

HASANZ OT Competency Guide for Registration February 2021

Category	Definition	OTNZ	Guidance to completing HASANZ registration for Occupational Therapists only
GENERAL SERVICES	Definition	Meet competency Standard via Qualifications	Competency requirements for OT
Compliance with Legislation	Working with organisations to ensure that they are aware of and take steps to comply with relevant health and safety laws and regulations.	YES	Check this if you reach the minimum standard of OTBNZ Legal Competency requirements, which includes HSWA (2015) This competency only enables you to advise employers to seek compliance advice from specialists in Health and Safety.
Data Reporting and Analysis	Collecting data and/or analysing and interpreting actual health and safety performance compared with specific objectives, targets or standards.	YES	Check this if you can provide statistical evidence of data gathering and analysis, including interpretation specific to Health and Safety.
Fatality	Prevention or management of a fatality at work. A fatality is the permanent death of a person (i.e. it does not include instances where a person is revived). Abridged	YES	Check this if you can provide evidence of investigation, knowledge of notifiable events and regulatory interactions and communications.
Handheld Tools / Power Tools	A hand tool is any tool that is powered by hand (e.g. wrenches, pliers, cutters, striking tools, struck or hammered tools, screwdrivers, vices, clamps, snips, saws, drills and knives) A power tool is a tool that is actuated by an additional power source and mechanism other than solely manual labour e.g. electric motors, internal combustion engines, steam engines, direct burning of fuel and/or propellants, or natural power sources like wind or moving water. Abridged.	YES	Check this competency if you have had a minimum of 3 years' experience relevant to this competency e.g., design for disability (e.g., hand tool adaptation) or injury prevention. For power tool adaptation, you must demonstrate evidence of working with a registered engineer/electrician and provide an example/ samples endorsement.
Hazard or Risk Assessment	Hazard identification, risk assessment and management: A systematic process to identify hazards and assess/quantify the likelihood, consequence/severity of harm and put in place appropriate controls.	YES	Check this if you have 3 years' experience in individualised hazard identification, risk assessment and documentation of risk of harm to your client/others at work.
Health and Safety Advice	An opinion or recommendation about managing a business' health and/or safety risks.	YES	Occupational Therapists working in Vocational Rehabilitation and prevention/early intervention are expected to have a sound knowledge of the HSWA (2015).
Health and Safety Assessment	A health and safety assessment evaluates risk generated in the workplace or in the work process with objectives to remove, reduce and replace the source of risk with safer equipment or processes, or to lessen the risk to the health and safety of the workers. Abridged.	YES	Occupational therapists provide H&S and risk assessments for each individual client against required benchmarks.
Health and Safety Assurance	Evaluating health and safety management system effectiveness to provide confidence to management on whether the system is fit-for-purpose.	YES	To complete a H&S Quality Assurance assessment, project, or consultation would require a minimum qualification H&S Graduate/post qualification or similar, with 3 years' experience in the field.
Health and Safety Management Systems	Facilitating the development of a health and safety management system which includes organisational structure, planning activities, responsibilities, policy, procedures, processes and resources, for developing, implementing, reviewing and maintaining positive workplace health and safety practices.	YES	Check this only if you specialise in the development of H&S systems project/consultation) and have the minimum qualification of a Health and Safety Post Graduate Diploma (or similar).
Health and Safety Policies	Guide management in the development of a statement of intent which details their commitment to achieving the company's health and safety objectives.	YES	To check this you would require a minimum qualification of a Health and Safety Graduate Diploma.
Health and Safety System Performance	Measuring the effectiveness of the workplace health and safety management system.	YES	You would require minimum qualification of a Health and Safety Graduate Diploma and evidence of 3+ years related experience.

