

# Annual review

# 2007-2008

British Association of Occupational Therapists  
and College of Occupational Therapists



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The British Association of Occupational Therapists (BAOT) is the professional body and trade union for occupational therapy staff in the UK. Eight English regions and three countries are represented within its membership.

The College of Occupational Therapists (COT) is a wholly-owned subsidiary of BAOT and operates as a registered charity. It represents the profession nationally and internationally, and contributes widely to policy consultations throughout the UK.

The College sets the professional and educational standards for occupational therapy. It provides leadership, guidance and information relating to Research and Development, Education, Practice and Lifelong Learning. In addition, 11 accredited Specialist Sections support expert clinical practice.

# Achievements of the year

1<sup>st</sup> October 2007 to 30<sup>th</sup> September 2008

**3,450** enquiries from members were answered by the College.

## Public Affairs Officer

appointed to actively lobby government ministers and exert influence on the value of occupational therapy.

**27** events run by the College to support members' CPD.

## 'Activity Provision: Benchmarking Good Practice in Care Homes'

50,000 downloads from our website for this publication.

**11,000** hits by members to our website every month as they viewed the learning opportunities available to them through the College.

## HPC

information and guidance was provided to members for Health Professions Council re-registration in 2009.

## Work Matters

This publication attracted 30,000 downloads from the College website and a hard copy was distributed to every member.

# Highlights of the year

1<sup>st</sup> October 2007 to 30<sup>th</sup> September 2008



## Palace launch for UKOTRF

Our Patron, HRH The Princess Royal, formally launched the UK Occupational Therapy Research Foundation at a prestigious event in Buckingham Palace in December 2007.

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## OT Week

OT Week (5–11 November 2007) took as its theme 'Promoting personal health and wellbeing to the public'; 650 promotional packs were used by members in a range of imaginative activities.

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## Planning the next five years

Our new five-year Strategic Plan – for October 2008 to September 2013 – was launched in the presence of our Patron, HRH The Princess Royal, in May 2008. It has three main aims: supporting members; providing leadership and increasing the profession's profile; and sustaining the professional body.

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The Institute of Social Psychiatry

## Sponsors support OT research

Pressalit Care PLC and the Institute of Social Psychiatry both donated funds to the UK Occupational Therapy Research Foundation to support members' doctoral or early post-doctoral research activity.

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## Rewarding merit

The Merit Awards, introduced in 2008, celebrate rising stars within our profession. Certificates of Merit were presented to five successful recipients at the 2008 annual conference in Harrogate, recognising their commitment to occupational therapy.



## New look Annual Conference

For the first time in 2008, our Annual Conference ran jointly with the Specialist Section – HIV/AIDS, Oncology and Palliative Care conference. The diverse sessions allowed members to share best practice and take innovation back to the workplace.

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## Round table talks

As a 'first', the College ran fringe meetings at the four Welsh party political conferences in February 2008. It also ran round table discussions with senior MPs at the three main party political conferences in England during September 2008.

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## Our President's message



“The contribution of this profession to the health and wellbeing of the nation, and the tenet that occupation matters – at every age, at every level of ability and across our society – needs to be recognised.”

I was delighted to accept the invitation to become President of the College of Occupational Therapists. My aim is to fulfil the role in the same spirit as my predecessor, Baroness Wilkins, who has been such an advocate for your profession.

Like Rosalie Wilkins, my intention is to table questions on behalf of the College in the House of Lords, and to facilitate debates at the highest level to help build the profile of our profession. That will include putting my weight behind national campaigns wherever I can help to make a difference on behalf of members.

I am the Chief Executive of the International Longevity Centre, UK, a think tank impacting policy on longevity, ageing and population change; the Patron of Beginnings, a charity set up to help disabled jobseekers in the UK find work; and am an officer of the all-party parliamentary groups on dementia and ageing and older people. I was the Director General of Age Concern England for 13 years to 2000 – and am now one of its Vice Presidents.

