

***RIGHTS Project: Inclusion, Accessibility & Opportunities for the  
Differently Abled in Tamil Nadu***

TERMS OF REFERENCE FOR ENGAGEMENT OF

***Occupational Therapist- One Stop Social Care Service Centre***

<b>1.</b>	<b>BASIC DETAILS</b>	
	Duty Station	: TENKASI –I) KADAYANALLUR II) M.N. NALLUR CHENNAI- I) SHOLINGANALLUR II) TEYNAMPET
	No of Engagements	: TENKASI –2 (Two) CHENNAI- 2 (Two)
	Language Required/preferred	: English & Tamil
	Duration of Contract	: 24 months (Renewable subject to performance)
	Reporting Officer	: Centre Manager-OSC
<b>2.</b>	<b>BACKGROUND</b>	
	<b>i.</b>	As per the Census (2011), Tamil Nadu is the sixth most populous state in India with a population of 72 million, which includes a proportion (1.63 per cent) of Differently Abled Persons compared to the national average of 2.21 per cent. A study that used pooled data from the District Level Household Survey-4 (2012-13) and Annual Health Survey 2 <sup>nd</sup> updating round (201213) reveals that there are 4550 differently abled persons amongst every 100,000 population in Tamil Nadu, thereby indicating a much higher prevalence of disability in comparison to the census data. Therefore, if one goes by the estimates of this recent study, about 3.2 million people in Tamil Nadu would live with some form of disability. Moreover, even these estimations appear on the lower side, significantly since the definition and type of disabilities have changed to include a larger population group since the promulgation of the Rights of Persons with Disabilities Act, 2016

<p><b>ii.</b></p>	<p>Differently Abled Persons face multiple socio-economic constraints, including poorer health outcomes, lower education levels, limited economic participation, and higher poverty rates than persons without disabilities. They often experience exclusion and barriers in accessing health services, education, employment, transportation, information, care, and rehabilitation services. Furthermore, households with disabled members are more likely to experience material hardships—food insecurity, poor housing, lack of access to safe water and sanitation, and inadequate access to healthcare. Thus, these limitations and barriers hinder their full and effective participation in society and affect the country's productive potential, the human capital. To increase human capital and reduce the achievement gap among people with disabilities, a coordinated and comprehensive package of interventions appears warranted for addressing the individual and community contexts at multiple and systemic levels.</p>
<p><b>iii.</b></p>	<p>Tamil Nadu has always been a pioneer in the implementation of welfare schemes for all sections of socially disadvantaged groups. Through its various initiatives and schemes, the Department for the Welfare of the Differently Abled (DWDAP) has extended full support to the differently abled people in their pursuit of full and equal involvement in every aspect of society. The DWDAP is mainly responsible for all administrative, statutory and service delivery functions, which are implemented through its well-experienced workforce at the state, district and local levels. The thrust areas of the DWDAP are prevention and early interventions, special education, employment &amp; vocational training, social security (maintenance allowance, travel concession, assistance to NGOs), aids &amp; appliances, and barrier-free structure. Recently, DWDAP conducted a pilot project in a few blocks of the state and has identified a need for a multi-sectoral, whole-government, and capacity-building approach to care and rehabilitation of the differently abled.</p>
<p><b>iv.</b></p>	<p>The RIGHTS Project focuses on three pillars: first, promote <b><u>inclusion</u></b> of all by ensuring that persons with disabilities participate equally with others in any activity and service intended for the general public, such as education, health,</p>

