1. **Demonstrate the following abilities and actions:**

*You apply what you know. You engage with people and communities to enable solutions based on rights, needs, preferences and capacities. You work within the context of each client's environment to optimise their participation and well-being.*

2. **Practising appropriately for bicultural Aotearoa New Zealand:**

*You treat people of all cultures appropriately. You acknowledge and respond to the history, cultures, and social structures influencing health and occupation in Aotearoa New Zealand. You take into account Te Tiriti o Waitangi The Treaty of Waitangi and work towards equal outcomes for all your clients.*

3. **Building partnerships and collaborating:**

*You collaborate. You work well with other individuals, groups, communities and organisations. You use your own and others’ resources, environment and skills to benefit your clients.*

4. **Practising in a safe, legal, ethical and culturally competent way:**

*You act with integrity. You include safety, legal, ethical, and cultural requirements in your professional practice, and apply them to your work.*

5. **Engaging with and being responsible for your profession:**

*You engage with your profession. You ensure your practice is professional, current, responsive, collaborative, and evidence-based.*

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1. You apply an occupational perspective to your practice.
2. You work within the scope of occupational therapy practice. You identify the boundaries of the service you provide, and make appropriate referrals.
3. You use a range of strategies for communicating. You adapt how you communicate to each context, acknowledging and respecting the values, beliefs, attitudes and practices of your clients / tangata whaiora (Māori clients).
4. You enable and empower your clients / tangata whaiora to improve their own occupational performance and participation.
5. You collaborate with people and communities to establish priorities and goals that you all agree on.
6. You select the appropriate assessments and evaluations when planning your practice.
7. You use current theory and evidence, as well as sound clinical reasoning, to help you make decisions and use the best processes in your practice.
8. You identify the individuals, organisations or sections of the community that help, hinder or pose risks to your practice.
9. You recognise and respect that each individual is unique, and you practise in a way that respects mana (status) and wairua (spirit).
10. You help your clients live ordinary lives within their natural environments. You engage them in sustainable occupations that they find meaningful and valuable.
11. You choose and use a range of strategies, including helping clients to adapt, modifying their environments, developing their skills, and teaching them processes for learning. You consult, advocate, and coach.
12. You evaluate your practice using appropriate measures and client feedback. You review, modify or complete your practice based on this evaluation.
13. You identify, express, document and justify the strategies you choose as appropriate for your clients, based on the results of your assessment.
14. You keep appropriate records of the services you provide. These records are suitable for evaluating your services, your professional performance, and your business.
15. You promote healthy practices, attitudes, and environments that contribute to occupational well-being.
16. You understand and recognise key Māori concepts, and you include appropriate tikanga (Māori customs) in your practice.
17. You facilitate and advocate for occupational justice.

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1.1 You understand the effects of Te Tiriti o Waitangi The Treaty of Waitangi on Māori health and social outcomes.
1.2 You recognise your responsibility as a health professional to ensure equal health outcomes for all your clients / tangata whaiora (Māori clients).
1.3 You recognise the effect of structural, systemic and historical decisions on individuals, as well as on their choices and their occupational possibilities.
1.4 You understand the factors contributing to rates of Māori mortality, imprisonment, health and social participation. You understand why Māori outcomes are inferior to those of non-Māori, Pacific peoples, refugees, new settlers and others.
1.5 You develop strategies and practise in ways that promote equal outcomes for Māori and other groups that are occupationally compromised.
1.6 You recognise that different communities need different resources. You make sure these resources are available and used.
1.7 You adapt your services to each client. You acknowledge and respect that a client's culture or ethnicity may affect how they wish to be treated.
1.8 You support diversity across and within all groups, whether Māori or tau iwi.
1.9 You identify your own cultural values, beliefs, attitudes and assumptions about what people are entitled to. You understand the effect these ideas have on the decisions you make in your practice.
1.10 You recognise that your peers, colleagues and clients all bring different realities and identities to your practice.
1.11 You understand sociopolitical, governmental and organisational processes for making decisions and setting policies. You understand the effects of these decisions and policies on services for different cultural groups.
1.12 You take your responsibilities under Te Tiriti o Waitangi The Treaty of Waitangi seriously. You meet and develop relationships with local iwi and with people who work in Māori health, welfare and education.
1.13 You understand your own role in building and sustaining relationships with wha-nau, hapu-iwi, Māori organisations and tangata whaiora as a whole.
1.14 You understand power imbalance between different cultures. You negotiate appropriately when collaborating, consulting or partnering with Māori.