I am finding many synergies with the role of occupational therapists who support an ageing population and enable older service users to remain active, maintain their quality of life and remain in their own homes, wherever appropriate. As an advocate of telecare, I applaud the advances in technology that can often make living at home, rather than residential care, the best option.

As your new President, I shall do all I can to promote a better understanding of occupational therapy and will support the work of the College as it seeks to implement the new five-year strategic plan in changing times. The contribution of this profession to the health and wellbeing of the nation, and the tenet that occupation matters – at every age, at every level of ability and across our society – needs to be recognised. Members can be assured that I will help cement this recognition in my new role.

A handwritten signature in black ink that reads "Sally Greengross". The signature is written in a cursive style.

The Baroness Greengross OBE  
President

# Our Chairman's and Chief Executive's report



Julia Scott and Dee Christie

As our 2003–2008 Strategic Plan enters its final phase, many of its aims and objectives have been achieved and so this is the last year that members will receive the Annual Report in this format. Responding to member requests, this report is now circulated as an OTN supplement.

Inevitably, the world has moved on since the previous strategy was conceived. Fresh challenges constantly appear on our horizon, and so the new Strategic Plan for 2008–2013 – developed in close collaboration with our members – aims to position the College so that it is best placed to respond.

The new Strategic Plan focuses on supporting our members; providing leadership and increasing the profile of the profession; and ensuring the sustainability of the organisation. These are the key areas that members told us we needed to address. Within each, we have identified a series of objectives that will be our focus over the next five years.

New graduate occupational therapists have faced a less than straightforward transition into first posts over the past year. This is the combined result of rolling reductions in posts and financial constraints within the NHS. Whilst this has naturally prompted anxiety and concern amongst many, it has also spurred our profession into new and emerging areas of practice. The determined focus on vocational rehabilitation developments will be clear to everyone who has followed the story in OTN over the last year.

The College has also been proactive in minimising the impact of the loss of automatic student membership. Under the Benchmark contract arrangements for Higher Education Institutions (HEIs), the majority of students now have to join our organisation individually. Encouraging, persuading and reminding students to join BAOT required new initiatives from us and valued support from our academic partners. In addition, we have created a new package for the HEIs, to ensure we continue to work in partnership in the delivery of valued services to them and their students.

The launch of the UK Occupational Therapy Research Foundation has been a great step forward for this profession. Now, we know we must focus on the long-term sustainability of UKOTRF, for funding and research grant submissions.

“...we have delivered an impressive amount of support, including events, publications and career guidance to members, via the website, OTN, and at events across the UK.”

The Health Professions Council (HPC) audit of our CPD activities looms large for members in 2009. In the build-up, the College has taken on board your concerns regarding this new requirement. Already, we have delivered an impressive amount of support, including events, publications and career guidance to members via the website, OTN, and at events across the UK. We will continue to focus on this in the year ahead, and will produce new products to support CPD activity.

As we reflect on the last business year for this organisation, we cannot fail to consider the impact of the ‘credit crunch’ on future activity. The financial slowdown hits us all, at both a personal and business level. The College is mindful of the effects of inflation on members; that is why we work closely with UNISON, to support its representation to the Pay Body review regarding the activating of the reopening clause of the three-year NHS pay settlement. Our new membership categories, introduced in 2008, are also designed to help some members control their costs during career breaks and while undertaking qualification training.

As a direct response to member feedback, we have recruited a Public Affairs Officer. The brief is to promote the profile of this profession to those in a position of influence, on behalf of members. Our presence at the English and Welsh party conferences this year is testament to our commitment to this area of work.

Finally, we both extend grateful thanks and warm support to Baroness Sally Greengross, our new President, who has taken over the role from Baroness Rosalie Wilkins. Another high profile and prestigious President will continue to be a great asset to the organisation, and we look forward to working with Sally Greengross to further raise the profile of the profession and increase awareness of the vital contribution OT staff make to the health and wellbeing agenda.

