

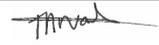
Job Description Details	
Job Title	Graduate Occupational Therapist
Department/Division	Allied Health, Operations
Reports to	Service Manager / Program Manager / Service Lead / Senior Therapist – Occupational Therapist
Direct Reports	Nil
Agreement	Brightwater Care Group Health Services Union of WA Enterprise Agreement

Brightwater Mission
<p><i>Pursuing the Dignity of Independence</i></p> <p>For Brightwater, no one is beyond care. Here, we value the potential that lives inside each and every one of us, no matter what that looks like. Our amazing ability to strive towards our best self every day, to keep learning and to keep growing. This drives all that we do. Sure, it's not always easy, but this journey that we're on together comes with its own reward. This pursuit of independence brings with it the dignity of control over our own lives. And everyone deserves the right to pursue that.</p>

Commitment to Mission and the Brightwater Spirit	
Embrace and apply the Brightwater Spirit – our values and behaviours – in all interactions with staff and customers. Our commitment to the Brightwater Spirit enables us to achieve our Mission, <i>Pursuing the Dignity of Independence</i> .	
Caring	We care for and about each other. We work together to provide inclusive and relevant services in ways that meet the needs and goals of our clients.
Authentic	We are open and genuine, enabling us to build meaningful relationships with our clients and each other.
Progressive	We are inspired to continuously improve ourselves and our services for the benefit of our clients.
Courageous	We find strength in order to make a difference.

Diversity and Inclusion Statement
At Brightwater, we welcome people with the full diversity of life experiences, thoughts and beliefs. We foster a culture of inclusion, collaboration and innovation where our clients and staff can flourish.

Position Purpose
<p>This graduate position is for an Occupational Therapist participating in Brightwater's Allied Health Graduate Program. During the term of the Graduate Program, the Occupational Therapist (OT) is responsible for working as an OT in a multi-disciplinary team to assess the client, determine individual capabilities, set realistic goals, and facilitate the achievement of these goals while optimising functional performance in relation to activities of daily living, wellbeing, leisure pursuits and vocation/education within a residential, rehabilitation or community setting.</p> <p>As a Graduate Program OT, the OT is responsible for actively participating in their professional development to grow their clinical and leadership skills while completing rotations between residential aged care, community aged care, community disability, and Acquired Brain Injury Rehabilitation.</p>

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Occupational Therapist, Graduate Program	0	14/10/22	Allied Health Manager	 Chief People & Culture Officer	
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Key Duties/Accountabilities

1. Ensure all care/rehabilitation practices are provided in a manner that promotes the personal values of the client, and adheres to relevant policies of Brightwater Care Group, appropriate professional Code of Ethics, and to relevant legislation affecting professional practice and other relevant standards and guidelines.
2. Use the OT process to assess, plan, implement and evaluate individualised outcome-based care needs within an interdisciplinary team model and in partnership with the client and their representatives, and other relevant stakeholders. This includes leading the assessment, consultation and facilitation of the prescription and management of technology/adapted equipment and appropriate seating requirements.
3. Complete all professional development requirements of the Graduate Program, utilising all opportunities to apply and improve clinical practice and share learnings.
4. Provide training and supervision support as required. This includes training Therapy Assistants to implement therapeutic interventions within their scope. and supporting IPE programs.
5. Complete Brightwater documentation to the required standard, and actively collaborate with the client and the rest of the multidisciplinary team to ensure that the care plans for the clients are relevant and appropriate.
6. Communicate with clients and their representatives in regards to identifying the client's individualised goals, developing the client's OT care plan, answering questions, facilitating relevant educating and training, and providing information about the OT treatment and care, showing respect for individuals.
7. Provide OT services in a responsible, cost effective and efficient manner, with an awareness of the appropriate use of human and other resources. This includes supporting the AN-ACC process (residential aged care only) and NDIS process where relevant.
8. Identify areas for improvement and use a continuous quality improvement approach to problem solving. This includes collaborating with colleagues, facilitating quality improvement activities and acting as a change agent in response to agreed changes.
9. Supervise the work of Therapy Assistants, delegating the implementation of therapeutic activities to Therapy Assistants as appropriate, regularly obtaining feedback from Therapy Assistants regarding client's performance during therapy activities. The OT should also provide feedback to Therapy Assistants and their manager regarding their work performance.
10. Provide guidance to the on-site volunteer program to support meaningful client activities.
11. Actively contribute to the creation and maintenance of the home/social environment in which emotional, physical, spiritual and cultural needs are met.

Key Working Relationships

1. Internal Allied Health professionals.
2. On site Therapy Assistant team, nursing staff, care staff and Service Manager/Program Manager/Service Leads.
3. Senior Allied Health professionals, including Allied Health Manager.
4. External stakeholders, including GPs, hospitals, community health or disability providers, government agencies.

Professional Development

1. Accept responsibility for updating/developing own knowledge/skills in relation to clinical practice.
2. Actively participate in opportunities for performance feedback with a growth mindset, including reviews and check-ins; reflect on own performance and set goals.
3. Complete essential training courses within the required timeframes and embed learning outcomes to continuously improve skills and work performance.
4. Attend and contribute to staff meetings/discussions and collaborate with team members to improve outcomes.

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Safety and Health

1. Actively promote a positive safety and health culture by caring for self and others, demonstrating attention to physical, mental, emotional, cultural, and psychological safety.
2. Take proactive and responsible actions to avoid, eliminate or minimize hazards.
3. Accept responsibility for understanding and recognising the risks and hazards associated with work duties.
4. Report all incidents, hazards, and injuries immediately.
5. Use equipment, such as personal protective and manual tasks equipment, as trained and required.
6. Adhere to infection control principles and practices.

NDIS Risk Assessment

This position involves the direct delivery of specified supports or services to a person with a disability and therefore is a risk assessed role that requires the person to hold a valid and satisfactory NDIS Worker Screening Check.

Other Information

- This is a two-year position that is part of a dedicated Graduate Program.
- Milestones and goals need to be met to successfully complete the Graduate Program, including attendance, competencies, a quality improvement project, and internal and external learning.
- The OT will be rotated between services during the Graduate Program.

Selection Criteria – Qualifications, Skills, Knowledge, Experience

1. Qualified and registered with the Australian Health Practitioner Regulation Agency (AHPRA) as an Occupational Therapist than six months before the program commencement, or due to qualify and register with AHPRA as an Occupational Therapist before the commencement of the program.
2. Strong commitment to providing, and the capability to deliver, safe high quality care.
3. Demonstrated experience and competency as an OT to assess, plan, implement and evaluate client care.
4. Excellent written, verbal and interpersonal communication skills in various environments with a diverse range of people.
5. Strong person-centred skills in communicating and engaging with clients with high support needs including cognitive impairment, brain injury, and dementia.
6. Demonstrated ability to organise and prioritise tasks, work effectively under pressure, problem solve and meet deadlines.
7. Working knowledge of work health and safety legislation; Aged Care Act (1997); and/or Disability Services Commission Standards (1988).
8. First Aid Certificate less than 3 years old.
9. A reliable and registered vehicle with comprehensive insurance.
10. Current Western Australian 'C' Class Driver's Licence.
11. Satisfactory National Police Certificate obtained within the last 12 months.

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