

Occupational Therapist (inc. specialisation)



The purpose of this position

The **purpose** of the position is to work collaboratively with clients and services to undertake comprehensive assessments to develop, implement, monitor and review client plans that enable children and adults of all ages to achieve their goals

About the position

- This position is within Child & Family Services. It is part of various team/s.
- This position **reports to** the Manager
- Reporting line may vary depending on location and service size
- This position does not have any direct reports This position may have direct reports, positions vary
- This position has the following direct reports:
- 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 does require a working with children related clearance (when designated Child & Family)
- The position is a Individual Contributor level of the Capability Framework.

Key areas of responsibility

- 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 individual and/or family and may be required to carry a caseload of designated clients, depending on the service type.
- Coordinate the delivery of occupational therapy services to assess, diagnose and treat children and adults 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.
- Act as a subject matter expert in the areas of child development and occupational therapy.
- 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 development 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.
- Work with the Practice Leader and Senior Practitioners to build capability across the team.
- Advise the Manager of any significant changes or concerns regarding the client, their home environment, wellbeing, their services, or other risks, as soon as possible.

The Benevolent Society

Occupational Therapist (inc. specialisation)



- 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 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.

Capability Framework

The Capability Framework defines the essential knowledge, skills, behaviours and attributes individuals need to success in their roles. It provides the organisation with a shared language and clear expectations across all levels of the organisation. The Capability Framework can be accessed [here](#) **internal document only**.

Key outcomes

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

- The way we work with clients with complex needs is effective and appropriate support interventions are identified
- Child & Family Practitioners and Child Development Specialists feel supported when working with clients with complex needs
- Processes and frameworks are well understood within the team
- Occupational Therapy services are timely and effective

Key Capabilities

- Degree or diploma qualified in occupational therapy
- Eligibility for membership as an occupational therapist with the Australian Health Practitioners Regulations Agency (AHPRA)
- Previous experience working with children, adults and parents/care givers where the children and/or young people have complex needs
- Ability to communicate effectively with children, young people and adults
- Understanding of the impact of 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

The Benevolent Society

Occupational Therapist (inc. specialisation)



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

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 needs 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 documentation

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.

This position may require:

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|-------------------------------------|---|-------------------------------------|------------------------|
| <input 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. | | |

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Key relationships

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

Within The Benevolent Society:

- Team Leaders
- Child & Family Practitioners
- Child Development Specialists
- Senior Practitioners
- Support Workers/Educators
- Manager, Practice Support
- Other allied health practitioners

Outside The Benevolent Society:

- Clients
- Foster carers/Kinship carers
- Birth families
- Local schools
- Allied health practitioners