Hydration	Hydration refers to the amount of water in the body. As humans are approximately 60% water and rely on being well-hydrated for optimal performance, being under-hydrated can negatively affect both work performance and health.	YES	Core competency e.g. prevention of dehydration in all those presenting with injury/disability in the workplace.
Individual Computer Workstation Set-up and Advice	Assessing and providing education/guidance on workstation equipment and its adjustment, and on work methods including break practices and exercise to maintain health, comfort and performance at work	YES	Check this competency if you have had a minimum of 3-years' experience and are using best practise guidelines (that is considering the whole environment not just the workstation).
Manual Handling	Manual handling is any activity requiring a person to interact with their environment and use any part of their muscles or skeletal system to lift, lower, push, pull, carry, throw, move, restrain or hold any animate or inanimate object.	YES	Check this Core competency if you can demonstrate evidence of recent courses and a minimum of 3-years' experience in the workplace.
Risk Management Systems	Providing advice about systems that enable the setting of priorities based on risk assessment, establishing efficient and consistent risk reduction policies, evaluating the range of risk reduction alternatives, identifying cost-effective risk reduction measures, and identifying risk mitigation and contingency measures.	YES	The minimum standard for this is a Graduate Diploma in Health and Safety and/or recognised Risk Management System training plus 3-years' experience e.g., advice on the development of Risk Management Systems in Forensics.
Selection and Use of Lifting Equipment for Material Handling	Advice on selection and use of any appliance used for lifting or moving material, (e.g. lifting beams or stillages)	YES	Check this competency if you provide advice to employers and workers on non-human lifting.
Slips, Trips and Falls	Slips are loss of traction events (usually with the feet); trips are when a step is disrupted by contact with an object. Both slips and trips may result in a fall, though falls may also occur for other reasons. Falls are when a loss of balance or other event occurs, causing the body to fall due to gravity onto a lower surface.	YES	Check this competency if you have minimum of 3 years' experience in e.g., prevention of slips/ trips falls in the aged/disabled workforce or slip/ trip/falls prevention in targeted workforces e.g., drivers.
Training / Education	Providing education, training or facilitation in health and safety-related topics.	YES	Do not check this unless you have a minimum of a Diploma in H&S and 3-years' experience in training. Note: This is not a Health and Wellness competency.
Wellness	Wellness is the optimal state of health of individuals and groups. There are two focal concerns: the realisation of the fullest potential of an individual physically, psychologically, socially, spiritually and economically, and the fulfilment of one's role expectations in the family, community, place of worship, workplace and other settings.	YES	Check this is if you have a minimum of 3-years' experience in e.g., running courses in the management of mental health, health and wellness, sleep, shift work and fatigue, MSD prevention etc.).
Worker Engagement, Participation and Representation	Working with organisations to help them involve their workers in workplace health and safety.	YES	Check this core competency and provide supporting documentation and evidence.
Workplace Assessments - General	A scoping assessment to identify when to bring in a specialist.	YES	Check this core competency and provide supporting documentation and evidence.

SPECIALIST SERVICES	Definition	Meet competency Standard via Qualifications	Competency requirements for OT
Design of Plant, Substances and Structures	The design or redesign of plant, substances or structures that are used (or could reasonably be expected to be used) in workplaces. 'Designers' includes all PCBUS contributing to the design process. Design must consider the lifecycle of the artefact and the health and safety of all those who interact with it at each stage including during construction, use and disposal. May include specific design for disability.	YES	Check this competency if you have had a minimum of 3 years' experience in design for the disability in the workplace and are an accredited MOH Equipment/Modification Assessor.
Design Verification	Evaluation of whether a product, service, or system meets requirements and specifications (including compliance with regulations, requirements, specifications, or imposed conditions) and that it fulfils its intended purpose. In some circumstances design verification may be restricted to certain persons by law or regulation e.g. cranes or pressure vessel design verification. May include specific design for disability.	YES	Check this competency if you have had a minimum of 3-years' experience in design for the disability in the workplace. Accredited Enable and Accessible Equipment/Modification Assessor status is preferable.
Driving Assessment	An occupational therapy assessment to determine a worker's physical, functional and cognitive fitness to drive. This involves direct and practical observation of the driver in the vehicle.	YES	Do not check this competency unless you are a currently authorised and approved NZTA Driving Assessor and can provide evidence of this.

