

Offering placements as a therapy manager

Reflective Scenario

About this learning resource

This reflective scenario is designed to help you explore how you might support practice-based learning as a Therapy Service Manager. It takes you through a structured process that supports you to clarify your thoughts, deepen your understanding, and plan your next steps.

This resource relates to Principle 2 of the [AHP principles of practice-based learning](#) (CSP 2023):

Practice-based learning takes place across all areas, pillars and levels of practice and change image

This resource supports the Facilitation of Learning pillar of our [Career Development Framework](#). It is for occupational therapists working at career levels 6-9.



You can use this resource in a way that suits you. You might work through it on your own, use it in supervision or explore it as part of a group. You could also take a blended approach – starting with your own reflection and then coming together to share ideas and learn from others.

As you work through the reflective scenario, remember there are no right or wrong answers. The aim is to support you to reflect, learn and apply your learning in your own professional context. For this reason, we haven't provided set answers.

Take your time. You don't need to complete everything in one go, and you may find it helpful to revisit sections more than once. Work at a pace that supports your learning.

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Scenario

You are an occupational therapist working as Therapy Service Manager in a local health and social care service. The occupational therapy teaching team at your local education provider would like to expand their portfolio of placement opportunities by developing some that focus on leadership and management.

You are keen to get involved and you wonder whether you could offer students a chance to work alongside you. You ask yourself: 'How can I provide a placement to students as a Therapy Service Manager?'

Initial thoughts

Capture your initial thoughts on this scenario. What is your first reaction? Do you have ideas about what you should do? Remember, there are no right or wrong answers, just record what occurs to you.

Reflective questions

Consider the following questions and record your answers.

Refer to the resources listed at the end of the document if you need to.

You might want to come back to these questions more than once before going on to the next stage. Remember that the list is not exhaustive.

1. How might you identify what it is about your role that creates learning opportunities for occupational therapy students?
2. When designing this placement, what are the most important things you need to consider?
3. What additional knowledge or skills may you need to develop so you can support practice education within Therapy Service management? Refer to the Facilitation of Learning Pillar in the [Career Development Framework](#).
4. How might you ensure that you are able to work with your local education provider to meet the learning outcomes of their placement module(s)?

5. What challenges could you face if you agree to take on a student? For example, how will you manage confidentiality and sensitive information?
6. How might you go about resolving these challenges?
7. What policies and procedures should be in place?
8. Could an alternative to the traditional 1:1 practice education model be of value, for example supervising two students who also mentor each other (Burgess et al., 2020)?
9. How will you encourage your students to record their learning?
10. As a new practice education opportunity, who else might be involved to support you, the student(s) and the logistics? (e.g., mentorship, support groups, interprofessional opportunities).

My answers

Revisiting your initial thoughts

Now look at your initial response in relation to your answers to the reflective questions.
What gaps have you identified?
Have your thoughts changed on what you feel are the priorities?
What have you learned through reflection about your practice?

Action planning

What are your next steps?

Plan your learning

As a result of your reflection, have you identified any knowledge gaps? How will you go on developing your knowledge and skills? When will you do it? What support will you need?

See end pages for suggestions on further information and support.

Use this section if you have further thoughts/actions or to take discussion notes.

Review your learning

Set a date when you will come back to this resource and think about the impact it has had on your practice.

Set enough time to allow you to engage in any further learning you have identified that you want to take, and to give you time to apply your reflections into your practice.

Add this learning to your [CPD portfolio](#).

Date that I will review my learning:

Further learning I engaged in to deepen my skills and knowledge on this professional topic:

Situations and ways in which I have applied my learning in practice:

Further information

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