



## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	<b>Occupational Therapist</b>
<b>DIVISION/DEPARTMENT:</b>	Community Health Service
<b>CLASSIFICATION:</b>	Occupational Therapist Grade 2 (VF6-VF9)
<b>INDUSTRIAL AGREEMENT:</b>	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2016-2020 and subsequent agreements.
<b>REPORTS TO:</b>	Manager Healthy Lifestyles
<b>PRE-REQUISITES: Essential:</b>	Bachelor of Applied Science in Occupational Therapy Current Registration with AHPRA Current Police Check Current Working with Children's Check Current Victorian Drivers Licence

### KEY SELECTION CRITERIA:

- Proven ability to liaise with internal and external customers at all levels
- Clinical experience in a variety of Occupational Therapy areas, across the continuum of care
- Experience in supervising junior staff, allied health assistants and students.
- Experience in Microsoft Windows applications
- Proven ability to prioritise workloads and meet demanding work deadlines
- Demonstrated ability to operate with minimal supervision and show high levels of initiative
- Proven ability to maintain a high level of confidentiality

### OUR PURPOSE:

The purpose of Benalla Health is to facilitate a healthy and resilient community through the provision of integrated, lifelong healthcare services.

### OUR VALUES:

Compassion, Empathy, Accountability, Respect and Excellence.

**POSITION SUMMARY:**

This position offers the opportunity to develop clinical and management skills within this 90 bed acute and extended care hospital. The department caseload includes orthopaedic rehabilitation, medical / surgical inpatients and outpatients, planned activities group, residential Aged Care facility, NDIS services, community services and service to the Health Independence programs.

The Occupational Therapist may also be required to work on secondment to other Hospitals in the area.

**RESPONSIBILITIES:**

In accordance with the objectives of the hospital and Healthy Communities department, to co-ordinate, implement and evaluate effective occupational therapy services within the Community Health Division and other contracted services.

**Caseload**

- To plan, implement and supervise occupational therapy intervention to referred inpatients and outpatients.
- Conduct tests to assess functional, emotional, psychological, developmental and physical capabilities.
- Plan and direct specific therapeutic programs for individuals using vocational (jobs or careers), recreational, remedial, social and educational activities.
- Select and design a variety of activities that improve an affected movement or function and help individuals to regain personal care skills, such as eating and dressing.
- Assist people to gain or regain skills in social, leisure and work environments through graded individual or group therapy and activity programs.
- Monitor the progress of individuals and assist with the coordination of an effective health team.
- Design and modify the everyday environment of clients to allow for better access and independence.
- Advise on the use of specialised equipment, such as home modifications, adapted kitchen utensils, wheelchairs and other assistive techniques, which help people within their environment.

**Personnel Management**

- To supervise occupational therapy students on placement
- To supervise Allied Health Assistants
- To supervise Grade 1 Occupational Therapist/s
- To supervise other relevant student placements

**Education**

- To participate in educational programs when required
- To supervise and provide an educative environment for occupational therapy students on placement

### **Planning and Policy**

- To assist in the maintenance of policies and procedures for Benalla Health
- To assist with the planning of programs for the planned activities group
- Compliance with infection control policies and procedures

### **Community Education**

- To participate in the organisation's Health Promotion plan and be able to speak to Community Groups / Sessions as required

### **Budgeting**

- To work within the allocated budget
- To ensure all monies collected by the department are documented and deposited in accordance with hospital procedures

### **Meetings**

- To attend relevant meetings representing the occupational therapy department
- Ensure relevant information is presented at clinical meetings as required and requested.

### **Equipment**

- To ensure that there is adequate equipment available for the effective operation of the occupational therapy department
- To ensure that all equipment is maintained in good working order
- To ensure safe storage of equipment and prevention of spoil and waste

### **Administration**

- To provide the required data pertinent to the operations of the occupational therapy department
- To ensure accuracy when collating statistics

The above provides an overview of the duties associated with the position. Other duties will be performed as required.