Dee Christie  
Chairman of Council

Julia Scott  
Chief Executive

# The British Association and College of Occupational Therapists will be a thriving organisation that is indispensable to the profession.

## Members drive strategy

Meetings with our members played a decisive role in the membership survey we conducted throughout 2007. The findings – which encompassed your views – helped to shape our new five-year Strategic Plan for October 2008 to September 2013. The Plan was launched in May 2008 at Manchester, by our Patron, HRH The Princess Royal.

Within this survey, members requested that the College continues to raise our profession's profile amongst UK policy decision-makers and government. The appointment of a Public Affairs Officer in June 2008 was a direct reaction to this call.

## Membership categories

Introducing a new membership category for 2008/2009 was another positive response to members' needs. It caters for those taking a career break of up to 12 months; members pay a reduced rate during this period. Additionally, the BAOT student category was extended to include those students studying on an HNC in Occupational Therapy Support course.

## Enabling members' CPD

Across the UK, the College has worked actively to deliver events that help enhance our members' career development. Authoritative articles and materials have been published this year to inform members about CPD. There has been particular emphasis on re-registration with the HPC, enabling members to prepare for the forthcoming HPC audit in 2009.

We staged two conferences 'Changing lives with rehabilitation' in Glasgow and Aberdeen, on the Scottish Government's Rehabilitation Framework, relevant across health and social care. Members were encouraged to reassert themselves as experts in occupation, and to embrace vocational rehabilitation in their practice.

Members working in social care in Wales attended an event in Llandrindod Wells, run by the College in conjunction with the Social Services Improvement Agency. Delegates explored the future of occupational therapy in social services, following the Welsh Government's new 10-year strategy on modernising social care.



*Dee Christie and Julia Scott at the Strategic Plan launch*



*Rosalie Wilkins, Professor Heinz Wolff, Dee Christie and The Princess Royal at the Research Foundation launch*

## Royal launch for research

A requirement for the College to provide resources that support research and OT researchers was also identified by the 2007 membership survey. Months of planning culminated in the launch of the UK Occupational Therapy Research Foundation (UKOTRF) in December 2007. The prestigious event was held at Buckingham Palace and hosted by our Patron, The Princess Royal.

The aim of the Foundation is to support the development of the evidence-base for the profession; to provide funding for research projects; and to build capacity for occupational therapy research longer term.

## Supporting research

The Library enquiries management procedures have been improved to provide better access to librarians so they deal even more efficiently with member enquiries. The Library holds the national collection of occupational therapy literature to support members' work and research, and includes 6,000

books, plus 400 new titles added throughout the year.

## Improving BJOT submissions

Contributors submitting manuscripts to The British Journal of Occupational Therapy (BJOT), our peer-reviewed monthly OT journal, can now use the new online submission system, launched in March 2008. The technology also enables our members in the UK and international reviewers to undertake the peer review process online. The new submission system has increased the number of international articles submitted to BJOT, as well as making the process more efficient for all contributors.

## Raising the profile

Our Policy Officer for Northern Ireland joined other Allied Health Professions (AHP) representatives to present to the Health Committee at Stormont in December 2007. The aim is to ensure that the AHPs are better represented and to raise their profile within the province. In this way, we can play a key role in contributing to the development of policies, programmes and strategies to deliver improved health and social care, across health and personal social services.

Sharing best practice and raising our profile across Europe is also essential. Accordingly, the College took a stand at the Council of Occupational Therapists for the European Countries (COTEC) conference in Hamburg in May 2008.

# Aim 2

The College will promote the importance of occupation for the health and wellbeing of the population.



## Promoting occupation

The importance of occupation for older people is highlighted in *Activity Provision: Benchmarking Good Practice in Care Homes*, a publication produced by the College in partnership with the National Association for Providers of Activities for Older People. Launched in October 2007, the authoritative work has been widely quoted and referenced in other publications and on global websites. Online, it has attracted over 50,000 downloads from the College website. Print copies are also in demand; at Stirling in Scotland in September 2008, over 200 delegates collected a copy from the College's stand at the International Conference on Dementia. Many reported that they used the publication to help them prove the value of occupational activity for their residents.

