, but also because #NQOTs were unable to work within areas that inspired them. #OT was devalued as other vacancies carried more 'kudos', so OTs morphed into lesser roles.. HCA duties, rather than rehab, but dressed up as #AdmissionAvoidance.



#RetiredNotRetiring OT 🌻 **@Retired_AHPs**

6 days ago

@OTinretirement @Katie_Next @Keirwales @preston_jenny @jwot77 @theRCOT Yes, Dee, I have a couple of #LAS in my diary & #OTHumanLibrary to think about, plus whatever @ElizabethCasso1 have in their 'to do list'! #RetiredNotRetiring 🌻🌻 #OTalk



#OTalk @OTalk

6 days ago

Will you be @TheOTShow next week? So will we, come a see us! Thursday 24th Nov 2022 11:45 - 12:15 in Theatre 3 #OTalk <https://t.co/8AHXShJmFM>

SYN



Nathalie Zacharias (she/her) @nathaliezach

6 days ago

RT @OTRetirement: @Keirwales @lucyevl @OdethRichardson It something @ElizabethCasso1 hears frequently esp from thoes who join our leadership and mentoring programmes. Many find these actually help them think about how to address that. Take a look at our web #OTalk



Keir Harding @Keirwales

6 days ago

@JemChanOT Yeah that does my head in too. Hard to argue we're a complex intervention if we're that superficial #otalk



Keir Harding @Keirwales

6 days ago

RT @DulcimaValenti1: @Keirwales Yes! Professional reasoning should be defensible not defensive. Positive risk taking makes lives worth living #OTalk



Keir Harding @Keirwales

6 days ago

@TashaLaming @DisruptOT What would have to go? What do you want more of? #otalk



Tasha Laming @TashaLaming

6 days ago

@Keirwales @DisruptOT Balance - sometimes feel more time spent in on ax part of OT process and less on interventions. #OTalk



Keir Harding @Keirwales

6 days ago

@DulcimaValenti1 I second this! (But a different Keir) #otalk



#RetiredNotRetiring OT 🌻 @Retired_AHPs

6 days ago

@melissa_chieza @Keirwales I feel privileged that I could grow my skills organically, & that funding was available. It seems all mandatory now, but there is innovative practice & opportunities if you can finf them #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

6 days ago

@TashaLaming @Keirwales @DisruptOT Balance is a touchy subject amongst us. On one hand, we should do our best to maintain our balance. On the other hand, there are many things that can be beneficial to our profession that needs to be done that requires our commitments. #otalk



Bill Wong, OTD, OTR/L @BillWongOT

6 days ago

RT @Retired_AHPs: @chaniedavies @Keirwales #OTalk ours were lost by attrition, but also because #NQOTs were unable to work within areas that inspired them. #OT was devalued as other vacancies carried more 'kudos', so OTs morphed into lesser roles.. HCA duties, rather than rehab, but dressed up as #AdmissionAvoidance.



Bill Wong, OTD, OTR/L @BillWongOT

6 days ago

@Retired_AHPs @OTinretirement @Katie_Next @Keirwales @preston_jenny @jwot77 @theRCOT In AOTA, we have board certifications in a few different areas. These are renewed every 5 years. Though how these are awarded have changed recently. I wonder if AOTA's model would work for RCOT? #otalk



, OTD, OTR/L @BillWongOT

6 days ago

@Retired_AHPs @OTinretirement @Katie_Next @Keirwales @preston_jenny @jwot77 @wuerlout and I would count my TEDx organizer friends as such in terms of mentors. I always like to learn about what they do at their events... especially paying attention to things that OT's could do at least just as well if they were at the driver seats. #otalk



Bill Wong, OTD, OTR/L @BillWongOT

6 days ago

@Retired_AHPs @Keirwales In the UK, this would work. In the US, this may work for 3+2 or 3+3 programs. But for entry level programs, the doctoral level capstone may serve such a purpose, but not always. For masters, this will be harder. #otalk



Bill Wong, OTD, OTR/L @BillWongOT

6 days ago

RT @Murphlemurph: @ruth_lucia @Keirwales @RuthCro80337479 20+ years into clinical practice & 2 years into post grad training in advanced OT I've come to understand that yes we really do need better research skills, but more importantly I feel we need increased partnership initiatives between OT academics and clinicians #OTalk



Bill Wong, OTD, OTR/L @BillWongOT

6 days ago

@Murphlemurph @ruth_lucia @Keirwales @RuthCro80337479 I will add this- aside from building creative pathways for students with potential or demonstrate early promise to be researchers, it is also important for those who are passionate but are unable to access such pathways. #otalk



