

# Company Profile



*Supporting safe  
community access*

# Welcome...

## ✔ "Supporting safe community access"

Driving Well Occupational Therapy is a busy practice that provides OT driving assessment and vehicle modification services for people with medical conditions and injuries in Brisbane, Ipswich and northern Gold Coast.

I am Director and Principle Occupational Therapist of Driving Well Occupational Therapy. I graduated as an Occupational Therapist from the University of Queensland in 2005 and completed post-graduate training in Driving Assessments at the University of Sydney in 2012. After starting my family, I was continually drawn to driving assessments. I am passionate about helping people to be safe and independent, and passionate about the area of driving (even though I don't really like to drive - for me it is a means to be independent!), so I founded Driving Well Occupational Therapy in early 2017.

Have a read of my blog "Why Driving?" to get some insights into how I came to work in this field.

<https://www.drivingwell.com.au/why-driving/>

Driving Well Occupational Therapy is now a widely recognised brand throughout Brisbane, QLD and interstate.

I have developed and nurtured relationships with industry partners and colleagues, and facilitated workshops and training with international partners, been a sought after trainer and presenter, have served as Convenor on the OTA QLD Driving Interest Group for many years, organised conferences and been on OTA reference committees, designed a therapy program and won a few awards along the way.

Most importantly, I created Driving Well Occupational Therapy to be a really beautiful place to work, where we can have such meaningful impact for our clients and the community. We hope to welcome you to our team.



*Jenny Gribbin*

*Founding Director / OT Driver Assessor*

# Our growth and achievements...

## ✓ *What we have been working on...*

- November 2016: Launched Driving Well Occupational Therapy!

### 2019

- January 2019: Convenor OTA QLD Driving SIG
- May 2019: Organising committee member OTA QLD Driving workshop
- August 2019: Invited speaker at QLD Medicolegal Society conference "Driving Me Crazy"
- October 2019: Practice Manager joined the team

### 2020

- March 2020: COVID commenced; engaged / developed relationship with Dr Miriam Monahan
- May 2020: 2 x "Potential to Drive" workshops
- July 2020: develop Australian content for Drive Focus app – went live July
- September 2020: Organising committee member OTA Virtual "Exchange" conference
- September 2020: Virtual "exchange" conference – paper on "BIDSAM" and panel on NDIS and VMs
- October 2020: audit for NDIS registration completed

### 2021

- February 2021: "Is my young adult client ready for driving?" workshops
- April and June 2021: Growth of team with addition of two part-time driving OTs
- 2021: Potential to drive workshop
- June 2021: Winner of Technology category for "Bringing Drive Focus app to Australia" at Australian Road Safety Foundation awards, presented at Parliament House in Canberra

### 2022

- June 2022: Launched senior driver's online course
- June 2022: Exhibitor for Drive Focus at OT Exchange conference
- July 2022: Launched "Get Driving" therapy toolkit
- September 2022: Started "Get Driving" therapy program
- November 2022: Finalist of Best Assistive Technology product for Drive Focus app at Australian Disability Services Awards, Gala awards at The Convention Centre Gold Coast

### 2023

- Launch of new website January 2023
- Launch of systemHUB for our team
- June 2023: Exhibitor for Drive Focus and e-poster at OTA National Conference
- "Readiness to Drive" parent webinars
- Research partnership with Dr Miriam Monahan and CHOP

### 2024

- ??? who knows..... at Driving Well you can nurture your drive and creative spirit.

# Your fit with Driving Well...

## ✓ *About you:*

You are an amazing human and OT who thinks driving and vehicle modifications are pretty cool and want to make a meaningful impact to clients lives - like Anne below. You want to work in a small team that is aligned with your values and can see a fit with our mission, vision and values.

## ✓ *Meet Anne:*

Anne is a busy professional living with MD. She was already a driver with vehicle modifications and came to Driving Well to transition to her next vehicle, to reduce the need for her to mobilise from her scooter (docked on a trailer at the back of her car) around to the driver's seat (holding onto suction rails mounted to the outside of her car - scary stuff)... Anne was ready to drive from an electric wheelchair and we had a team with Anne and her support crew, driving OT, Automobility vehicle rep, wheelchair OT, wheelchair rep, drive in the Total Ability high level assessment van, all working together to land on her new electric wheelchair and a VW Multivan. NDIS queried that she might be ready for retirement given her age, but they spoke with Anne they realised there is no stopping her! The wheelchair accessible vehicle has made a significant impact on Anne's ability to get to work and her various boards and committees, enjoy time with her husband and grandchildren.