		employment, and social services; second, improve the <b>access</b> of specialised programs by investing in specific measures for quality care, rehabilitation and support services; and third, provide <b>opportunities</b> for persons with disabilities for completion of education, skills training and market-linked employment opportunities. However, to manage the project at the proposed scale, substantial efforts would be required to build the current institutional capacity of the DWDAP at all levels in terms of field units for administration, service delivery, supervision and monitoring, along with the autonomous capacity.
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	v.	The project would be managed through the Directorate for Welfare of the Differently Abled (DWDA), led by the Project Director (PD) RIGHTS project cum Director DWDA, in the future also referred to as PD, and would have a team of consultants. District Project Implementation Unit in each district will oversee the activities at the district level headed by District Differently Abled Welfare Officer (DDAWO). It will have a team of District Project Officers.
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	vi.	To provide the overall process coordination of successful delivery of the RIGHTS project, the DWDA for its RIGHTS PROJECT seeks an interested and qualified person to be engaged as an <b>Occupational Therapist</b> in the One Stop Service centre in each sub-division during the project implementation.
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3	i	<p><b>OBJECTIVES AND SCOPE</b></p> <ul style="list-style-type: none"> <li>• Under the supervision of the Centre Manager -OSC, the incumbent will be responsible for the activities related to Occupational Therapy.</li> <li>• Use therapeutic techniques to improve, rehabilitate, or maintain DAP's motor skills and overall ability to perform everyday activities</li> </ul>
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	ii	<p>The roles and responsibilities of the Occupational Therapist are as follows,</p> <ul style="list-style-type: none"> <li>• Conducting physical and psychological assessments of DAPs and developing or following a treatment plan.</li> <li>• Assessing home and work environments of DAPs and deciding what adjustments are needed.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Advising on adaptive equipment to help DAPs with daily activities.</li> <li>• Developing physical rehabilitation programs to help DAP's regain lost skills.</li> <li>• Preparing DAP for a return to work.</li> <li>• Educating caregivers and family members of DAPs on patient care.</li> <li>• Evaluating results and progress of occupational therapy on DAPs.</li> <li>• Maintaining professional knowledge and the technical progress to provide DAPs with the best treatment program available.</li> <li>• Evaluating DAP's condition regarding physical and basic mental health.</li> <li>• Responsible for the progression of functional issues of DAPs in the centre.</li> <li>• Train the caregiver in activities of daily life</li> <li>• Responsible for guiding the rehabilitation specialist in Block OSC.</li> <li>• Need to deliver tele consultation for DAPs as per schedule.</li> <li>• Need to travel to different villages/areas in mobile u it for assessment and treatment plans as per schedule.</li> </ul>
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<b>4</b>	<b>REPORTING AND REVIEW</b>
	The occupational Therapist will report to Centre Manager - OSC.
<b>5</b>	<b>EDUCATIONAL QUALIFICATION AND EXPERIENCE</b>
	The Occupational Therapist requires dynamic, experienced, and analytical professionals with demonstrated experience in programs related to disability.
	<b>i)</b> Should possess a valid Bachelor / Master's degree in occupational therapy from a recognised university.
	<b>ii)</b> Preferably 3 years post-qualification experience for Master's degree / 5 years post-qualification experience for Bachelor degree in areas relating to service delivery for persons with disabilities, particularly in care, support, and rehabilitation services is preferred
	<b>iii)</b> Demonstrated understanding of centre-based rehabilitation activities related to Occupational therapy

\* Preference will be given to Differently Abled Person

6.	<b>Skills Required</b>	
	i)	<ul style="list-style-type: none"> <li>• Capability to assess, evaluate and monitor the functional aspects of the differently abled people.</li> <li>• Excellent interpersonal communication skills.</li> <li>• Ability to take care of clients with different personalities.</li> <li>• Ability to assess patient conditions and work with treatment plans.</li> <li>• Good computer skills in MS Office: Word, Excel and PPT</li> <li>• Able to read and write in Tamil and English.</li> <li>• Ability to work in teams and liaise well with others.</li> </ul>
7.	<b>Remuneration</b>	
	i)	<p>The remuneration for the Occupational Therapist would be Rs. 35,000 per month. Only travel expenses will be paid additionally as per actuals. The Occupational Therapist will be at Subdivision level OSC during the contract period. Occupational Therapists may require travel as per Project requirements.</p>
	ii)	<p>Occupational Therapists will have to attend OSC on all working days unless on an official tour as approved by Centre Manager – OSC. The occupational Therapist may also be required to attend the office or travel in mobile unit on holidays as and when desired by PD/DPIU/SPIU/other higher officials for the disposal of urgent matters. <b>However, no extra remuneration will be paid for attending the office on holidays.</b></p>