Employee / Worker Assessment - Fitness for Work	"Fit to work" or "fitness to work" is a medical, health and/or functional assessment done when an employer wishes to be sure a worker can safely do a specific job or task. The purpose is to determine if the worker can perform the job or task under the working conditions.	YES	Check this standard competency if you have a minimum experience of 3 years.
Employee / Worker Assessment - Pre-employment Health Assessment	An industry-specific health and/or functional assessment of the worker to see whether they can safely do a specific job or task prior to employment.	YES	Check this core competency assessment only Pre-employment cardiovascular, respiratory, biomechanical, neurological, cognitive mental health assessment of ability to safely perform specific tasks.
Employee / Worker Assessment - Return to Work	An assessment of the worker and their job following time off work due to illness or injury. This is used to determine if the worker can safely carry out their job or assist the worker to make a safe and sustainable return to work.	YES	Check this core occupational therapy competency.
Injury / Illness Management / Treatment	Education, intervention and/or procedures that are undertaken or established to assist workers to stay at, or return to, work following injuries, or illness. Injury management teams may be necessary to provide skilled support for injured workers, with different professionals taking complementary roles.	YES	Check this core competency.
Injury / Illness Management / Treatment - Injury and Discomfort Prevention	Workplace and system design, education, or procedures to reduce injury or discomfort to workers.	YES	Check this core competency.
Injury / Illness Management / Treatment - Injury and Illness Rehabilitation	Specific tailored advice and intervention to assist the worker to remain at or return to work following injury or illness.	YES	Check this core competency and include usual risk assessment.
Injury / Illness Management / Treatment - Pain and Discomfort Management	Assessing an individual in their job to identify factors contributing to discomfort, in order to prevent more significant pain or injury. This will include the provision of education/guidance. Abridged	YES	Check this core competency and include usual risk assessment.
Job Demand Analysis / Task Analysis	Evaluating task or job requirements to assess the physical, functional and/or cognitive demands on workers. This can be used as a pre-requisite for developing a physical, functional or cognitive capacity evaluation or to set baseline requirements for a task/job.	YES	Check this core competency and include usual risk assessment during task analysis.
Medical Certification	A medical assessment done when a business or undertaking wishes to be sure a worker can safely do a specific job or task. The purpose is to determine if medically the worker can perform the job or task under the working conditions. Also see fitness for work.	YES	Occupational Therapist's task analyses, work assessment, return to work plans (including risk assessments and contra-indications) generally informs the General Practitioners and Occupational Physician's Medical Certification.
Moving and Handling (Manual Handling) Training	Specialist advice and training in lifting and handling, including risk assessment, specific to the nature of the work and workers.	YES	Check this if you have more than 3-years' experience in manual handling training. Provide evidence of currency in training.
Moving and Handling of People and/or Animals Training	Specialist advice and training in handling people or animals, including risk assessment and use of equipment, specific to the nature of the work and workers.	YES	Check this if you have more than three years' experience in manual handling training or running courses. Provide evidence of currency in training.
Selection and Use of Equipment for Moving and Handling of People and/or Animals	Specialist advice on selection and use of any appliance used to moving and handling people and/or animals, for example patient lifters.	YES	Check this competency if you have three years' experience in this area and/or are a MOH accredited assessor of equipment etc.
Selection and Use of Lifting Equipment for People Handling	Advice on selection and use of any appliance used for lifting or moving people (e.g. patient handling).	YES	Check this competency if you have three years' experience in this area and/or are a MOH accredited assessor of equipment etc.
Work System Design	The design of work systems and parts of work systems to optimise health and safety or workers and productivity of processes. Design focus may be on task processes, workplace layout and relationships, the functioning of items of plant and equipment, the knowledge and skills required by operators for optimal system functioning, the usability of equipment/software, and/or cognitive/psychological aspects of performance. Abridged.	YES	Check this if you have a minimum of 3-years' experience in work system design pertaining to work system accommodations to ensure a fit between person and environment (disability/injury/ageing). etc.

Workplace Assessments - Specialist	An in-depth assessment of worker, work tasks, techniques, workload, equipment and environment. The scope and nature of a workplace assessment can vary considerably depending on the needs of the business.	YES	Check this core competency-complex workplace assessments. Minimum of 3 years' experience.
Workplace Assessments - Specialist - Lighting	The provision of specialist advice regarding lighting, and/or the measurement of lighting to ascertain the quantity and quality of light to fulfil three functions: ensure the safety of people, facilitate the performance of the visual tasks and aid the creation of the appropriate visual environment. Abridged.	YES	Provide evidence of experience in CV and examples.
Workplace Assessments - Specialist - Temperature / Thermal Environment	The provision of specialist advice regarding work environment temperature, and/or the measurement of the impact of working in hot and cold environments where exposure to extreme heat or cold can result in illness, injury and, in extreme cases, death. This can include measurements for heat stress/strain or cold stressors.	YES	Check this if you can provide evidence of management of poor thermal regulation (due to accident or medical condition and recommendations made.
Workplace Design	The designing of workplace physical environments, work processes, work methods, and tools/equipment/ plant to maximise productivity and reduce injury and health risks. (See "Work system design" for more complex requirements).	YES	Check this core competency if you have had a minimum of three years' experience in this field outlining your design for disability experience. e.g. person/ environment fit, appropriate workplace accommodations.
Workstation Assessment	An in-depth assessment of the immediate area accessed by a worker when performing a specific task or job cycle.	YES	Check this core competency if you have had a minimum of three years' experience: Assessment, advanced design of immediate workstation in context of person/systems/environment.
Workstation Assessment -Workstation and Environment Setup Advice for People with Disabilities	Provision of specialist advice for workstation, work task and work environment setup for people with disabilities (e.g. wheelchair users, those with vision impairment, or people with physical or mental/ cognitive impairment) to enable optimal participation in the workforce.	YES	Check this core competency if you have had a minimum of three years' experience in this field. Outline experience in design for disability groups, environment, work system accommodations/ modifications e.g. spinal, brain injury, mental health (lighting/noise, work pace/flow/complexity etc.).

