

Occupational Therapist

status	Full Time, Fixed term (FT)
FTE	1.0
network	Services
agreement	Allied Health Professionals(Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022-2026
classification	Grade 2
reports to	Discipline Lead – Occupational Therapy, Emily Cheetham

about us	cohealth is a not-for-profit community health organisation. We provide health and support services in Melbourne's CBD, northern and western suburbs, and on the East Coast of Tasmania. Our work is guided by our Strategy 2025–2035, a bold pathway toward our vision of healthy communities, healthy people.
what we do	We partner with communities to improve health and wellbeing and address health and social inequality. Our aspiration is for healthier communities where everyone – regardless of background or geography – can access quality care and experience better health and social outcomes.
our organisation	<p>cohealth is driven by a 10-year strategy shaped by over 900 coworkers, clients, community members, and partners. We aim to be the exemplar of place-based, integrated, person-centred care that empowers individuals and communities across Australia. To achieve this, we are focused on three strategic objectives:</p> <ul style="list-style-type: none"> • Demonstrating the value of the cohealth model • Enhancing the sustainability and resilience of our organisation • Scaling our impact <p>Our work is underpinned by five key enablers: people and culture, community connection, partnerships, ways of working, and infrastructure.</p>
our people	People who work at cohealth are passionate about social justice and committed to delivering high quality health care and promoting and protecting human rights.

network overview

Services Network

Our vision is for healthy communities and healthy people. We do this by providing care for individuals, community, and society, improving the health and wellbeing of the communities we serve, and addressing inequality in society.

We champion universal health care and human rights and strive for health and social equity. This is what we mean when we say care for all. Care for all is achieved when all people have access to the full range of health services they need, when and where they need them, and without financial hardship.

cohealth's services network delivers strong, people-centred primary and community health care that prioritises individuals and communities experiencing inequality. Our services focus not only on preventing and treating disease and illness, but also on helping to improve wellbeing and quality of life.

position overview and purpose

The Occupational Therapist is responsible for evidence based, client centred assessment and care for people 18 years or older with a wide range of medical conditions, disabilities, ages and their carer. The Occupational Therapist utilises a diverse range of skills on site, in the client home or community to optimise meaningful activity participation.

The Occupational Therapist will work within a multidisciplinary team to provide holistic and coordinated healthcare. Using a strengths-based approach cohealth Occupational Therapists will collaborate with clients, their carers and other service providers, to develop meaningful care plans. Use of Goal Directed Care Plans to formulate client centred services plans are at the core of our business. This includes a focus on educating and empowering clients to adopt self-management strategies to improve their health which is underpinned by health literacy principles.

Directed by client goals, the Occupational Therapist completes a holistic assessment to determine appropriate treatment options including but not limited to new skill development or retraining, activity adaption, home or environmental modifications, and trial and prescription of equipment. Liaison with external organisations for comprehensive and effective follow-up for consumers is a key part of the role.

This is a 12 month maternity leave role based between Kensington and Braybrook.

diversity and inclusion

We want people of all ages, gender identities, sexualities, cultural backgrounds, and abilities to feel safe to bring their whole selves to cohealth. We are a Rainbow Tick Accredited organisation with over 20% of our staff from the LGBTQIA+ community. To find out more about us click [here](#)

