

# POSITION DESCRIPTION

## Occupational Therapist – Grade 2



### Working at Northeast Health Wangaratta

At Northeast Health Wangaratta (NHW), we value our employees. We offer leadership, vision and an environment with a strong sense of teamwork, integrity, accountability, and respect. We are committed to providing staff with continuing education, research and professional development opportunities. This ensures that our people are part of a skilled and knowledgeable workforce, delivering exceptional high quality safe patient care. When you choose to work at NHW, you are committing to aligning everything you do with our values – **Fairness, Excellence, Respect, Kindness, Integrity and Courage.**

### Position Details:

Position Title:	Occupational Therapist – Grade 2
Enterprise Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2021, or its successors
Position Classification:	VF6 – VF9
Who does this position report to:	Manager Occupational Therapy
Does this position manage or supervise others:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Workplace Location:	Green Street Campus
Primary purpose of the position:	<p>The primary role of the Grade 2 Occupational Therapist is:</p> <ul style="list-style-type: none"> <li>▪ To be responsible for the planning, implementation and evaluation of the delivery of Occupational Therapy services to all our programs as required and as part of the multidisciplinary team</li> <li>▪ Provide supervision and support to the rotational Grade 1 Occupational Therapists, Allied Health Assistants and University Students and be a resource person specific to the Sub Acute hospital setting</li> <li>▪ To continuously update their skills whilst providing a high level of clinical expertise</li> <li>▪ Provide back up to the team of Grade 2 Occupational Therapy colleagues in their absence and/or as required for the coordination of the Occupational Therapy Service</li> <li>▪ To actively participate in quality improvement projects and lead key discipline specific projects</li> <li>▪ To work in collaborative relationships with clients, peers and multidisciplinary staff across programs at Northeast Health Wangaratta and external service providers in a manner that is responsive to the needs of Northeast health Wangaratta and its consumers</li> </ul>
Position Description reviewed:	January 2022

### Key Accountabilities:

1.	Independently manage a complex clinical caseload relevant to the hospital and community setting including multi-disciplinary groups, inclusive of administrative responsibilities
2.	Plan and provide Occupational Therapy Services in a timely manner, implementing a variety of service delivery models
3.	Act as appositive advocate for the Occupational Therapy Department

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4.	Ensure assessment and provision of intervention is provided in a timely manner facilitating effective rehabilitation goals and efficient discharge planning
5.	Provide high quality, integrated client/family centred care, including assessment, intervention and management of referred clients, their families and significant others
6.	Document in a timely and accurate manner as per departmental and NHW guidelines
7.	Collaboratively work with other multidisciplinary team members and professionals to identify and achieve client/family centred goals
8.	Involve clients / carers in the decision making of treatment goals and discharge plans
9.	Identify and ensure the individual goal and care needs of clients are identified, met and evaluated on a regular basis
10.	Utilise validated outcome measures as part of routine occupational therapy practice
11.	To write in a variety of mediums including: quality procedures and guidelines, reports for funding, external and internal referrals with care/client education
12.	Educate clients/carers with techniques and/or use of equipment needed to participate safely in their activities of daily living and/or home environment
13.	Participate in case conferences and chair case conferences as required
14.	Identify relevant referrals to other disciplines, services and organisations, in a timely manner
15.	Participate in ward handover meetings and family meetings as required
16.	Support and oversee the Grade 1 Occupational Therapists and allied health assistants in clinical service provision, as required and/or requested by Chief Occupational Therapist
17.	Provide clinical supervision to university students during their clinical placements within the organization
18.	Independently manage clinical and administrative responsibilities including oversight of caseloads and prioritisation of patient needs for the best overall outcome
19.	Independently manage and develop discipline specific qualitative improvement projects as delegated or initiated
20.	Attend and contribute to program based clinical and operational meetings to enhance communication and the quality of the service
21.	A sound knowledge of departmental and organisational policies and procedures relevant to clinical area
22.	A sound understanding of the relevant program's key performance indicators (KPI's) and/or targets and funding allocation that may impact clinical service delivery
23.	Participate in the data collection required by the organisation, community, state and commonwealth agencies
24.	Contribute to program based quality activities that enhance Occupational Therapy and/or Allied Health service
25.	Evaluate service provision and review, update and improve occupational therapy service delivery based on consumer feedback, data analysis and available evidence
26.	Maintain awareness and understanding of community services available within the Northeast region and how these services work and compliment NHW and client care
27.	Other tasks as directed