*Health Promotion in Occupational Therapy* is proving to be a well-received and valuable resource for our members and for other health and social care professionals. Launched at our 32nd Annual Conference in Harrogate in June 2008, it highlights the links between occupation and health and, of equal importance, the links between occupational therapy and health promotion.

## Reviewing the Curriculum Framework

A seminar in March 2008 reviewed the College's Curriculum Framework for pre-registration education, to ensure it is representative across the UK. It helped the College to consolidate themes and concerns, share opinions and encourage the HEIs and Council of Deans to take ownership of the Framework. The seminar brought together commissioners, AHP leads, service users, employers, Council of Deans and academics, to identify the current drivers that need to be included. The framework underpins practice and will prepare new graduates for changes in practice. It also ensures that 'enabling occupation' is embedded into accredited programmes and that the HEIs – by working in partnership with the College – can produce a high standard curriculum that produces high performing occupational therapy graduates able to address user's needs.

## Members drive OT Week

OT Week (5–11 November 2007) took as its theme 'Promoting personal health and wellbeing to the public'. Members got behind the campaign – the College distributed 650 guidance packs, which were used in various imaginative activities. The resulting publicity helped raise the profile of occupational therapy and promoted the importance of occupation in people's lives.



Students from Salford University manning an OT Week stand at the University



Pupils from Maindee Primary School, Newport, South Wales moulding salt dough for OT Week

## Scottish members' network

Members working in vocational rehabilitation and occupational health connected with those members who wish to develop their services in these areas in May 2008, at a College-run seminar in Glasgow. This resulted in the development of an email network enabling our Scottish members – with an interest in these areas – to share information and best practice to support each other.

# The College will lead innovation in occupational therapy theory, practice, research and education.

## Planning your career path

The Post Qualifying Framework continues to receive a positive press from members. It helps them adapt to changing roles – or to adopt new and emerging roles to develop their careers. The College website has over 150 post qualifying programmes to support members' learning development and career aspirations.



*The College website showing one of the post qualifying programmes*

## Supporting HEIs and the curriculum

The first College-produced newsletter for the HEIs was circulated UK-wide to the Deans of Faculty, education commissioners, AHP leads and others. Its focus is to keep these organisations informed, and to identify how we can support their own agendas by keeping the HEIs up to date with our developments.

## Students benefit from BAOT

The College made 36 presentations to students at 23 HEIs, setting out the benefits available from their professional body and the career options in occupational therapy. Similarly, workshops on employability and emerging opportunities for graduates were run on HEI campuses in the UK, to help students prepare for their future careers.

Thirty of the 31 HEIs that offer pre-registration education successfully achieved or maintained College accreditation this year. This ensures that graduates – our future practitioners – are fit for purpose and trained to handle the changing demands of health and social care when they start work.

## Working with Europe

The College is represented for the next four years on the Board of the European Network of Occupational Therapists in Higher Education (ENOTHE). This membership ensures that UK education and practice can influence, and be influenced by, the European education agenda, so our members can be better prepared to work in Europe and have greater employment

mobility. TUNING – designed to make different European higher education programmes more compatible and competitive by 2010 – was agreed and is included in the College's Standards for Education.

Representation on ENOTHE has also influenced the College's Curriculum Framework review in terms of graduate profile; what graduates need to be able to do and what competencies they should possess, to match their European counterparts. Other benefits include developing the research agenda, enabling us to collaborate with occupational therapists in Europe.

## Electronic record keeping for OTs

The College is leading on developing a subset of SNOMED Clinical Terminology. This is a vocabulary that will represent the language of occupational therapy in a consistent way within the electronic healthcare recording systems of the four UK nations.

