



<b>Position:</b>	Occupational Therapist – Healthy Ageing (PN954)
<b>Division:</b>	Health Programs Division
<b>Section:</b>	Allied Health
<b>Salary Level</b>	ALL2
<b>Position Reports to:</b>	Manager – Healthy Ageing
<b>Location:</b>	Alice Springs (site as directed)
<b>Last Review:</b>	May 2026

## Role Description

The Occupational Therapist provides culturally-responsive high-quality occupational therapy services for older people within the Central Australian community. Services are predominantly delivered through the Commonwealth Home Support Program (CSHP).

The Occupational Therapist supports older Central Australian Aboriginal people to optimise independence and function within their personal, family and community roles. The Occupational Therapist fosters self-determination of clients and community by facilitating choice and control over service delivery. The Occupational Therapist partners with service users, families, and stakeholders to enable progress towards each individual’s goals.

The role is primarily based in Mparntwe (Alice Springs); occasional remote travel may be a requirement of this position

## Team Description

Congress is an Aboriginal Community Controlled Health Service that provides comprehensive primary health care services to Aboriginal people in Mparntwe (Alice Springs) and various remote communities in Central Australia.

The Occupational Therapist works as a part of a multi-disciplinary team (MDT). This position sits within the Community Allied Health Team, in the Health Programs Division. The Occupational Therapist works with the Manager – Healthy Ageing to develop and promote the service in partnership with community. The role operates within the Congress Cultural Safety Framework and other relevant policies and procedures.

Within Congress, the Occupational Therapist works closely with other allied health clinicians, Aboriginal allied health assistants, and cultural advisors. Within the Central Australian community, the Occupational Therapist works across the aged care, disability, health, and community development sectors to deliver services. Key inter-agency relationships are with aged care providers, disability advocates, and external aged care providers.

## Responsibilities

<p><b>MAIN DUTIES</b></p> <p><i>(This is not a comprehensive list of all duties required of the position)</i></p>	<ul style="list-style-type: none"> <li>• Deliver person-centred, evidence-based occupational therapy services; including equipment prescription, home modification, functional assessment, cognitive assessments and group classes.</li> <li>• Manage caseload independently, working with senior colleagues and management to promote patient safety and quality.</li> <li>• Provide strengths-based advocacy for the rights and needs of Aboriginal people</li> <li>• Work collaboratively with other members of the multidisciplinary team</li> </ul>
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	<ul style="list-style-type: none"> <li>• Work in adherence to monitoring and evaluation indicators and service targets</li> <li>• Work to a very high standard of personal clinical performance; engage with supervision to increase skills and knowledge, and be responsive to feedback</li> <li>• Provide high quality education and information to older Aboriginal community members about aged care services; involve people and their families in decision-making, and ensure older people are aware of their rights</li> <li>• Is aware of and works within the Aged Care Quality Standards and Code of Conduct</li> <li>• Undertake other duties (and training) that are safe, legal, logical and responsible while being within the limits of employee’s skill, competence and training, consistent with the position classification.</li> </ul>
<p><b>WORK ORGANISATION</b></p> <p><i>(Planning and coordination)</i></p>	<ul style="list-style-type: none"> <li>• Build comprehensive understanding of the principles of community-control, and its contribution to the safety and quality of healthcare; actively contribute to organising service delivery to be client-centred</li> <li>• Work within a multidisciplinary supervision framework; work within the supervision of senior clinicians, and Manager –Healthy Ageing; actively take part in mentoring early career professionals, students, and Aboriginal allied health assistants</li> <li>• Deliver services via individual consults or group sessions as appropriate; deliver services at various sites, including within Congress clinics, home visits, and other community sites</li> <li>• Contribute to Congress’ Continuing Quality Improvement program</li> <li>• Build and maintain strong relationships with other health service providers and community stakeholders to optimise client outcomes</li> <li>• Support a strong team and workplace culture committed to the organisation’s strategy, mission, vision and values outlined by the board</li> <li>• An understanding that from time to time, there may be a requirement for deployment to other Congress Clinics</li> <li>• Be an active team member and support a service-based work culture showing commitment to the organisation’s strategy, mission, vision, and values outlined by the board.</li> <li>• Take all reasonable steps to support the employment, professional development, and promotion of Aboriginal people across all parts of Congress.</li> </ul>
<p><b>WORK HEALTH AND SAFETY</b></p>	<ul style="list-style-type: none"> <li>• Take reasonable care for your own health and safety and for the health and safety of anyone else who may be affected by your acts and omissions in the workplace.</li> <li>• Work in accordance with Congress’ WHS policy, the WHS Act, Regulations and Code of Practices.</li> <li>• Ensure WHS non-conformances or incidents/injuries are notified.</li> </ul>
<p><b>VALUES AND BEHAVIOURS</b></p>	<ul style="list-style-type: none"> <li>• Conduct all work in line with Congress values which are: <b>Cultural Integrity, Respect, Accountability, Compassion and Self-determination.</b></li> <li>• Apply the cultural framework and adhere to community specific protocols in all aspects of work with Congress.</li> <li>• Apply strict confidentiality practices and guidelines to all patient, client, personal and commercially sensitive information</li> </ul>



## Person Requirements (*Qualifications & Attributes*)

### ESSENTIAL

1. Bachelor of Occupational Therapy or equivalent qualification and current registration with the Australian Health Practitioner Regulation Agency (AHPRA).
2. Ability to partner effectively with community members, including them in goal setting, care planning and care co-ordination to identify priorities.
3. Willingness, ability and appropriate levels of health and fitness to travel to and work from remote locations.
4. An understanding of the historical and contemporary context of Aboriginal health, the social determinants of health, and the philosophy and practice of Aboriginal Community Control.
5. Current NT Driver Licence or equivalent or the ability to obtain.
6. Is not listed on the register of banning orders by the Department of Health and Aged Care.
7. Willingness, ability and appropriate levels of health and fitness to travel to and work from remote locations.

### DESIRABLE

1. Is of Aboriginal descent; identifies as an Aboriginal person; and is accepted as an Aboriginal person by the Aboriginal community
2. Experience working with Aboriginal people.

### Appointment Conditions

- Employment with Congress is conditional on the employee providing NT Working with Children Check (Ochre Card), NDIS Worker’s Clearance and Satisfactory Criminal History Check.
- Employee interaction with residents within communities will be taken into account as part of the final performance assessment during the probation period.
- Persons being considered for a position with Congress may be required to undergo a pre-employment medical examination and drug screen to determine fitness to perform nominated duties.

Position Description Authorised by:

*Marah Prior*

May 2026

**Marah Prior - General Manager Health Programs Division**

#### ACKNOWLEDGEMENT

I have received a copy of the Position Description and have read and understand its contents.

<b>Employee Name</b>	Signature	Date
<b>Supervisor Name</b>	Signature	Date