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2.1 You use a range of strategies for evaluating when planning your practice.
2.2 You identify the individuals, organisations or sections of the community that help, hinder or pose risks to your practice.
2.3 You consult, advocate, and coach.
2.4 You balance safety, risk and participation when treating your clients.
2.5 You develop and maintain a safe environment.
2.6 You recognise and address issues that compromise your and others’ safety.
2.7 You acknowledge, identify and safely respond to the values, beliefs, attitudes and practices of your clients / tangata whaiora (Māori clients).
2.8 You contribute to supporting, guiding, and developing your team members.
2.9 You work with your colleagues to recognise and address any cultural differences that affect the quality of your services.
2.10 You contribute to supporting, guiding, and developing your team members.
2.11 You review your own cultural values, beliefs, attitudes and assumptions about what people are entitled to. You understand the effect these ideas have on the decisions you make in your practice.
2.12 You acknowledge diversity across and within all groups, whether Māori or tau iwi.
2.13 You take your responsibilities under Te Tiriti o Waitangi The Treaty of Waitangi seriously. You meet and develop relationships with local iwi and with people who work in Māori health, welfare and education.
2.14 You understand your own role in building and sustaining relationships with wha-nau, hapu-iwi, Māori organisations and tangata whaiora as a whole.
2.15 You understand power imbalance between different cultures. You negotiate appropriately when collaborating, consulting or partnering with Māori.

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3.1 You take into account Te Tiriti o Waitangi To achieve this competency and its outcome, you must demonstrate the following abilities and actions:

*To achieve this competency and its outcome, you must demonstrate the following abilities and actions:*

3.1.1 You understand the effects of Te Tiriti o Waitangi. The Treaty of Waitangi on Māori health and social outcomes.
3.1.2 You recognise your responsibility as a health professional to ensure equal health outcomes for all your clients / tangata whaiora (Māori clients).
3.1.3 You understand that your peers, colleagues and clients all bring different realities and identities to your practice.
3.1.4 You work within the context of each client’s environment to optimise their participation and well-being.
3.1.5 You collaborate. You work well with other individuals, groups, communities and organisations. You use your own and others’ resources, environment and skills to benefit your clients.
3.1.6 You evaluate your practice using appropriate measures and client feedback. You review, modify or complete your practice based on this evaluation.
3.1.7 You use current theory and evidence, as well as sound clinical reasoning, to help you make decisions and use the best processes in your practice.
3.1.8 You identify the individuals, organisations or sections of the community that help, hinder or pose risks to your practice.
3.1.9 You develop strategies and practise in ways that promote equal outcomes for Māori and other groups that are occupationally compromised.
3.1.10 You recogni...
The Occupational Therapy Board of New Zealand has created this guide to assist you in maintaining your competence as an occupational therapist. Remaining competent is necessary if you plan to practise as an occupational therapist.

The five broad things you must be competent in

AS AN OCCUPATIONAL THERAPIST, YOU MUST BE COMPETENT IN THE FOLLOWING FIVE THINGS.

1. Applying occupational therapy knowledge, skills and values
2. Practising appropriately for bicultural Aotearoa New Zealand
3. Building partnerships and collaborating
4. Practising in a safe, legal, ethical and culturally competent way
5. Engaging with and being responsible for your profession

These five things are referred to as your ‘competencies’.

Competencies for Registration and Continuing Practice
Quick Reference