## Recognising research and researchers

The inaugural round of competitive funding from the UK Occupational Therapy Research Foundation (UKOTRF) enabled two members to receive grants (through a competitive process) of £90,000 in total to support research and research capacity development to address research priorities for the benefit of the profession. A further £15,000 was donated to the UKOTRF to support members' PhD studies by Pressalit Care PLC and the Institute of Social Psychiatry.

Within the annual awards scheme, 12 members received a total of £6,485 to support their education, research and CPD activity. Three new awards were developed for innovation, students and travel, which will be available in 2009.



*The Annual Student Conference took place in March 2008 and attracted students from across the UK*

Delegates who attended the College-organised event 'Developing research skills' in April 2008 heard from leading researchers, and had the chance to discuss and gain new research-related skills. Designed to support members' career pathways, it was well attended by delegates from pre-registration to reader level.

What research opportunities are available to members, to support their CPD and career development? That is the focus of a scoping study of research activity in Scotland, Wales and Northern Ireland, completed by the College. The findings will be used to inform our strategic partners – government leaders, universities, and organisations from health and social care settings.

# Aim 4

## The College will have a positive influence in the development of a workforce that meets changing needs.



Baroness Finlay of Llandaff delivering a keynote address at the Specialist Section Annual Conference

### Joint conference shares best practice

2008 was a first for the College; we ran our Annual Conference jointly with the Specialist Section – HIV/AIDS, Oncology and Palliative Care Conference. Over 135 sessions in the scientific programme catered for delegates from across the UK, including Specialist Section members. These sessions helped members to meet their

CPD needs, share best practice, and take innovation back to the workplace.

A large number of brand leaders ran exhibitor workshops at the conference in Harrogate. This offered a superb opportunity for delegates to gain advice from experts in the field. In addition, over 80 companies had exhibition stands to offer advice and training on products and services relevant to our profession.

### Support for mental health strategy

Occupational therapists and service commissioners attended a high profile conference on the College's mental health strategy *Recovering Ordinary Lives*. It was held at Ulster University in Northern Ireland. Representatives from The Royal College of Psychiatrists were also present to hear Professor Roy McClelland, Chairman of the Bamford Review of Mental Health and Learning Disability (Northern Ireland), deliver the opening address. A working group is now developing a self-assessment tool to evaluate progress on the implementation of the mental health strategy.

### Benchmarking HEIs' performance

Collating and disseminating the annual monitoring report on pre-registration to our university colleagues, Deans and stakeholders is an important part of the College's remit. Monitoring information on student profiles, gender and attrition rates – and aggregating it across the UK – informs the HEIs about issues and trends in OT recruitment. This enables them to benchmark their own performance against national statistics.

The publication and implementation of our review of College Standards for Pre-registration Education were used in the revalidation of new occupational therapy programmes. HEIs countrywide are now working to these standards, to attain or maintain accreditation from the College. The standards enhance the HPC's own requirements and so ensure that OT graduates are fit for the profession and fully equipped to take on the changing demands of health and social care.

This standards review considered TUNING in occupational therapy education. As noted in Aim 3, this is an EU-driven initiative that aims to improve comparability and mobility for graduates, to help them practice in Europe.

### Support workers join BAOT

The joint approval of the HNC in Occupational Therapy Support by the College and Scottish Qualifications Authority is good news for qualifying support workers. They now have a joint certificated programme of study and, for the first time, are eligible to become student associate members of BAOT so that they can access the many benefits we provide as their professional body.

The College is now also positioned to positively influence the support worker curriculum. Building on this, we will develop our College-approved support worker curriculum, with the intention that it will be available across the UK. Our aim is to help reinforce all support workers' sense of belonging to the OT profession – through their own professional body. The move also reinforces our recognition of the valuable expertise of support workers.

### Workforce planning in Wales

The College gave evidence on workforce planning to the Health, Wellbeing and Local Government Committee at the National Assembly in Wales. The subsequent report *Inquiry into Workforce Planning in the Health Service and in Social Care* stated that occupational therapy education must be reviewed, to ensure social care needs are included when commissioning pre-registration education and training in Wales. As a result, the number of pre-registration occupational therapy places in Welsh universities should increase.



