

<b>Position title</b>	<b>Occupational Therapist</b>
<b>Employee name</b>	Vacant
<b>Department/Service</b>	Clinical Operations
<b>Location</b>	Thurgoona
<b>Position reports to</b>	Executive Leader Clinical Services
<b>Positions reporting to this role</b>	N/A
<b>Financial delegation</b>	N/A
<b>Budget accountability</b>	N/A
<b>Employment basis</b>	Full Time

<b>Work Environment (e.g. Office based, Residential based, Community based)</b>
The Occupational Therapy role is based at the Mercy Connect Head Office in Thurgoona but may be required to travel to other Mercy Connect sites on occasion.

<b>Mercy Connect Values</b>	
Compassion	Supporting and listening with kindness and understanding
Hospitality	Welcoming each other with openness and a smile
Respect	Accepting and treating each other with integrity
Innovation	Seeing opportunities and creating new solutions
Teamwork	Working together with a shared view of success
Accountability	Choosing courage and taking ownership of our actions

<b>Role Purpose</b>	To provide evidence-based clinical services to children, young people and adults to assist them to achieve participation in everyday occupations to lead healthy and independent lives.
<b>Key Selection Criteria Essential</b>	<ul style="list-style-type: none"> <li>• A recognised tertiary qualification in Occupational Therapy.</li> <li>• Occupational Therapy registration with AHPRA.</li> <li>• Demonstrated experience in person-centred service delivery through effective assessment and a range of intervention strategies</li> </ul>

<b>Experience and qualifications</b>	<p>to address needs that relate to, activities of daily living, functional performance, fine motor skills, motor planning, sensory processing, perceptual motor, and sensory integration.</p> <ul style="list-style-type: none"> <li>• Strong knowledge and understanding of the NDIS including NDIS review and reporting requirements.</li> <li>• Excellent communication and interpersonal skills with demonstrated ability to engage people from all backgrounds.</li> <li>• Ability to think strategically, innovatively and practically about ways to support people with disability to live in the community.</li> <li>• Demonstrated commitment to ongoing professional development.</li> </ul>
<b>Key Selection Criteria Desirable</b>	<ul style="list-style-type: none"> <li>• Experience working with people with disabilities.</li> <li>• Experience in the supervision of students.</li> </ul>
<b>Other requirements of the role (e.g. licenses, professional memberships, registrations)</b>	<ul style="list-style-type: none"> <li>• National Police Check</li> <li>• Current Working with Children’s Check</li> <li>• Current driver’s license.</li> </ul>

**Role Priorities**

<b>Role Priority 1: Conduct assessments and develop intervention plans to meet the individual needs of a person in line with best practice principles</b>	
<b>Behavioural Guidelines</b>	<b>Evidence (KPI)</b>
<p>Conduct a range of evidence-based, person-centred assessments, clinical management and intervention to people with a cognitive, physical or psycho-social disability in line with NDIS goals.</p>	<p>A range of assessments and intervention strategies are used to reflect the person’s presenting issues.</p> <p>Assessment and intervention reflect NDIS goals.</p>
<p>Prescribe Assistive Technology and recommendations for home modifications funded under the NDIS and other external funding agencies; this includes the preparation of funding applications.</p>	<p>Recommendations and programs reflect the functional needs of the person in relation to their ADLs.</p>
<p>Provide ADL (activities of daily living) and functional capacity assessments within the client’s home or other natural setting and provide recommendations and intervention to ensure the client reaches their optimal level of function.</p>	<p>Assistive technology and home modifications are recommended to reflect the person’s needs.</p> <p>An efficient and effective service is delivered to clients according to the person’s goals and within allocated resources.</p>
<p>Manage a caseload of clients who may present with increasing complexity, multiple co-morbidities and functional limitations across multiple areas of their life.</p>	<p>Staff, families and others who interact with the person are trained in the person’s plan and intervention strategies.</p>

Provide information and skills training to clients, their carers/family and support workers as needed.	
<b>Role Priority 2: Work in collaborative relationships with all internal and external stakeholders in manner that is responsive to the needs of participants.</b>	
<b>Behavioural Guidelines</b>	<b>Evidence (KPI)</b>
Work cooperatively with the participant, families, staff and other key stakeholders.	<p>Positive feedback received from participants, their families, health professionals and other key stakeholders.</p> <p>Reports completed to a high standard and within required timeframes.</p> <p>Demonstrated ongoing engagement with a range of other key stakeholders.</p> <p>Increased Mercy Connect presence in the community.</p> <p>Record keeping systems utilised, participant notes and other documentation accurate and up to date.</p>
Write a range of reports and other communications in a professional manner, which meets the requirements of the intended audience.	
Work cooperatively and in partnership with other health professionals and service providers to ensure a multidisciplinary approach to service delivery	
Maintain appropriate records including accurate clinical notes to ensure legal adequacy.	
Liaise with and provide therapy and progress reports to the NDIS, Support Coordination, external organisations and other referrers/ funding bodies as required	
Represent Mercy Connect and attend and participate in local forums and networking opportunities	

<b>Role Priority 3: Be an ongoing role model for high quality clinical practice by identifying and delivering benchmarked best practice services.</b>	
<b>Behavioural Guidelines</b>	<b>Evidence (KPI)</b>
Participates in professional development opportunities to support continuous learning relevant to the position.	<p>Maintains professional requirements of the position.</p> <p>All mandatory training completed within required timeframes.</p> <p>Adherence to Mercy Connect's policies and procedures.</p>
Is aware of and complies with all Mercy Connect relevant policies and procedures.	
Identify and implement policies and practices that are benchmarked against best practice standards.	

Participate in business/ operational reviews including research as relevant.	Demonstrated understanding of and participation in ongoing business improvement and research initiatives.
Participates in regular supervision and annual performance appraisal.	Completed annual performance review in accordance with guidelines and within the agreed timeline.

I acknowledge that:

Statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive

I have read, understood and accepted the above position description and associated attachments.

Employee signature:

Print name:

Date:

Line Manager:

Print name:

Date: