

Developing a clinical reasoning model for the delivery of vocational rehabilitation services at a grassroots level in South Africa.

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Introduction

- The number of persons with disability among those who are economically active in South Africa is declining
- This is alarming considering the extensive affirmative legislation aimed at supporting persons with disability in the workplace.
- Vocational rehabilitation services should be a high priority in a country such as South Africa where social and economic barriers continue to hinder people with disabilities to access gainful employment.
- However, numerous barriers have been reported to the delivery of vocational rehabilitation services including: decreased knowledge, skills, and confidence of novice therapists having to provide these services.

Objectives

To design a training material on vocational rehabilitation at a grassroots level, that would not only lead to knowledge translation but also practice change.

Methods

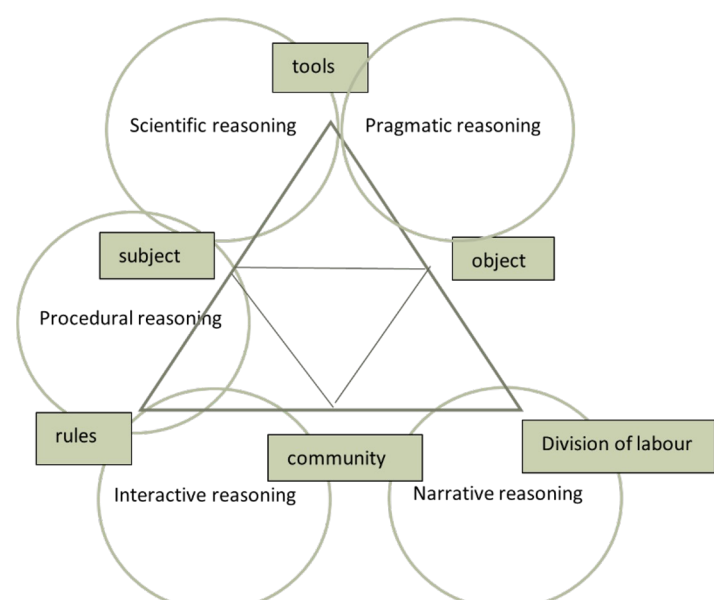
The program was developed using a logic model and theoretical underpinnings of the Culture Historical Activity Theory.

Nominal Group Technique was used to obtain consensus on the appropriateness and clinical utility of decision-making tools that were developed as part of the training.

Theoretical Framework

Culture-Historical Activity Theory

- Constructivist
- Contextual factors affect person and activity
- Person Environment Occupation Performance Model
- Mediating factors



Sources:
Abbas, I., & Soeker, M. S. (2021). The experiences of individuals with schizophrenia using the Model of Occupational Self-Efficacy in enhancing work skills and returning to work in the open labour market in Western Cape, South Africa. *South African Journal of Occupational Therapy*, 50(3). <https://doi.org/10.17159/2310-3833/2020/vol50no3a3>
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Dreyer, G., & van Niekerk, M. (2021). Vocational rehabilitation for young stroke survivors in Gauteng public healthcare: Occupational therapists' perceptions. *Work (Reading, Mass.)*, 69(1), 91–107. <https://doi.org/10.3233/WOR-213460>
Pefile, N., Mothabeng, J. D., & Naidoo, S. (2019). Profile of patients with spinal cord injuries in Kwazulu-Natal, South Africa: Implications for vocational rehabilitation. *Journal of Spinal Cord Medicine*, 42(6), 709–718. <https://doi.org/10.1080/10790268.2018.1428264>
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Nominal Group Technique

NGT is a structured, in person method for group brainstorming aimed at obtaining consensus on a matter or idea.

Participants

- Eleven occupational therapists
- Experience ranged from 10 to 43 years
- Average experience in vocational rehabilitation was 16 years

Method

- Presentation
- Silent idea creation
- Round-robin sharing
- Theme development
- Ranking
- Corrections
- Second-round voting

Ranked themes

Option	1	2	3	4	5	6	7	8	9	10	11	TOTAL	RANK
Competencies	8	8	1	10	9	10	10	6	6	9	5	82	1
Essential considerations	7	9	9	9	10	9	9	10	7	2	1	82	1
Suggestions for decision tree	6	10	8	4	4	7	4	8	3	10	10	74	3
Taxonomy	9	7	10	5	1	1	6	9	8	3	4	63	4
Pragmatic resources	1	2	3	7	7	3	7	5	10	6	2	53	5
Pragmatic format	2	3	2	8	8	4	1	4	9	4	7	52	6
Context	10	5	7	1	5	8	5	2	4	1	3	51	7
Pragmatic process	3	1	4	6	6	2	8	3	5	5	8	51	7
Suggestions for performance-based assessment tool	4	6	5	3	2	6	3	7	1	7	6	50	8
Suggestions for job match tool	5	4	6	2	3	5	2	1	2	8	9	47	9

Corrections

Return-to-work Decision Tree

- Motivation
- Unemployment and other contextual factors
- Terminology

Performance-based Assessment Tool

- Clarification of terms and instructions

Job Match Tool

- Visual layout
- Terminology

Second round feedback

- Eleven respondents
- 100% agreement that Return-to-work Decision Tree and Performance-based Assessment Tool are clinically utile.
- 90% agreement that the Job Match Tool is clinically utile.

Recommendations

- Further development of the Job Match Tool.
- Conversion of training

■ Strongly agree
 ■ Agree
 ■ Disagree
 ■ Strongly disagree

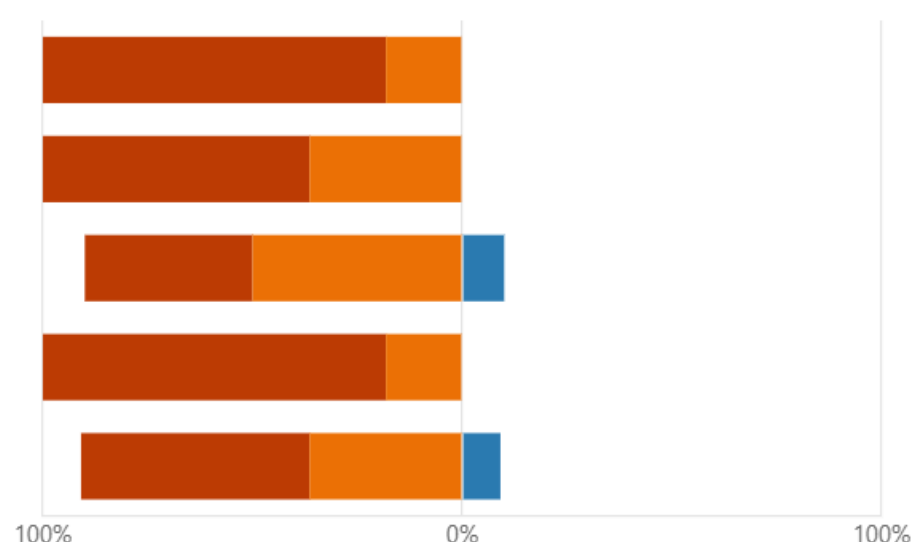
The return to work decision tree is a clinically utile tool to facilitate decision making and reasoning in t...

The performance based assessment tool is a clinically utile tool to facilitate decision making and reasonin...

The job match tool is a clinically utile tool to facilitate decision making and reasoning in the intervention...

These tools will be well supported by a manual to further guide thinking and decision making

The tools are relevant to the South African context



Article

