

# OCCUPATIONAL THERAPY (I.O EFT) - POSITION DESCRIPTION

## Mission

Integrated OT helps people by supporting them to increase or maintain their independence completing tasks that are important to making their life meaningful. We collaborate and support our diverse range of clients to identify their specific goals, develop sustainable action plans and put these into place, reflecting and evaluating as we go.

Integrated OT focuses on a timely and functional approach and our strength is in being able to understand what really matters to people in their daily life – regardless of age or condition. Our clients benefit from our open-minded approach and persistence in engaging with their needs to enable productive therapeutic relationships.

## Vision

When Integrated OT started, we didn't want it to be the same as every other therapy practice (or workplace, for that matter). We wanted a place of genuine connection and integrity where everyone is grateful to be a part of the team and wanting to be engaged in its development. We continue to feel very strongly about that today, seven years on – Why bother running a business if you aren't willing to do something different? Everything we do is intentional and with a goal in mind.

What we know is that people with a disability can experience exclusion and less access which can result in:

- Poor health
- Lower levels of education
- Training and employment participation
- Social exclusion, and
- Lack of access to goods and facilities.

Integrated OT aims to reverse these experiences and provide a positive therapy experience which results in increased functional independence and community participation.

Integrated OT is committed to being a leader in community Occupational Therapy provision. In line with this, our robust clinical management is essential to demonstrate how we are ensuring clients, accessing our service, are provided with the most appropriate type and level of support required.

## Values

Below are our core values in a simplified format, however operationalised examples of these can be found on our website, which is encouraged.

- Sustainability is paramount
- Be leaders in everything we do
- Make space for innovation
- Persevere – we can do hard things

**Role: Occupational Therapist**

Work Arrangement: Full Time (part time considered)

Award: Health Professionals and Support Services Award (2010)

Location: Werribee

Wage Range: 61,000 – 90,000

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**ACCOUNTABILITIES**

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**Assessment:**

- Complete initial and functional capacity assessments with clients and their key supports.
- Use a range of assessment tools to gain information on the client's occupational performance for measurement of goal achievement over time.
- Complete sensory assessments to support the key supports for a client in meeting and supporting the person's sensory needs and preferences.
- Complete functional capacity assessments and accommodation assessments to provide recommendations on support needs for our clients, including recommended therapy interventions to support capacity building for the client.

**Goal Setting:**

- Develop goal plans in collaboration with the client/supports.
- Support the ongoing process of goal directed practice – reviewing and focusing in on goal achievement.
- Document goals and share tracking of this with clients and supports.

**Therapy Planning and Implementation:**

- Create, implement and review therapy plan which is client centred and focused on improving quality of life.
- Provide recommendations on assistive technology to assist with client's daily activities.
- Develop written and visual resources to support the implementation of therapy programs. This includes providing support to integrate these resources into the client's support environment.
- Provide training and education to key supports (including family and house staff/support workers) on implementing recommendations in the home and community environment.

**Documentation and Administration**

- Maintain up to date documentation and evidence to demonstrate the therapy processes, outcomes, and actions. This includes communication relating to the therapy process.
- Demonstrate strong administration skills in management of documents, processes and procedures using a combination of systems – both those already implemented at Integrated OT and independently identified.

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#### Communication:

- Maintain contact and communication with the team while operating autonomously on a day-to-day basis.
- Work in a range of settings, including clinic and office based, community and remote (home based) work.
- Communicate with key supports and other providers, professionally and in a responsive manner, to ensure clear plans and collaboration are in place.

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#### KEY SELECTION CRITERIA AND PERSONAL QUALITIES

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- Registration with AHPRA (or eligibility to register) as an Occupational Therapist.
- A genuine consideration of occupational therapy principles and practice models, including reflection on previous practice experiences – both professionally and as a student.
- An awareness and understanding of the power of communication interpersonally and the significance this can have in connecting with people. This includes an interest in continuing to develop this knowledge and skill base as part of this role.
- Have well developed communication skills and be able to work with a range of people and adjust communication accordingly to best support each interaction.
- Willingness to learn and develop self and time-management skills in the role.
- Demonstrate self-leadership towards your own learning and your work with clients – this includes operating in a way that you seek out ideas and resources that may not be previously familiar but support the best outcomes for clients.
- Operate from a client and family centred model of practice with a flexible approach to combining evidence-based practice with client needs and experiences.
- Be willing and able to work independently while staying in contact and communicating support needs when in the community.
- Have a working understanding of therapy assessment tools, including formal and informal assessments.
- Operate from a values driven lens, both personally and professionally.

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#### WORK HEALTH AND SAFETY

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- Follow and adhere to Integrated OT internal and external provider requirements for continuous improvement and health and safety processes, including hazard identification, incident reporting, feedback and complaints and risk assessment and review.
- Complete client related risk assessments to ensure managing balance of duty of care and dignity of risk with clients.
- Operate in a way that supports and ensures your own health and safety in the workplace.

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## EMPLOYMENT SCREENING, TRAINING AND QUALIFICATION

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### Requirements:

- Approved Qualifications in Occupational Therapy (as recognised by Occupational Therapy Australia)
- Current AHPRA Registration (or eligibility to be registered with AHPRA)
- Current Driver's Licence
- Current Working with Children Check
- Current Police Check

### Additional:

- Experience working with diverse communities.
  - Current Medicare Registration (or meet criteria to obtain – both CDM and BAMH)
  - Conflict of Interest declaration required prior to commencing position and maintained ongoing.
  - Two professional references will be required.
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