Bill Wong, OTD, OTR/L @BillWongOT

6 days ago

@Murphlemurph @ruth_lucia @Keirwales @RuthCro80337479 I am in the latter category. I would not have fit in the so-called hybrid dual degree (OTD-PhD) program if my US school were to offer it because I got into a rough start academically in OT school. That said, these options are great innovations in the US! #otalk



Bill Wong, OTD, OTR/L @BillWongOT

6 days ago

@TashaLaming @Keirwales @DisruptOT Like when I suggest the idea for our academics to consider organizing TEDx events at their unis, many told me, "Are you out of your mind? You are going to push us towards the cliff with our balance. We don't have the expertise in how things work like you." #otalk



Bill Wong, OTD, OTR/L @BillWongOT

6 days ago

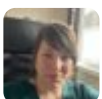
@Retired_AHPs @Keirwales actually I craftily designed some experiences within my uni's service learning hours requirements for its OT program. One of the experiences now include producing a TEDx talk by an OT practitioner. This works well for a community programming/development class. #otalk



Bill Wong, OTD, OTR/L @BillWongOT

6 days ago

@Retired_AHPs @Keirwales But a prerequisite for OT to replicate this- OT practitioner or student involved must have experience in organizing TEDx events. After all, without such, students won't feel safe if they engage in the program. #otalk



Marjolein Cleaver @MCleaver19

6 days ago

@Keirwales A fresh expression of OT demonstrating just how much OT is capable of #OTalk



netregan3

6 days ago

[@lucyev](#) [@Keirwales](#) Absolutely! And we need to acknowledge the power that we hold here. If, for example, smoking is the only thing that gives pleasure, or structure, and a perching stool will enable it, or make it less agonising - the power to supply or not supply the perching stool is huge [#OTalk](#)



Janet @janetregan3

6 days ago

[@Murphlemurph](#) [@Keirwales](#) Yes, this too! When I was a student we heard a lot about how OT would be moving into more diverse settings, but at the moment it seems to me that work which (at first glance) looks very similar to OT is happening in those places without OT involvement [#OTalk](#)



Keir Harding @Keirwales

6 days ago

[@BillWongOT](#) Bill, since this warning I've noticed 11 tedx references 🤖 [#otalk](#)



Lucy @lucyevt

6 days ago

[@janetregan3](#) [@Keirwales](#) So true! Power is v interesting in this context, especially if we act as gatekeepers to (what we view as) permissible (or not) occupations [#OTalk](#)



Gavin Jenkins @GavinJ17

6 days ago

RT [@Murphlemurph](#): [@ruth_lucia](#) [@Keirwales](#) [@RuthCro80337479](#) 20+ years into clinical practice & 2 years into post grad training in advanced OT I've come to understand that yes we really do need better research skills, but more importantly I feel we need increased partnership initiatives between OT academics and clinicians [#OTalk](#)



J_Lyn @J_Lyn2012

6 days ago

[@Keirwales](#) [#OTalk](#) Being a carer severely limits my tie to work as does living in a rural area with no wifi



OT_CarersUnite @OT_CarersUnite

6 days ago

[@Keirwales](#) [#OTalk](#) from a [#OT_Carer](#) [#ParentCarer](#) perspective workforce issues in CYPF services & restricted NHS commissioning severely & negatively impacts on QOL, access to education, work & leisure for SEND families. When there is OT provision needs are met with some variability



OT_CarersUnite @OT_CarersUnite

6 days ago

[@Keirwales](#) [#OTalk](#) if children are unknown to services or do not meet criteria SEND departments interpret this as no need even though it may be due to commissioning. [#ParentCarers](#) seek private OT that the LA SEND ignore despite HCPC registration as the NHS says does not meet criteria



OT_CarersUnite @OT_CarersUnite

6 days ago

[@Keirwales](#) [#OTalk](#) this forces [#ParentCarers](#) to tribunal leaving CYP out of education or in education with unmet needs, often excluded in school under social inclusion rhetoric. OTs have been asked not to identify too many needs due to the cost of provision with govt underfunding school!

SYN



sUnite @OT_CarersUnite

6 days ago

Wke rns #OTalk so with more CYPF OTs ! would hope that some of the tensions in services will be overcome. But the workforce needs to be empowered to research local issues & to work with commissioners in funding suitable provision, publishing data too. Need more clinical researchers



#OTalk @OTalk

6 days ago

@donnamarierobi1 @Keirwales #OTalk reflection logs are on the website at this link.
<https://t.co/HSHHvoGNnI>



Anica Begum @Anicab12

6 days ago

RT @Keirwales: 2. What are the biggest issues facing the profession that don't get talked about? #OTalk

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