SPECIFIC INJURY OR HEALTH RELATED EXPERIENCE	Definition	Meet competency Standard via Qualifications	Competency requirements for OT
Addictions (Drugs and Alcohol)	The compulsive need for and use of a habit-forming substance (e.g. alcohol, heroin, nicotine) characterized by tolerance and by well-defined physiological symptoms upon withdrawal; broadly: persistent compulsive use of a substance known by the user to be harmful. Addiction and dependency can include gambling, pornography, and mental and physical effects. Abridged.	YES	Check this competency if you have more than 3- years' experience in or have D&A post grad qualifications.
Ageing Issues	Age is not a barrier to work but ageing can mean the workplace has to manage a worker with a number of degenerative processes, from arthritis to dementia.	YES	Check this core competency if you have more than 3 years' experience in working with age-related workplace issues. Outline any specialist areas e.g. early dementia, vision etc.
Amputation	The removal of a part or all of a body part that is enclosed by skin (usually a limb or digit) by trauma, medical illness, or surgery.	YES	Check this core competency if you have more than 3-years' experience (amputations) and have completed RTW programmes, modifications accommodations.
Back or Musculoskeletal Injuries / Discomfort	Injuries or pain in the body's joints, ligaments, muscles, nerves, tendons, and structures that support limbs, neck and back. This can arise from a sudden exertion (e.g., lifting a heavy object), or from making the same motions repeatedly (repetitive strain), or from repeated exposure to force, vibration, or awkward posture.	YES	Check this core competency if you have than 3 years' experience.
Burns	A burn is a type of injury to skin, or other tissues, caused by heat, cold, electricity, chemicals, friction, or radiation. Most burns are due to heat from hot liquids, solids, or fire. Abridged	YES	Check this core competency if you have more than 3-years' experience in Plastics and or rehabilitation programmes that include work rehabilitation.
Crushing Injuries	Crush injury is compression of extremities or other parts of the body that causes muscle swelling and/or neurological disturbances in the affected areas of the body, while crush syndrome is localized crush injury with systemic manifestations.	YES	Check this competency if you have been working in ACC Serious injury/pain contracts or have 3-years' experience in working with moderate to severe trauma.