### Key Relationships:

Internal	External
1. Operational Director Allied Health, Outpatients & Community Services	1. Hume Region Health Services
2. Allied Health Team	2. Local agencies and referral points
3. All NHW Workforce	3. Patients, Clients, Families and Visitors

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### Essential Key Selection Criteria:

1. A tertiary recognized qualification in Occupational Therapy
2. Registration with the Australian Health Practitioners Registration Association (AHPRA)
3. Demonstrated high level of clinical experience and theoretical knowledge in the assessment and management of neurological, orthopedic and geriatric patients
4. Excellent organisational, problem solving and decision making skills
5. Ability to work independently and unsupervised in a cooperative and collaborative manner
6. Ability to work effectively in a multidisciplinary team and show leadership as a positive role model that is professional, supportive and inclusive
7. Experience in student and staff supervision including clinical training/in-service
8. Experience in and commitment to quality improvement and service development activities=
9. Understanding of and commitment to client and family-centred care
10. Excellent communication and interpersonal skills, both oral and written

### Desirable Key Selection Criteria:

11. Experience in staff supervision
12. Relevant postgraduate study
13. Demonstrated leadership skills

### In addition to the above, all staff must have an remain current for continued employment, the following:

1. Covid-19 Vaccination
2. Current Class C Driver's Licence
3. A current National Police Check (renewed every 3 years)
4. A current Employer Working with Children Check (renewed every 5 years)

### Immunisation:

It is a condition of appointment that all employees comply with our immunisation requirements during employment. This position is classified as Category A. Covid-19 Vaccination and yearly Flu Vaccination are required.

### Diversity:

We encourage you to bring your 'whole self to work'. NHW is a safe and inclusive workplace. We value the visible and invisible qualities that make you who you are. We expect our workforce to align with our diversity expectations and programs. Working at NHW means you are on board with our journey, you will show respect, understanding and kindness to other regardless of ethnicity, sexuality, identity or any other protected attribute. We particularly acknowledge the traditional custodians of our land and pay our respects to elders past, present and emerging.

### Mandatory Training:

It is a condition of appointment that all employees complete Mandatory Training and Clinical Competencies as required upon commencement, annually and in accordance with timelines specified in relevant health service policies and procedures.

### Performance & Accountability:

A review of performance shall be undertaken within six months following commencement and annually thereafter. There is an expectation that staff will assume responsibility for completion of any learning requirements advised by the organisation.

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### Quality and Risk Management:

In order to help ensure continued employee, patient safety and quality of care:

- Understanding individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines at NHW
- Comply with requirements of the National Safety and Quality Health Service Standards, Aged Care Quality Standards and other relevant standards, regulations and legislative requirements.
- Contribute to organisational quality and safety initiatives and participate in the development and review of policies and procedures as appropriate
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public
- Maintain a safe working environment at all times
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and our workforce

Staff are required to abide by the Code of Conduct for NHW.

### Occupational Health & Safety and Wellbeing:

The safety, health and wellbeing of employees is a priority for NHW and I recognise the importance of an environment that promotes and nurtures the physical, mental, emotional and social wellbeing of all individuals. I commit to:

- Comply with instructions given for their own safety and health and that of others, in adhering to safe work procedures
- Take reasonable care to ensure their own safety and health and that of others, and to abide by their duty of care provided for in the legislation
- Reporting through the incident management system any near misses or incidents as they occur
- Not place others at risk by any act or omission
- Not wilfully or recklessly interfere with safety equipment
- Partaking in the promotion of the health and wellbeing of employees
- Contributing to an inclusive and health promoting environment
- Promoting our values and vision

An organisational culture that promotes positive mental health and wellbeing through supportive leadership, employee participation and shared decision making.

### Policies & Procedures:

Whilst the policies and procedures do not form part of your employment contract it is expected that you will comply with NHW's policies, procedures and reasonable instructions at all times during the course of your employment.

### Confidentiality:

Confidentiality is a matter of concern for all persons who have access to personal information about patients, clients, residents or employees of NHW. Staff must understand and accept that in accessing this personal information they hold a position of trust relative to this information. In recognising these responsibilities staff must agree to preserve the confidential nature of this information. Failure to comply with this agreement may result in disciplinary action and may include termination of employment.

### Declaration:

As the incumbent of this position, I acknowledge that I have read this Position Description, understand its contents and agree to work in accordance with the contents therein. I understand that other duties may be directed from time to time.