### Consultancy Service hits new record

The Consultancy Service completed 43 commissioned projects over the year. This College resource provides expert advice on the delivery of high quality OT and multi-disciplinary services, working with the public, private and voluntary sectors. We actively promoted the role and importance of occupational therapy in vocational rehabilitation and children's services; to housing associations and equipment companies; and in intermediate care.

# The College will continue to have an input to wider debate and work to have an influence on national policies.



Left to right: Dominic Church, Stand to Reason; Jain Holmes, Chair, Specialist Section – Work; Dr Bob Grove, Director of Employment Programme, Sainsbury Centre for Mental Health; at the Labour Party Conference in September 2008

## Lobbying decision makers

The Public Affairs Officer, appointed in response to our membership survey, joined the College in June 2008. His remit is to raise the profile of occupational therapy among Parliamentary decision makers and other influencers. Meetings with Ivan Lewis, Parliamentary Under Secretary of State for Health; The Rt. Hon. Andrew Lansley, Shadow Secretary of State for Health; and other ministers have helped raise the profile of the profession and its contribution to integrated working across health and social care. Further meetings are planned to consolidate this position. Establishing this role gives us greater opportunities to communicate the value and benefits that occupational therapy can bring to the health, social care and voluntary sectors.

We jointly hosted a round table discussion with MPs at the three party political conferences in September 2008 – a 'first' for the College. This helped to establish occupational therapy as a key profession in delivering vocational rehabilitation to keep people in work, help them remain in work, or start work. Staged in collaboration with the Sainsbury Centre for Mental Health, our participation should ensure that the main English parties work with us when developing policy.

## Political presence in Wales

The College ran fringe meetings at the four Welsh party political conferences in February 2008, in partnership with Gofal Cymru, the mental health charity in Wales. We distributed a jointly published report entitled: *Working for Wellbeing*. Participation at the conferences allowed us to promote the value of occupational therapy in delivering vocational rehabilitation for service users. As a result, invitations to join working groups have been received.

## Forging alliances with allied professions

The College took part in a conference run by the Royal College of Psychiatrists in Belfast. The March 2008 event focused on changes occurring in mental health services in Northern Ireland. Our participation helped increase collaboration with psychiatrists and further develop relationships between the two professions.

Representation on strategic groups, including Connecting for Health, the Research Forum for Allied Health Professions, and others, has allowed us to create a strong profile for occupational therapy

and provide influencing opportunities to develop our profession. We have used this network to promote the contribution that occupational therapy can make to other organisations.

At a series of workshops run by the Healthcare Commission, the College highlighted how occupational therapy can help to improve the lack of meaningful occupation for people with learning disabilities. This has led to a new alliance with the Commission, so helping to raise the profile of our profession.

We have forged a strong collaboration with the Society of Radiographers, to consolidate a joint approach to HEI accreditation and student membership. The hope is that other AHP bodies will follow this lead, giving us a stronger voice and greater recognition as a leader within the professions.



Mark Harper MP, Forest of Dean (Conservative) and Julia Scott at the Conservative Party Conference in September 2008

## Work Matters

As a result of a partnership forged between the College, the Department of Health and the National Social Inclusion Programme, a publication entitled *Work Matters* was launched in November 2007. It outlines the barriers experienced by people as they seek to find, return to, and sustain work – and how occupational therapists can work with service users to identify and tackle these obstacles.