Cuts and Lacerations	A type of injury which happens relatively quickly in which skin is torn, cut, or punctured (an open wound), or where blunt force trauma causes a contusion (a closed wound). In pathology, it specifically refers to a sharp injury which damages the dermis of the skin.	YES	Check this competency if you have been working in general to serious injury ACC workplace contracts for more than 3 years. Experience in hand therapy is advantageous.
Depression	An illness that can affect how people feel and behave for weeks or months at a time. Depression is a state of a lasting low mood and often an aversion to activity that can affect a person's thoughts, behaviour, feelings and sense of well-being, and impact sleep, relationships, job, and appetite. Abridged	YES	Check this core competency if you have more than 3 years of experience in mental health and associated collaboration with employers, primary care and Mental Health Community Teams. If you specialise in a particular area of Mental Health and have post graduate papers in Mental Health please ensure these are included (e.g. suicide prevention).
Eye / Sight Issues Management / Rehabilitation	A gradual or severe reduction in vision, which can be temporary (due to eye injury) or gradual (such as development of eye conditions such as glaucoma, cataracts, macular degeneration), that cannot be corrected with standard glasses or contact lenses and reduces a person's ability to function at certain or all tasks.	YES	Check this competency if you use the Mather Veale Visual Assessment tool (or similar) and have completed courses in visual and environmental assessments, modifications/ accommodations for low vision or complex visual impairment is required.
Fatigue / Chronic Fatigue	Fatigue can be a symptom of a medical problem, but more commonly it is a normal physiological reaction to exertion, lack of sleep, boredom, changes to sleep-wake schedules (including jet lag), or stress. Physical fatigue is the inability to continue functioning at the level of one's normal abilities; a person with physical fatigue cannot lift as heavy a box or walk as far as they could if not fatigued. Mental fatigue manifests in sleepiness or slowness. A person with mental fatigue may fall asleep, react very slowly, or be inattentive. Ultimately lack of sleep can result in fatal mistakes. Abridged.	YES	Check this core competency if you have more than 3-years' experience in the 'low energy' client group, as well as shift workers, long haul drivers etc. and routinely complete energy conservation, work simplification, shift work management, sleep hygiene etc.
Hand-Arm and Whole body Vibration Syndrome	The provision of specialist advice regarding hand-transmitted and whole-body transmitted vibration, and/or the measurement of this vibration for human health and/or comfort. Measurements for hand-arm vibration (HAV) and/or whole-body vibration (WBV) are used to assess exposure levels against appropriate action values and exposure limits, in order to evaluate risk.	YES	Check this competency if you have more than 3-years' experience in this field and are familiar with working with engineers etc to reduce the impact of vibration.
Head Injury	Head injury usually refers to a Traumatic Brain Injury (TBI), when an external force injures the brain, but is a broader category because it can involve damage to structures other than the brain, such as the scalp and skull. Concussion refers to a mild TBI and can often go undiagnosed. Symptoms may include symptoms such as fatigue, headaches, visual disturbances, memory loss, and poor concentration. Abridged.	YES	Check this competency if you have more than 3-years' experience in ACC brain injury or concussion clinics or have experience in working with clients with acquired conditions such as tumours, aneurysms, CVAs, Cerebral Palsy etc.
Heart / Vascular Disease	Diseases that involve the heart or blood vessels. Cardiovascular disease includes coronary artery diseases (CAD) such as angina and myocardial infarction (commonly known as a heart attack). Other CVDs are stroke, hypertensive heart disease, rheumatic heart disease etc. Abridged.	YES	Check this competency if you have 3+ years' experience in rehabilitation of workers with cardiac/cardiovascular and other CVDs at work.
Injuries from Animals	Traumatic injuries directly caused by animals, usually impact trauma (kicks, bites, headbutts, stomping, crushing, falls from an animal etc.). Abridged.	YES	Check this core competency if you have a minimum of three years' experience in this area.
Manual Handling Injuries	Injury (gradual or acute) caused by any activity requiring a person to interact with their environment and use any part of their muscles or skeletal system to lift, lower, push, pull, carry, throw, move, restrain or hold any animate, or inanimate, object.	YES	Check this core competency if you have a minimum of 3-years' experience in this area.
Mental Disabilities or Impairment	A mental impairment is defined as "any mental or psychological disorder, such as an intellectual disability (formerly termed "mental retardation"), organic brain syndrome, emotional or mental illness, and specific learning disabilities." This may manifest in a slower pace of learning for individuals with learning difficulties due to dyspraxia or dyslexia, arrested brain development (due to lack of oxygen at birth, foetal alcohol syndrome and other developmental problems). Abridged.	YES	Check this core competency if you have a minimum of 3 years' experience in working in this area.