### **SAFETY MANAGEMENT SYSTEMS**

In accordance with the current Victorian OH&S legislation and infection control standards, each employee has the responsibility to take reasonable care of their own health and safety by:

- Adhering to Benalla Health's OH&S policies and procedures
- Reporting hazards and injuries
- Participate in OH&S consultation and OHS training
- Cooperate with managers and supervisors to ensure that OH&S responsibilities are met by all
- Not wilfully interfere with or misuse anything provided in the interest of health and safety or wilfully put anyone at risk.
- Each Employee is responsible for ensuring that they are fit to perform their duties without risk to the safety, health and well-being of themselves and others within the workplace. This responsibility includes compliance with reasonable measures put in place by the Employer and any related occupational health and safety requirements.

Each employee has the responsibility to minimise exposure to incidents of infection/cross infection of residents, staff, visitors and the general public.

Please refer to Benalla Health's Occupational Health & Safety Responsibilities Guideline.

### **QUALITY & RISK**

Benalla Health is accredited by an independent Accreditation Agency. All staff are required to actively participate in quality improvement activities.

### **POLICY & PROCEDURES**

It is every employee's responsibility to access and have knowledge of relevant policies and procedures that relate to their employment. All organisational-wide policies and procedures can be accessed on the BH Intranet site.

### **CONFIDENTIALITY**

Any information obtained in the course of employment is confidential and should not be used for any purpose other than in the performance of duties for which the person is employed. The employee is bound by the Information Privacy Act 2000, Aged Care Act 1997 and the Health Records Act 2001.

### **MANDATORY ORGANISATIONAL COMPETENCIES**

In accordance with current legislative requirements, all employees have a responsibility to ensure they successfully complete the following competencies as prescribed (on commencement, annually, every two years or as otherwise stated):

- Attend orientation on commencement
- Emergency Response and Fire Extinguisher Training (both theory and practical sessions)
- Manual Handling
- Human Rights, Equal Opportunity Prevention of Workplace Bullying and Managing Diversity in-service.
- Hand Hygiene Training.
- Reporting Elder Abuse.
- Person & Family Centred Care.

Refer to the organisations mandatory training policy for full details.

### **CONSUMER ENGAGEMENT**

Benalla Health employees are responsible for meaningful consumer participation so that consumers, carers and community members are active participants in the planning, improvement and evaluation of health services.

This will be demonstrated by:

- New staff attending staff induction forum where the value of partnering with consumers/carers and community members is discussed.
- Evidence that consumers and their significant others are involved in the development of their own care plans and
- Completion of annual competencies that includes the importance of partnering with consumers/carers and community members.

## **PREVENTION AND RESPONSE TO FAMILY VIOLENCE**

It is a basic human right to be respected as an individual. Benalla Health supports this fundamental right through advocacy for the prevention and awareness raising of family violence. Benalla Health is committed to the elimination of Violence.

Each employee at BH will be expected to demonstrate their commitment by:

- Gaining knowledge and the ability to implement a brief intervention to identify and respond to family violence, underpinned by principles of sensitive practice.
- Actively participate in education and events supporting 'the prevention and response to family violence in our organisation and the community.
- Positively contribute to workplace safety and moral.
- Be able to confidently address issues that arise regarding Family Violence for clients and colleagues.

## **PERFORMANCE REVIEW & DEVELOPMENT**

A performance review & development plan will be carried out three months post appointment and thereafter at least once a year. The position description will form the basis for the review. If performance does not meet expectations or additional staff development/guidance is required, performance reviews will be carried out more frequently. The employee can request additional performance reviews at any time in writing.

