

Occupational Therapist

including specialisation



The purpose of this position

The **purpose** of this position is to undertake comprehensive assessments to develop, implement, monitor, and review client plans that enable children and adults with disability to achieve their goals.

About the position

- This position is part of is within Disability Services directorate.
- This position **reports to** the Team Leader.
- This position allows for flexibility.
- The position leads a team.
- The position is designated Band 7 under the ***Schedule of Authorities and Delegations***.
- The position is a: Budget holder Has designated revenue or billing targets.
- This position maybe advertised externally as Occupational Therapist.

Key areas of responsibility

To achieve this purpose, the position holder would typically

- Work with a range of designated clients utilising a referral-based service model. Occupational therapists may work with individuals or multiple stakeholders relating to the client and/or family and may be required to carry a caseload of designated clients, depending on the service type.
- Client services are to be primarily provided in person either at the client's home or other agreed appropriate location.
- Providing evidence-based interventions in addition to completing assessments.
- Working collaboratively with other disciplines and members of the team for a more holistic approach to our service delivery as required.
- Coordinate the delivery of occupational therapy services to assess, diagnose and treat clients with development challenges.
- Conduct assessments and work with Practitioners and clients to contribute to the development, implementation, monitoring, and review of the client plan, as appropriate to the circumstances.
- Conduct home visits and visits to the community as required.
- Refer to and liaise with other medical and allied health professionals as required.
- Coach, advise and provide on the job support to team members and carers to improve their skills and knowledge in the areas of developmental milestones and evidence-based interventions and practice to improve client outcomes.
- Plan, develop and facilitate or co-facilitate therapeutic groups and workshops for clients and other stakeholders internal and external to the organisation relating to specialisation.
- Attend review meetings, case conferences, and other meetings and ensure appropriate documentation is kept.

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- Work with the Team Leader and other Occupational Therapists to build capability across the team.
- Advise the Team Leader of any significant changes or concerns regarding the client, their home environment, wellbeing, their services, or other risks.
- Make child protection reports to the community services helpline when assessed as necessary, in consultation with the Team Leader or Manager.
- Document and create reports on client services using technology and paper-based systems in a clear, logical, understandable, and timely way.
- This position operates within the context of a billable hours' framework within the NDIS.
- There is a requirement for mobile working in this position as per client need and the operation of The Benevolent Society.
- Work in accordance with the Professional Governance Framework to ensure the services and support we provide to our clients and each other are person centred, connected, effective, and safe.
- Respect and promote human rights and diversity and commitment to building an inclusive culture. Welcome diversity in all its forms. Value relationships with our local Aboriginal community and welcome applications from its members.
- **This position may be offered as a specialisation:** For example, Senior Occupational Therapist.

Where the role is offered as a specialisation the position holder would typically:

- Support clients with more complex needs.
- Coach, advise and provide on the job support to other team members to enhance quality and culturally appropriate occupational therapy interventions.
- Promote evidence based occupational therapy practice and provide coaching, mentoring and supervision to other occupational therapy staff.
- Work in collaboration with other Senior Clinicians to monitor, develop and improve clinical service provision.

Key outcomes

When things are going well, we would expect to see these outcomes:

- The way we work with clients is effective and appropriate support interventions are identified.
- Disability service staff and families feel supported when working with clients with complex needs.
- Processes and frameworks are well understood within the team.
- Occupational Therapy support services are timely and effective.

Key Capabilities

Essential criteria

- Degree or diploma in occupational therapy.
- Eligibility for membership as an occupational therapist with the Australian Health Practitioners Regulations Agency (AHPRA).
- Previous experience working with children, adults, care givers and families.

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- Where the position is offered as a specialisation; at least 5 years demonstrated experience required and the capacity to coach and mentor others.

Key attributes

- Ability to communicate effectively with children, young people and adults.
- Understanding of the impact of disability and trauma and the effect on behaviour and development.
- Ability to support children and adults, team members, carers, schools and families to better understand the role of occupational therapy and the benefits for children and adults.
- Ability to assess circumstances from multiple views and understand underlying agendas.
- Ability to apply evidence informed practice to optimise outcomes.
- Ability to translate complex theories in an easily understood, practical way.
- Strong analytical and report writing skills.
- Ability to work flexible hours.
- Current drivers' licence.
- Ability to travel is a necessary requirement of the position as is the ability to work across different working environments such as client homes, schools, day programs and in the community.

People who know this position say that

People who know this position say the things that might make your day are:

- Being able to advocate for the needs of a client.
- Working with the team to get a comprehensive view and reach better outcomes.
- Reflecting on positive feedback when suggestions have been helpful.
- Giving back to the profession through communities of practice.
- Being able to positively influence an approach and thus the outcome.

People who know this position say some key challenges you might experience are:

- Frameworks for assessment don't always exist – sometimes practical applications of knowledge/ frameworks need to be developed.
- The potentially serious consequences of advice and its impact on clients.
- Ensuring self-care to prevent burn out.
- Managing aggressive and/or abusive responses from stakeholders.
- Ability to say no when there is a concern workload may affect capacity to make safe decisions.
- Managing time to complete.

Work and flexibility

While The Benevolent Society has great tools to connect us remotely, sometimes we will need to connect in person. This means we need to travel on occasion.

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This position may require:

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|---|--|
| <input checked="" type="checkbox"/> Overnight travel/stays. | <input checked="" type="checkbox"/> Weekend work. |
| <input checked="" type="checkbox"/> Travel between office locations/regions. | <input checked="" type="checkbox"/> Evening work. |
| <input checked="" type="checkbox"/> Travel to clients (varied locations). | <input checked="" type="checkbox"/> Special event support. |
| <input checked="" type="checkbox"/> Use of own registered, insured (comprehensive) motor vehicle. | |
| <input checked="" type="checkbox"/> Use of TBS pool cars. | |

Key relationships

We work collaboratively with others. This position works closely with:

Within The Benevolent Society:

- Managers and Team Leaders
- Case Managers/Client Support Partners
- Behaviour Support Practitioners
- Other allied health practitioners
- Staff within other Benevolent Society teams

Outside The Benevolent Society:

- Clients
- Disability Support Staff
- Local schools
- Allied health practitioners