

Position Title: Occupational Therapist, Grade 2 (Mental Health)

Campus: Ballarat

Directorate: Grampians Mental Health & Wellbeing Service (GMHWS)

Department: Secure Extended Care Unit (SECU)

Reporting to: Operational - Nurse Unit Manager
Professional – Occupational Therapy Discipline lead, Mental health

Supervisee's: Occupational Therapy students, Grade 1 Occupational Therapist

Appointment Terms/Conditions:

Classification and Code: Occupational Therapist Grade 2 (YB20-YB23)

Enterprise Agreement: Victorian Public Mental Health Service Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

Occupational Therapists at Grampians Mental Health and Wellbeing Service partner with individuals, groups and communities to promote health and wellbeing through the therapeutic use of occupation. Occupational Therapists, explore the interconnection between person, environment, occupation and how it enables or restricts participation in meaningful activities.

Occupational Therapists promote a rights-based approach to occupational justice, ensuring people feel safe to participate in occupations they need and want to do, and have choice, control and access to a range of occupations that support people to reach their potential.

The Occupational Therapist, Grade 2 (mental health), will work at the Secure Extended Care Unit (SECU) providing high quality, occupation-focused, evidence-informed care in collaboration with the consumer and their chosen supports, multidisciplinary team and external support networks.

Core domains of Occupational Therapy practice include vocation, safe driving, sensory modulation and building skills in emotion regulation, functional recovery, occupation-focused group and individual therapies, community participation and discharge planning, and enhancing environments to support participation in meaningful occupations. The Occupational Therapist plays a key role in reducing restrictive interventions and within the therapeutic program.

The therapies provided by Occupational Therapists include:

- Occupation-focused individual therapy and skills building; i.e therapeutic use of occupation, activity grading, time use, values, cognitive remediation
- Occupation-focused groups
- Enhancing and adapting environments
- Sensory modulation; group and individual, assessment and application of skills
- Working with the NDIS for assessments and applications

The Occupational Therapist will be involved in the GMHWS Occupational Therapy Network including monthly meetings, professional development, connection with Occupational Therapists from across the state, clinical supervision from another GMHWS Occupational therapist, support from Occupational Therapy Lead and Educators, career pathways and progression, and involvement in the graduate and student program.

The Grade 2 Occupational Therapist may be required to complete other tasks as outlined by NUM or Occupational Therapy discipline lead in relation to Occupational Therapy services across GMHWS.

KEY ACCOUNTABILITIES

Effective, high quality and human rights-based recovery-oriented clinical service delivery

- Deliver occupational therapy group and individual evidence-based treatment and interventions that support consumers admitted to the units.
- Provide specialist consultations, assessments, and appropriate evidence informed occupational therapy interventions to assist in better outcomes for consumers and families/carers.
- Work collaboratively with the multidisciplinary team to provide occupational therapy services and evaluation of its effectiveness, individually and in groups.
- Lead and support the multidisciplinary team regarding sensory modulation assessment and interventions to promote wellbeing and recovery, and where appropriate, assist in managing arousal, distress and enabling participation in meaningful occupations.
- Demonstrate behaviours that supports a recovery-oriented approach to care.
- In collaboration with the multidisciplinary team, monitor and facilitate the progress of consumers through the course of their treatment from admission to discharge with a specific focus on improving

functional capacity and participation, maintaining and establishing robust supports in the community to enhance recovery and help prevent relapse and avoid potential readmission.

- Liaise with relevant area mental health services, NDIS & other community stakeholders in the coordination of supports when preparing consumers for discharge; including a range of agencies- Accommodation, Legal, Education, Centrelink, Multicultural, and private practitioners (GP's, Private Psychiatrists, and Allied Health etc.)
- Contribute to case conferences and clinical discussions, ensuring psychosocial factors are considered in treatment planning, rehabilitation and discharge planning.
- Support and actively ensure the engagement of consumers, carers and families in treatment planning and review process.
- Communicate effectively with consumers, carers, family members, supporters, colleagues and other service providers.
- Active participation in Safe Wards initiatives.

Leadership, program development and professional development

- Participate in and meet the standards of the Grampians Health Performance Development & Review Program
- Contribute discipline expertise to program and service development, especially focusing on person-centred, occupation-based interventions and assessment.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- The Occupational therapist provides professional supervision to students and Grade 1 Occupational therapists
- The Occupational Therapist participates in regular professional supervision and reflective practice with their Occupational Therapy supervisor and line management with the NUM. Supporting the growth and development of the occupational therapy program at GMHWS by participating in Occupational Therapy activities and promotion of Occupational Therapy practice.
- Maintain accurate and contemporaneous evidence based clinical documentation whilst maintaining the privacy and confidentiality of the consumer's personal information.

KEY SELECTION CRITERIA

Qualifications

- Unrestricted registration as an Occupational Therapist with the Australian Health Practitioners Registration Agency (AHPRA).
- An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.).

Technical/Professional Knowledge and Skills

- Relevant post graduate clinical experience as an Occupational Therapist.
- Demonstrated clinical experience in the provision of mental health and risk assessment and intervention skills.
- Growing knowledge of theoretical frameworks, specialist occupational therapy assessment, formulation, evidence-based therapeutic interventions.
- Comprehensive knowledge and experience sufficient to lead the professional development of self and others, including supervision and education
- Excellent interpersonal skills and ability to communicate effectively with consumers, families, carers, colleagues and other service providers.
- Complies with, and is an active role model, with the Australian Occupational Therapy competency standards, Code of Ethics and relevant legislative and practice frameworks.

Work Environment

- Demonstrate effective communication and interpersonal skills which includes the ability to develop and maintain effective working relationships with colleagues and other health service providers, conflict resolution, influencing others, and facilitating open discussions.

- Ability to work independently as well as within a multidisciplinary team.
- Demonstrated competency in IT.

Personal attributes

- Demonstrated commitment to learning through reflective practice, professional development, and translation of knowledge into practice.
- Demonstrated understanding of and commitment to Grampians Health values of Collaboration, Compassion, Accountability, Respect and Innovation.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.