*This document provides a summary of the role and duties of the position and forms the basis for periodic review of departmental and individual performance.*

*As an occupant of this position, I have noted this statement of duties and agree to perform the duties indicated and observe all requirements of the organisation's Policies and Procedures.*

**EMPLOYEE'S NAME:** \_\_\_\_\_

**EMPLOYEE'S SIGNATURE:** \_\_\_\_\_

**DATE:** ...../...../.....

**MANAGER'S NAME:** \_\_\_\_\_

**MANAGER'S SIGNATURE:** \_\_\_\_\_

**DATE:** ...../...../.....

**CREATED** April 2010

**REVISED** March 2020

# Benalla Health

## Aligning behaviours to our Values and Code of Conduct

Compassion	Empathy	Accountability	Respect	Excellence
<b><i>In our team we ...</i></b>				
<p>are kind to each other</p> <p>are forgiving</p> <p>respect personal space</p> <p>seek clarity where there is uncertainty</p> <p>maintain confidentiality for those in our care and those we work with</p> <p>encourage and support each other to discuss issues</p> <p>ensure open consultation and two-way communication</p> <p>use eye contact and our tone of voice to demonstrate we are actively listening to the others perspectives</p> <p>we see the person as being separate from any unacceptable behaviour</p>	<p>ask others 'how can we help'</p> <p>act to include each other</p> <p>seek to understand the facts</p> <p>will support those who admit errors</p> <p>pull together especially in tough times</p> <p>have patience for those who are learning</p> <p>are safe to question and be inquisitive</p> <p>report incidents and mistakes recognising we work in a 'just' culture</p> <p>promote a culture of continuous improvement</p> <p>summarise what we have heard to demonstrate our understanding</p> <p>have fun</p>	<p>are honest and reliable</p> <p>do what we say we will do</p> <p>are honest with each other</p> <p>call below the line behaviour</p> <p>reflect on our own behaviour</p> <p>acknowledge problems and seek and/or offer a solution</p> <p>have the courage to speak up and use our voice</p> <p>will comply with reasonable directives</p> <p>follow policies and procedures including rostering rules</p>	<p>acknowledge the views, opinions, beliefs and ideas of others</p> <p>say thank you</p> <p>manage each other up</p> <p>encourage robust discussion</p> <p>smile and greet each other</p> <p>acknowledge people from culturally diverse backgrounds</p> <p>turn up on time</p> <p>apologise when we have hurt others and/or have been below the line in our behaviour</p> <p>model and demonstrate polite behaviour</p> <p>use AIDET when we communicate</p> <p>follow our organisation's dress code and dress appropriately</p>	<p>have a 'can do' attitude</p> <p>work hard</p> <p>choose our attitude</p> <p>encourage innovation</p> <p>lead by positive example</p> <p>work as a team</p> <p>acknowledge when we are wrong</p> <p>encourage each other to be the best we can be and celebrate each other's achievements</p>
<b><i>In our team we do not ...</i></b>				
<p>accept negative comments about others efforts</p> <p>withhold or deliberately make information inaccessible</p> <p>use or threaten to use violence - even in jest</p>	<p>say this is the way we have always done it</p> <p>judge a book by its cover</p> <p>tolerate angry, aggressive behaviour</p> <p>negatively criticise and judge another's performance</p> <p>actively avoid the reporting of events, incidents or issues</p>	<p>waste time</p> <p>turn a blind eye to poor practice</p> <p>expect other people to clean up our mess</p> <p>openly complain to everyone else except the most appropriate person who could fix the problem or issue</p>	<p>participate in, contribute to or encourage the rumor mill and gossip</p> <p>dismiss other people's opinions and contributions or put down their ideas</p> <p>manage each other down</p> <p>tolerate sexist behaviour or language</p> <p>use unprofessional or inflammatory language such as swearing</p> <p>raise our voices in patient care areas</p>	<p>watch the clock</p> <p>ignore call bells or ringing phones regardless of who is allocated what duties</p> <p>blame others for our actions</p> <p>put our personal likes or dislikes above the needs of the team and our professional responsibility</p>

	<p>actively or passively resist change</p> <p>misrepresent or selectively interpret facts</p>		<p>see ourselves as being more important than someone else</p> <p>respond with negative body language such as rolling eyes, huffing/puffing, negative tone of voice, crossing arms or shrugging shoulders</p> <p>talk down and be condescending to others</p>	
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*Our standard is what we choose to walk past ...*