## Support for members at work

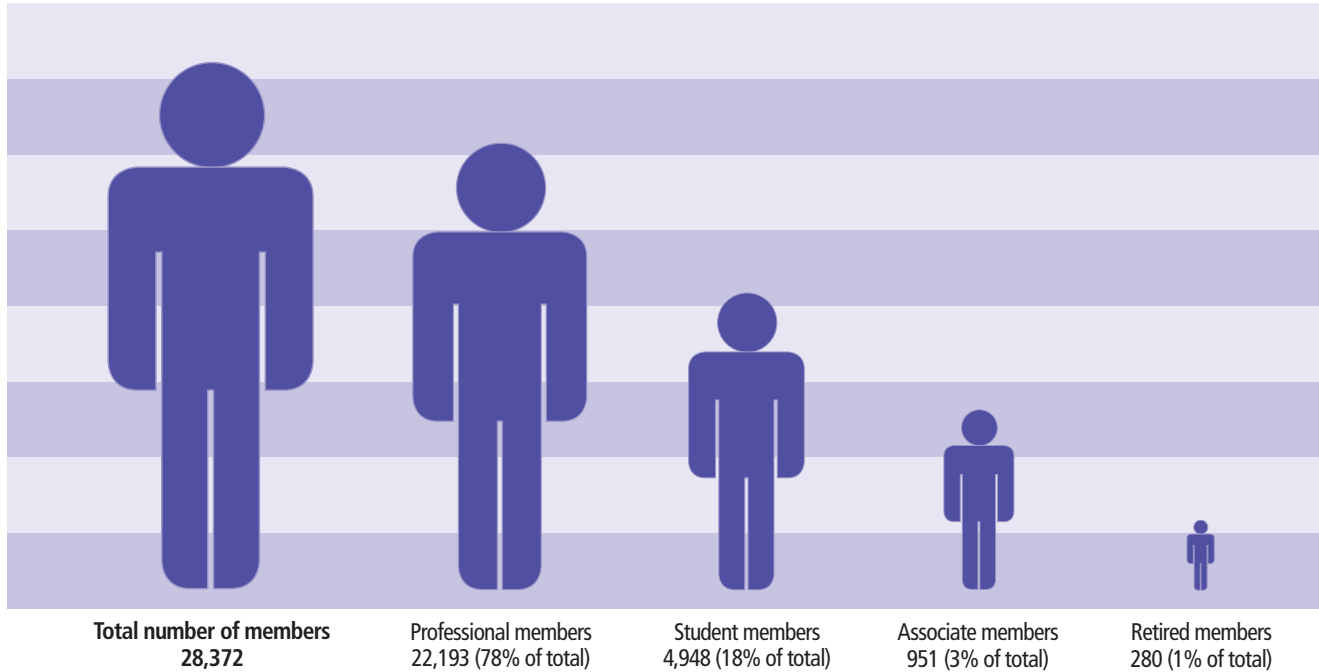
The standard of industrial relations representation and support to our members in the workplace continues to improve. In November 2007, over 100 BAOT/UNISON stewards met in Leeds for a training session. It covered the industrial relations issues – from supporting members through Fitness to Practise cases, to learning from the pilot Individual Budget sites within local authorities. The specialist training, organised by UNISON, also updated stewards on the new CPD requirements for HPC re-registration.

## International data for WFOT members

International statistics relating to the profession – obtained from all the associations within the World Federation of Occupational Therapists (WFOT) – are contained in a project completed by our BAOT delegate to WFOT. It identifies the numbers of OTs, OTs per head of population, and education programmes in each country. WFOT members can access the findings, for research into international activity across the profession.

# BAOT membership

## Membership profile as at 30<sup>th</sup> September 2008



Under the Benchmark contract arrangements for HEIs, automatic student membership has ceased and the majority of students now have to join our organisation individually. The fact that we recruited 25% fewer student members in 2007–2008 was understandable, given that students have a number of calls upon their limited funds.

The College has responded to this change by putting in place a recruitment plan to develop products that meet students' needs, and help build recruitment across the student sector going forward. We are pleased to report 74% of all OT students are members of BAOT, a figure that corresponds broadly to the number of qualified OTs who hold membership.

In the face of the pressures and changes sweeping our profession, it was particularly pleasing to welcome 1,506 new professional and 103 new associate members into BAOT during the year. Even more encouraging, we saw a 1.5% rise in the total number of professional members joining – 328 more than in 2007–2008.