## ✓ *Our mission:*

Driving Well Occupational Therapy's purpose is to provide clinical excellence in occupational therapy driving assessments and vehicle modifications for people with medical conditions and disabilities in the greater Brisbane area. We thrive on supporting our clients to maintain, return to, or retire from driving, and/or access a vehicle in a safe, fair and compassionate way. We are passionate about safety on the road and that our clients have opportunities to access the community, so they can participate and do the things they love.

## ✓ *Our vision:*

At Driving Well Occupational Therapy our Vision is to be a leader in occupational therapy driving assessment and rehabilitation service provision in South East Queensland. We are passionate about helping people with driving and vehicle access, dedicated to continuous learning and improvement, and thrive on engaging with the community to deliver the very best of services. Driving Well Occupational Therapy aspires to be a trusted brand for drivers and passengers with medical conditions and disabilities.

# Our values...

## ✓ *Safety:*

Our clients', community and staff safety are paramount - safety trumps everything. Drivers must be safe to drive; modifications must be safe and fit-for-purpose. We NEVER compromise on our client's safety.

## ✓ *Personal touch:*

- We strive to be kind in all dealings with clients and key stakeholders.
- We are compassionate, we listen, we care, we communicate, we understand, we are honest, we are authentic.
- When delivering bad news, "clear is kind" and we strive to handle this with compassion and integrity.
- At Driving Well Occupational Therapy, we love what we do – working with people with medical conditions, injuries and disabilities to keep them driving, get them back to driving, or get them into their own vehicle. This is the most satisfying and rewarding thing for us, and gives us the motivation to keep going – the "why factor"! We celebrate these wins.

## ✓ *Opportunity:*

- We believe that people have the right to have an opportunity to be assessed.
- We work to provide our client's opportunities to be able to return to driving or gain access to a vehicle.
- We love providing our clients with the opportunity to achieve their driving and vehicle access goals.

## ✓ *Partnership:*

- We take care of our work colleagues, business supports and stakeholder network.
- We form partnerships with our clients and their families and connect them with a team that will help them to work towards their driving/community access and vehicle access goals.

## ✓ *Leadership:*

- We are dedicated to clinical excellence. Therapists are members of OT Australia and actively participate in the QLD Driving Interest Group.
- We engage with clinical mentors, colleagues and experts in the vehicle modification and driving rehabilitation industry throughout Australia.
- We organise, run and attend webinars, conferences and networking events.
- We are continually growing our individual level of skill and expertise, and thrive on developing skills to work with complex clients.
- We are always learning more about the best ways and best technology to help our clients.
- We are passionate about supporting and educating clients, referrers, colleagues and members of the community about the area of occupational therapy driving assessment and vehicle modifications.

✓ Are you mentally checking all these off in your head? Do our mission, vision and values sit well with you? Wouldn't it be great to work in a workplace that includes reflection on living and working into our values....

# Our team...

## ✓ *Immediate team*

Jenny works "in-the-business" and "on-the-business" and is supported by our Practice Manager Zeta. We currently have two part-time driving OTs and a casual driving OT on our immediate team. This structure gives you strong admin and clinical support with you at all times.

## ✓ *Specialised driving instructors*

We partner with several experienced specialised driving instructors to complete assessments, rehabilitation and learn to drive programs, to ensure quality assessments, develop our skills and determine the best outcome for the client.

## ✓ *Vehicle modifiers*

We partner with several vehicle modifiers and have developed great relationships with them to achieve amazing outcomes for our clients, so that we are learning and working together to support the independence of our mutual clients.

## ✓ *Business support*

Behind the scenes, we engage business coaching, bookkeeping and accounting services, insurance brokerage, web development, IT support, and HR, to ensure that our business is meeting requirements and runs smoothly, and is sustainable.

## ✓ *Extended driving network*

We are actively engaged with OT Australia and the QLD driving interest group (Jenny is the convenor), and have formed relationships with many OT driver assessor colleagues throughout Brisbane and interstate - this has established us as industry leaders and enables clinical and business support.

## ✓ *Referrers*

We receive referrals from many GPs, family members, support coordinators (we are NDIS registered), insurance case managers (including NIISQ, TAC, iCare and Workcover QLD). We aim to delight our referrers to help them achieve great outcomes for their clients, and also to ensure that the referrals keep coming!