I understand and accept that I must comply with the policies and procedures applicable to NHW. I also agree to strictly observe the NHW Code of Conduct and policy on confidentiality of commercial and patient information or such sensitive information that I may come across in the course of my employment.

<b>Name:</b>	
<b>Signature:</b>	
<b>Date:</b>	

# POSITION DESCRIPTION – Jobs Demands Checklist

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The purpose of this section is to describe the physical and psychological risk factors associated with the job. Applicants must review this form to ensure they can comply with these requirements and successful applicants will be required to sign an acknowledgment of their ability to perform the job demands of the position.

<b>Position:</b>	Occupational Therapist
<b>Department / Unit:</b>	Allied Health
<b>Workplace Location:</b>	Green Street Campus

### Frequency Definitions:

<b>I</b> Infrequent - intermittent activity exists for a short time on a very infrequent basis	<b>C</b> Constant - activity exists for more than 2/3 or the time when performing the job
<b>O</b> Occasional - activity exists up to 1/3 of the time when performing the job	<b>R</b> Repetitive - activity involved repetitive movements
<b>F</b> Frequent - activity exists between 1/3 and 2/3 of the time when performing the job	<b>N</b> Not Applicable - activity is not required to perform the job

Demands	Description	Frequency					
		I	O	F	C	R	N
<b>Physical Demands:</b>							
Sitting	Remaining in a seated position to perform tasks			X			
Standing	Remaining standing without moving about to perform tasks			X			
Walking	Floor type: even / uneven / slippery, indoors / outdoors, slopes			X			
Running	Floor type: even / uneven / slippery, indoors / outdoors, slopes	X					
Bend / Lean Forward from Waist	Forward bending from the waist to perform tasks		X				
Trunk Twisting	Turning from the waist while sitting or standing to perform tasks		X				
Kneeling	Remaining in a kneeling posture to perform tasks		X				
Squatting / Crouching	Adopting a squatting or crouching posture to perform tasks		X				
Leg / Foot Movement	Use of leg and / or foot to operate machinery	X					
Climbing (stairs / ladders)	Ascend / descend stairs, ladders and steps	X					
Lifting / Carrying	Light lifting and carrying (0 - 9 kg)		X				
	Moderate lifting and carrying (10 – 15 kg)	X					
	Heavy lifting and carrying (16 kg and above)						X
Reaching	Arms fully extended forward or raised above shoulder		X				
Pushing / Pulling / Restraining	Using force to hold / restrain or move objects toward or away from the body		X				
Head / Neck Postures	Holding head in a position other than neutral (facing forward)		X				
Hand & Arm Movements	Repetitive movements of hands and arms			X			
Grasping / Fine Manipulation	Gripping, holding, clasping with fingers or hands		X				
Work At Heights	Using ladders, footstools, scaffolding, or other objects to perform work	X					

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Driving	Operating any motor powered vehicle	X						
<b>Sensory Demands:</b>								
Sight	Use of sight is an integral part of work performance, eg: Viewing of X-Rays, computer screens, etc						X	
Hearing	Use of hearing is an integral part of work performance, eg: Telephone enquiries						X	
Smell	Use of smell is an integral part of work performance, eg: Working with chemicals	X						
Taste	Use of taste is an integral part of work performance, eg: Food preparation							X
Touch	Use of touch is an integral part of work performance			X				
<b>Psychosocial Demands:</b>								
Distressed People	Eg: Emergency or grief situations.		X					
Aggressive & Uncooperative People	Eg: Drug / alcohol, dementia, mental illness.		X					
Unpredictable People	Eg: Dementia, mental illness, head injuries.		X					
<b>Environmental Demands:</b>								
Dust	Exposure to atmospheric dust.	X						
Gases	Working with explosive or flammable gases requiring precautionary measures.							X
Fumes	Exposure to noxious or toxic fumes.							X
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE.	X						
Hazardous Substances	Eg: Dry chemicals, glues.	X						
Noise	Environmental / background noise necessitates people raise their voice to be heard.		X					
Inadequate Lighting	Risk of trips, falls or eyestrain.	X						
Sunlight	Risk or sunburn exists from spending more than 10 minutes per day in sunlight.	X						
Slippery or Uneven Surfaces	Greasy or wet floor surfaces, ramps, uneven ground.	X						
Inadequate Housekeeping	Obstructions to walkways and work areas cause trips and falls.	X						
Biological Hazards	Eg: Exposure to body fluids, bacteria, infectious diseases.	X						
The area below is for any special comments or notes on significant physical or other demands required to perform this job:								
Nil								