Mental Health Issues in the Workplace	In any organisation there will be a range of mental health experiences across employees and this will change over time. This range includes people experiencing optimal/'positive' mental health, people who are mentally unwell (and/or have a diagnosed mental illness which may or may not be being treated), people who lack general mental wellbeing (usually disengaged and unmotivated people who lack meaning or purpose in their daily lives), and people who don't meet the criteria for a diagnosable mental illness but may be highly stressed or distressed due to home or work life or a traumatic event. Abridged.	YES	Check this area only if you have had more than 5 years' experience in working with employers to manage mental health issues in the workplace. Evidence of projects, publications and working closely with community-based experts e.g. psychiatrists. Show evidence of projects you have done in the prevention and management of absenteeism etc. youth with mental health issues.
OOS (Occupational Overuse Syndrome) or RSI (Repetitive Strain Injury)	An umbrella term covering a range of disorders characterised by pain and/or other sensations in muscles, tendons, nerves, soft tissues and joints with clinical signs evident to a medical practitioner. Symptoms such as pain, discomfort, and muscle weakness may continue even after initial clinical signs have diminished and tend to develop gradually and worsen over time if not addressed. Abridged.	YES	Check this Core competency if you have a minimum of 3 years supervised experience.
Pain and Discomfort	Pain and discomfort is subjective, though discomfort is usually regarded as a less serious form of pain. People who experience pain or discomfort may or may not have an identifiable injury, and the amount pain or discomfort someone experiences does not necessarily relate to the amount of any tissue damage or severity of an injury. Abridged	YES	Check this core competency if you have completed more than three years in MSD, pain and discomfort intervention. Indicate if you have worked in ACC Pain Contracts and with traumatic injuries resulting in pain. Also indicate the mental health skills you have/courses completed to manage this group e.g. ACT or CBT etc.
Physical Disabilities or Impairment	[Also see Mental Disabilities or Impairment] A physical disability or impairment is a limitation on a person's physical functioning, mobility, dexterity or stamina within the work setting. Other physical disabilities include impairments which limit other facets of daily living, such as respiratory disorders, blindness, epilepsy and sleep disorders.	YES	Check this core OT competency if you have had a minimum of 3 years medical hospital experience as well as medical-based Vocational Rehabilitation experience e.g. cardiovascular and respiratory rehabilitation, complex and multiple disabilities etc.
Pregnancy	Pregnancy can affect the body and mind, impacting on energy levels, physical mobility, and general feelings of wellness. Pregnant people can also suffer from side-effects (ranging in severity) including nausea, insomnia, back pain, and mood changes. Employers have a legal obligation to accommodate pregnancy-related needs unless the accommodation will cause undue hardship. Abridged.	YES	Do not check this competency unless you have had a minimum of three years' experience in working with pregnant women in the workplace and associated workstation/environment, work organisational/flow and health/wellness.
Respiratory Illness / Asthma	Disease of the airways and lungs. Respiratory diseases range from mild and self-limiting, such as a cough or the common cold, to life-threatening entities like bacterial pneumonia, pulmonary embolism, acute asthma and lung cancer.	YES	Check this core OT competency if you have had a minimum of 3 years medical hospital experience in respiratory medicine as well as Vocational Rehabilitation experience.
Sprains, Strains and Bruises	Injuries that involve body tissues apart from bone are generally classified as soft tissue injuries. Sprains, strains and bruises are all soft tissue injuries. A sprain is an injury that involves the ligaments (tough bands of fibrous tissue that connect two bones together in joints) and other soft tissues around a joint. A strain occurs away from a joint and involves a torn or overstretched muscle or tendon (the fibrous cord of tissue that connects muscles to bones). A bruise is a soft tissue injury that involves the skin and nearby tissues following a blow or other forces that break a blood vessel close to the surface of the body. Abridged	YES	Core OT competency
Stress and Anxiety	Stress describes the physical or emotional response to demands or pressures that people may experience from time to time. Anxiety, particularly ongoing, all-over anxiety or Generalised Anxiety Disorder (GAD), is where the level and frequency that people experience stress, distress, dismay, and worry is greatly increased. Abridged.	YES	Core OT competency , minimum of three years' experience in the Mental Health services and the workplace in the management of anxiety and depression as a primary and secondary presentation required. Post Graduate Mental Health papers and courses such as CBT or Act etc are preferred.
Traumatic Injury	Physical harm arising from a single accident or event and defined by the degree of physical incapacity.	YES	Check this competency if you have had a minimum of 3 years working in the ACC Serious Injury contract.