# *A day in the life at Driving Well...*

## *Client assessments*

- Our focus is in driving and vehicle modifications assessments, across the lifespan - senior drivers, learner drivers with physical and psychosocial disabilities, and everything else in between including passenger and high level driving modifications. We work with self-funded, NDIS and other insurance participants. It is never dull!
- Our "Get Driving" therapy program and online toolkit are pioneering the current driving landscape in Australia and internationally - clinic days on Wednesdays at Greenslopes are for active wear and are super fun!
- We are excited about opportunities to extend our scope into prescription of wheeled mobility devices for community access and home modifications.

## *Travel*

We are a mobile service and cover the greater Brisbane area. Zeta aims to co-locate appointments but we get to enjoy work life "on-the-road" and listen to podcasts or a musical or two! Kilometres are fully reimbursed of course.

## *Stakeholder engagement and relationships*

- We value our relationships with our driving instructors and vehicle modifiers - we would be lost without them! A coffee usually goes down very well!
- We have a very collegiate relationship with our driving OT competitors - everyone is happy to answer a question or share information.
- We aim to delight our support coordinators and support planners - keep them coming back for more.

## *Business development*

We try to be active on socials and have invested into our beautiful website - this is a team effort to keep nurturing this, with facebook posts, blogs and newsletter development. Strong SEO helps to keep the referrals coming for business sustainability.

## *Reports*

The reports will "come out of your ears", but we have amazing templates and clever use of our software to make the job easier. It is so satisfying to mark a report off as "DONE"!

## *Team*

- We are a mobile remote team, but have many opportunities for phone or Teams catch-ups, a monthly face-to-face team meeting and monthly individual supervision.
- Special events like birthdays and Christmas are celebrated, and our annual driving network Christmas party is a highlight for our community.

# What our team says...

## ✓ Describe our culture:

- "Great vision from Jenny, which inspires her team. Work life balance is encouraged, and flexible work hours promote a positive environment."
- "Teamwork, friendly, supportive, flexible, punctual, empathetic, work and family life balance."
- "Friendly family business environment passionate about outcomes we achieve for people"
- "Supportive, professional, collaborative"
- "I love working in small team of happy people with positive vibes."

4.8



*Proud to be a member  
of the team*

4.5



*Support and flexibility  
to thrive at work*

4.8



*Opportunities for growth  
and development*





# Get your career on the road with us!

## ✓ *Flexibility*

Work from home - no team office except driving therapy days. Juggle your work hours to suit your family... drop the kids off, see clients during the day, write notes and reports in the evening if you need to or want to.. or keep standard business hours - the choice is yours, as long as KPIs are achieved.

## ✓ *Professional Development*

- Annual professional development plan
- Professional development - webinars and workshops as needed; opportunities for conferences
- In-house team meetings, training (including guest speakers), team and individual supervision
- Encourage attendance at OTA QLD Driving interest group (Monday afternoons at Holland Park)
- Balance achieving KPIs (minimum 80% productivity) and your learning needs

## ✓ *Team*

- Friendly and nurturing team culture - we look after each other, correct our flenarings together, and celebrate big and little wins together

## ✓ *Practice Manager Unicorn*

- Amazing admin support for all new enquiries, booking assessments, re-assessments, vehicle mod consults and support with case management of client progress... reschedules, cancellations... paperwork ready... just turn up to the appointment!

## ✓ *What else is in the box?*

- Software: practice software "Nookal", MS suite and shared drive, systemHUB, Trello, google sheets.
- Assessment and therapy kits, "Get Driving" online therapy toolkit
- Phone and phone plan
- Android tablet and Drive Focus app
- BYO laptop
- Professional indemnity / public liability insurance is covered
- Resources including Assessing Fitness to Drive guidelines, competency standards, access to Australian Standards
- Test and tagging 12 monthly
- First aid / CPR training
- Standard leave accrual with Christmas shutdown period
- Kilometres reimbursed at 96c/km
- Generous salary
- Team lunches/dinners, birthdays, Christmas celebration and driving network Christmas party

## Join our team...

- ✓ Sold on our amazing team that values YOU?
- ✓ Like the sound of more work/life balance and flexibility with a career that works in with your family and general life commitments, and all things unexpected?
- ✓ Ready to change peoples lives? Like Travis' here - who lost both legs in a car accident with a drunk unlicenced unregistered driver, but is a motorhead and was a natural at driving with a satellite accelerator - this lets him use the paddle shifters on his Nissan and continue his passion of amateur car racing.
- ✓ Speak with Jenny on ph: 0488 005 093 to arrange a chat...  
Getting serious - email your CV and cover letter to [jenny@drivingwell.com.au](mailto:jenny@drivingwell.com.au)  
We would love to hear from you!