With the new five-year Strategic Plan focusing on supporting our members, our top priority is to enhance the membership benefit package for 2008–2009. Important within this is the increase in tax relief to 75% of the membership fee. The launch of our new, easy to navigate website next year will allow us to deliver many new member materials more effectively. With the first HPC audit fast approaching, we are confident that more occupational therapists will recognise the advantages of the unique package of products and services that can support their practice – and which are such an integral part of the membership deal.

Registered office

**British Association and College of Occupational Therapists**

106–114 Borough High Street, London SE1 1LB

Telephone: 020 7357 6480 Fax: 020 7450 2299

[www.baot.co.uk](http://www.baot.co.uk) or [www.cot.org.uk](http://www.cot.org.uk)

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# Members

as at 30 September 2008

## Patron

Her Royal Highness The Princess Royal  
KG, KT, GCVO, QSO

## President

The Baroness Wilkins (retired April 2008)  
The Baroness Greengross OBE  
(appointed April 2008)

## Vice Presidents

Professor Sir Clive Booth  
Professor Roger Coleman  
Colin Ettinger  
Dame Mary Glen Haig, DBE  
Liz Haggard (retired July 2008)  
Moya Willson  
Professor Heinz Wolff, BSc, FIBiol

## Officers

**Chairman of Council**  
Dee Christie

**Vice Chairmen of Council**  
Jo Partington (retired June 2008)  
Peter Hewin (appointed June 2008)  
Sharon Tuppeny (appointed June 2008)

**Secretary (BAOT)**  
Julia Scott

**Chief Executive (COT)**  
Julia Scott

## Council Members

### Associate Member

Carol Matthews (retired June 2008)  
Jacqueline Smith (appointed June 2008)

### Community & Social Care Services

Natasha Cooper

### Higher/Further Education

Claire Brewis (retired June 2008)  
Matthew Molineux (appointed June 2008)

### Independent Sector

Maggie Winchcombe

### Industrial Relations

Peter Hewin

### International – WFOT

Ritchard Ledgerd

### International – COTEC

Kate Sheehan

### Mental Health & Learning Disability Services

Mary Booth

### Physical Medicine & Disability Services

Julie Say (retired June 2008)  
Sara Blackburn (appointed June 2008)

### Service Commissioner

Suzanne Daish

### Service Manager

Jo Partington (retired June 2008)  
Helen McLoughry (appointed June 2008)

### English Board

Lynn Keirs

### Northern Ireland Board

Lucia Ramsey

### Scottish Board

Susanne Fraser

### Welsh Board

Sara Forster

### Learning & Development Board

Professor Auldeen Alsop

### Membership & External Affairs Board

Joan Howarth

### Professional Practice Board

Sharon Tuppeny

### Research & Development Board

Dr Alison Hammond

## Special Observers

### Health Professions Council

Ann Turner

### UNISON

Sara Gorton (from January 2008)  
Sarah Peters (Oct 2007 to Jan 2008)

## Chairmen of Boards

### England

Lynn Keirs

### Northern Ireland

Angela Belshaw (retired November 2007)  
Lucia Ramsay (appointed Acting Chair  
November 2007, retired June 2008)  
Tracy Gibbs (appointed June 2008)

### Scotland

Susanne Fraser

### Wales

Sara Forster

### Learning & Development

Professor Auldeen Alsop

### Professional Practice

Sharon Tuppeny

### Membership & External Affairs

Joan Howarth

### Editorial

Dr Lynne Goodacre (retired May 2008)  
Dr Edward Duncan (appointed May 2008)

### Research & Development

Dr Alison Hammond

## Chairmen of Committees

### Annual Conference Scientific Programme

Jennifer Beaumont (retired July 2008)  
Suzanne Martin (appointed July 2008)

### Associate Members

Ken Green

### Audit

Anita Steed

### Benevolent Fund

Dee Christie

### Ethics (disbanded in June 2008)

Bozena Smith

### Fellowship Standing Committee

Professor Heinz Wolff