SPECIFIC HEALTH AND SAFETY SUBJECT EXPERIENCE	Definition	Meet competency Standard via Qualifications	Competency requirements for OT
Absenteeism	The practice of regularly staying away from work. Also includes presenteeism, the practice of coming to work despite illness, injury, anxiety, etc., often resulting in reduced productivity.	YES	Check this competency if you have had a minimum of 3 years working with multi-level behavioural change in the workplace.
Abuse or Harassment	Abuse includes physical assault, sexual violence, emotional abuse and controlling behaviour. It is often a pattern of ongoing behaviour but may also refer to a one-off incident. Harassment is a pattern of behaviour that is directed against another person, including specified acts (for example as defined in the Harassment Act 1997) that causes the other person to fear for their safety (or that would cause a reasonable person in the circumstances to fear for their safety). Abridged.	YES	Check this competency if you have had a minimum of 3 years working with multi-level behavioural change in the workplace.
Ageing Workforce	The average age of people in the New Zealand workforce is becoming older (and more female) and will stop expanding by about 2030. This will affect the labour market. Issues that may affect workers include vision, hearing, mobility, speed, agility, memory and strength, anxiety, sleep issues if doing rotating shift work etc. Abridged.	YES	Check this competency if you have a minimum of 3-years' experience in older persons health and are familiar with standard risk and capacity assessment.
Mental Overload / Underload	Consideration of the overall mental load of operators performing tasks. Mental workload includes expertise, memory, attention, situation awareness, and social and organisational factors as well as other internal and external factors. Work performance may be impacted by both mental overload and underload.	YES	Core OT competency and experience must include evidence of both system and individual-based assessment, intervention and monitoring.
Repetitive Tasks	Activities that require the same physical actions to be performed repeatedly may expose workers to greater injury risk than from one-off tasks. Abridged.	YES	Core OT competency
Sedentary Work	Non physically-demanding work activities (usually in sitting), that do not require large range changes of position or place much cardiovascular load on the body.	YES	Core OT competency
Violence in the Workplace	The provision of advice in the management of workplace risks associated with people who use, or threaten to use, violence, including use of weapons or firearms, intimidation, violent assaults, demanding with menaces and robbery in a workplace. e.g. Assault/robbery, armed offenders. Also see Bullying, and Abuse or Harassment.	YES	Only check if experience with working in high-risk environments such as prisons, forensics, ED, Police service background or security qualification is preferred. Must be able to show more than 5 years implementation, and evidence of range of services, including but not limited to a range of procedures, such as latent defences (security systems, cameras), layout of premises, cash handling, emergency response plans, and training of staff. Someone may also have personal security qualifications.
Wellbeing and Work-life Balance	Wellbeing, welfare or wellness is a general term for the condition of an individual or group, for example their social, economic, psychological, spiritual or medical state. A high level of wellbeing means in some sense the individual or group's condition is positive, while low wellbeing is associated with negative happenings. Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation).	YES	Core OT competency
Worker Performance	Human performance is dynamic, a combination of physical and mental functions upon which external and internal influences may impact. Mental workload includes the notions of expertise, memory, attention, situation awareness, and social and organisational factors, whilst physical workload includes the loads handled, distance travelled, speed of performance and many other factors. Human performance is often defined in terms of speed of performance or errors, but may be measured in many ways.	YES	Core OT competency and must include experience in assessing individual and organisational, system-based causes.
Workplace and Equipment Design	The design of workplaces or work equipment to optimise health and safety and productivity.	YES	Check this Core competency if you have a minimum of 3-years' experience, providing evidence of working with registered engineers/architects/registered electrical engineers.

Competency Standards not met via Qualifications

The following categories do not meet OTNZ-WNA competency standards via qualifications. For more information and guidance to completing HASANZ registration for Occupational Therapists, go to: <https://www.otnz.co.nz/hasanz>

GENERAL SERVICES

Accident or Incident Investigations
Contractor Safety Management
Health and Safety Benchmarking
Health and Safety for Diversity

SPECIFIC INJURY OR HEALTH RELATED EXPERIENCE

Cancer
Communicable Diseases / Infectious Diseases
Hearing Loss
Hepatitis
HIV / AIDS
Post-Traumatic Stress Disorder (PTSD)

SPECIFIC HEALTH AND SAFETY SUBJECT EXPERIENCE

Bullying
Drugs and Alcohol Policy
Natural Disasters
Noise
Nutrition
Temperature Extremes
Vaccinations / Immunisations
Working in and around Vehicles

SPECIALIST SERVICES

Audiometry Assessments
Biological Monitoring incl. Blood / Urine
Design for Moving and Handling of People / Animals
Employee / Worker Assessment - Pre-employment Medical
Expert Witness
Health and Safety Audit
Health and Safety Governance
Health and Safety Leadership
Health Monitoring
Human Factors / Ergonomics Assessment
Immunisation Services
Machinery Health and Safety
Machinery Health and Safety - Machine Guarding
Mentoring
Noise Assessments
Occupational Exposure Monitoring
Pandemic Management
Respirator Protective Equipment - Fit Testing
SafePlus Onsite Assessments
Workplace Assessments - Specialist - Hand-Arm Vibration and Whole- Body Vibration
Workplace Assessments - Specialist - Indoor Air Quality