

Stephanie Slater MSc BSc DipCOT SROT

Location: Muritai, Wellington. New Zealand.

Date of Birth: 17/06/1964

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Synopsis

I have had a successful career, of 33 years, in the health sector, where I manage a large service delivery teams and budgets. I effectively prioritise and delegate an extensive workload.

Within each role I have provided leadership and have a proven track record of developing staff and using performance management as a positive process. Ongoing training has augmented the supervision and coaching I have continuously provided throughout my career.

My core leadership skills are directly transferable to other sectors, and include;

- people leadership
- change management
- customer-focused service delivery
- working collaboratively across the system towards a set of shared outcomes
- achieving continuous quality improvements within a financially constrained environment.

I have a highly adaptable and innovative approach, am a quick learner, and will bring new ideas to whatever I tackle.

Work History

27/06/16 to present Ministry of Defence. Team Leader Rehabilitation at Veterans' Affairs (9 day fortnight)

Leading a team of 4 rehabilitation advisors who ensure quality treatment and rehabilitation are purchased for veterans, within the constraints of the Veterans' Support Act 2014. Develop and evidence base the change in provision the new Act requires, designing services for younger veterans.

Key Achievements

- Lead in the development and implementation of the Veteran Rehabilitation Strategy.
- Work across teams within Veterans' Affairs to improve processors.
- Developed a program and take the first occupational therapy student placement in this none traditional role.

15/10/13 to 24/06/2016 Wairarapa and Hutt Valley District Hospital Board (DHB)
Operational and Professional Leader Occupational Therapist

This is a budget holding role managing 27 occupational therapists and professionally leading 45 occupational therapy staff in two DHB's.

Key Achievements

- I have developed a high-performance culture within the service through a combination of setting clear expectations, coaching and developing staff and rigorous performance management. This led to one staff feeling supported to remove their name from the occupational therapy register and one successfully developing to a solid practice after a period outside the profession. I proactively tackled difficult issues such as bullying.
- Led the allied health team to engage in changing ways of working. This culminated in a collaborative single assessment format that enhanced patient experience and reduced the resource costs, while improving the quality of assessment.
- As a member of "behaviours of concern" cross agency project, improved care of distressed patients in hospital, minimising risk and reducing costs.
- I have written, reviewed, enacted and audited a range of company policies and procedures that distil legislation and national guidelines into documents that promote safe practice. These include; 3DHB Allied Health Job Description and Assistants working at the top of scope.

01/02/12 – 11/10/13 ABI-Rehabilitation New Zealand, Occupational Therapist

This clinical role in acquired brain injury was leading the new ACC vocational contracts, Training for Independence and Concussion contracts.

Key Achievements

- My first post in New Zealand required a rapid understanding of the New Zealand Health Care System, in part by considerable liaison with ACC, GP's and other stakeholders.
- We employed several staff from abroad and I had to induct them into The New Zealand system including the CCFR (OT accreditation) system.
- Taking regular New Zealand occupational therapy students.
- Supporting a UK physiotherapist and occupational therapist to complete the UK audit process to maintain their UK registration.
- Design and leading Careerforce training for assistants.
- Increase revenue (via growing referral numbers) to employ an additional 2.5 FTE.

15/11/04 – 10/01/12 Manchester Royal Infirmary, Clinical Lead Occupational Therapist and Team Leader

Managing a team of 20 staff from a range of allied health professions. Clinical specialist in the psychosocial aspect of cardiac rehabilitation and intensive care rehabilitation.

Key Achievements

- Fostered a safe environment to encourage staff of divergent disciplines to work collaboratively. This including supervision of several disciplines.
 - Human Resources commending my process of completing performance management of an occupational therapist who chose to leave the profession.
 - Produced a Business Case for an Advanced Practitioner role which led to me successfully completing my Masters in Advanced Practice and being able to take a full medical history.
 - Setting up occupational therapy intensive care unit service.
 - Consolidated and promoted best practise in cardiology by completing a National Audit of psychological interventions in cardiac rehabilitation and producing a Website for occupational therapists interested in cardiology.
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1/01/05 – 23/08/11 A Chance For Life (Private Practice), Occupational Therapist Advanced Practitioner and Case Manager.

Case Manager for patients with acquired brain injuries.

Key Achievements

- Produced high quality, timely written documentation. Medico legal and settlement reports.
 - Priorities the varied needs of the patient, family, their support teams and crisis manage in a high risk area.
 - Inducting and supervision of staff in the company.
 - Co-ordinated several disciplines across statutory services, education, solicitors and private practitioners.
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31/8/93 - 21/05/04 Locum/contracting Occupational Therapist

I chose to work as a locum so that I could work across a wealth of different service delivery and management styles, while using my strength of learning new systems rapidly. The contracts varied for 3 months to two years, mixed clinical and managerial roles to pure clinical roles. I was often asked back or contacts extended by the same organisation.

Key Achievements

- Employed to make cultural change and managing all aspects of teams, up to 17 staff. This included individual supervision of staff in most roles.

- Quickly adapt and learn to new environments, bringing innovation from the variety of settings I have worked in.
 - Producing a successful business cases for a new service.
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Significant Education/Qualifications

- MSc Advanced Practice (Health and Social Care). Completed as an expert practitioner in cardiac rehabilitation with core diagnostic skills developed in anxiety and depression. Obtained September 2008.
 - BSc in Occupational Therapy. Queen Margaret University College Edinburgh. Obtained July 2001.
 - American Occupational Therapist Registered OTR. Obtained 20/4/1998.
 - Diploma College Occupational Therapy. Derby College of Occupational Therapy. Obtained 22/01/1986.
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- PRINCE 2 Practitioner 3 Jan 2017
 - Xceler8 leadership course 2015 - group project on improving access for Pacific people to appointments at Hutt Valley DHB.
 - Foundation in Leadership Coaching Programme 2009
 - Supporting Research – 1 day Nov 2017
 - Motivational Interviewing 2007
 - Fieldwork Educators Course – 3 days April 2005
 - Assessment of Motor and Process Skills (AMPS) – 5 days Jan. 2002
 - Recruitment and selection/ equal opportunities training 2001
 - Myers Briggs 1995
 - Standards and Audit – 3 days 1992
 - Telephone Counselling – 7 days 1991
 - Intermediate Clinical Supervision - 40 hours June 1990
 - Certificate in Counselling Skills – 1 year night a week July 1989
 - Basic Clinical Supervision – 3 days July 1987

References

References are available on request