key accountabilities

<p>direct care services</p>	<ul style="list-style-type: none"> • Provide evidence based, client centred and flexible Occupational Therapy service to clients or groups of clients including people from marginalised, vulnerable and CALD backgrounds • Provide timely services across a range of funding sources including CHSP, Home Care Packages and HACC-PYP in line with agreed daily targets • Facilitate an open therapeutic relationship where the consumers can inquire and learn about a range of health-related matters and engage in self-management • Participate in multidisciplinary coordinated care activities to meet the needs of the target group • Refer, consult and liaise with staff within the organisation and other local agencies to ensure a holistic multidisciplinary approach to health care provision • Develop, review and evaluate Occupational Therapy direct care and health promotion programs using a codesign approach • Incorporate health education into direct care contacts using health literacy principles • Provide Allied Health Assistant supervision and Grade 1 Occupational Therapy supervision which results in increased confidence, skill level, self-awareness and job satisfaction for the supervisee as required • Participate in and contribute to quality student supervision and related tasks to support Occupational Therapy student placement and professional skill development • Perform other duties consistent with the aims and objectives of cohealth as directed by the Discipline Lead - Occupational Therapy • Establish and maintain effective working relationships with stakeholders to ensure comprehensive and effective client management and service delivery
<p>quality improvement</p>	<ul style="list-style-type: none"> • Ensure safety and maintenance of Occupational Therapy equipment and supplies • Adhere to relevant policies including infection control • Actively participate, develop or lead in Occupational Therapy and multidisciplinary quality improvement activities including organisational and discipline meetings • Develop systems that promote Occupational Therapy referral, assessment and intervention in a holistic capacity • Participate in quality assurance activities to evaluate safe practice
<p>administrative responsibilities</p>	<ul style="list-style-type: none"> • Maintain and complete client files and statistical/program records in keeping with the organisation's policy and funding requirements

	<ul style="list-style-type: none"> • Have appropriate knowledge of the funding agreements underpinning their role and be accountable to meeting those requirements • Participate in the recruitment and selection of staff as appropriate
team & policy development	<ul style="list-style-type: none"> • Participate in the planning, development and evaluation of Occupational Therapy and multidisciplinary team services • Professional conduct in the execution of all duties by regulating own behaviour and understanding organisational structure and culture • Establish and maintain effective working relationships with stakeholders and regularly participate in team and organisational activities
culture and teamwork	<ul style="list-style-type: none"> • Champion cohealth's culture to promote teamwork, employee development and empowerment in order to foster a culture of high performance and a workforce which demonstrates behaviours consistent with cohealth's values
quality and continuous improvement	<ul style="list-style-type: none"> • Contribute to the principles of continuous improvement as contained in cohealth's quality system and ensure compliance with cohealth policies/procedures • Contribute to the implementation and improvement of the quality systems within cohealth, in particular the Services Network, and ensure compliance with documented procedures and processes
health & safety compliance	<ul style="list-style-type: none"> • Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all (employees, contractors, volunteers) • Maintain awareness of and compliance with health and safety policies and procedures to maintain a safe working environment • Take corrective action to remedy safety hazards or risks and restore a safe working environment

key selection criteria

- Demonstrate clinical skills expected of a Grade 2 Occupational Therapist including effective assessment and intervention planning in line with innovative and evidence-based practice
- Excellence in the delivery of community based Occupational Therapy services and demonstrated ability to work effectively across a multidisciplinary service and with marginalised clients and those who have complex needs including CALD groups
- Demonstrate clinical reflection skill utilisation and translation of knowledge to inform clinical care

- Commitment to delivery of building an efficient Occupational Therapy service including implementing centre-based care
- Sound decision making skills with a focus on identifying and understanding issues, problems and opportunities and developing client centred goals
- Ability to strengthen key agency partnerships
- Demonstrated knowledge of health literacy principles
- Demonstrated capacity to manage competing priorities and to deliver high quality outcomes
- Understand budget parameters and where possible present possible strategies for improvement
- Be conversant with computer systems and other technology relevant to the position. Including utilisation of telehealth service delivery as required
- Highly developed communication and interpersonal skills and Demonstrate ability to work with Occupational Therapists and other colleagues across site collaboratively (face to face or virtually)
- Demonstrated understanding and commitment to the principles of community health and principles of chronic disease management
- Commitment to professional development and quality improvement
- Demonstrates commitment to supporting development or supervision of Allied Health Assistants, grade one Occupational Therapists and/or Occupational Therapy students
- Demonstrated commitment to community participation, multidisciplinary team care and ongoing engagement with consumers
- A current Drivers Licence

position requirements

- Tertiary qualification in Occupational Therapy
- Registered with Australian Health Practitioner Regulation Agency (AHPRA) or intend to register
- Registered State-Wide Equipment Program (SWEP) provider or willing to become registered
- Working with Children's Check (WWCC)
- Nationally Coordinated Criminal History Check (NCCHC)
- Victorian Driver's License
- Immunisation Category B to be produced for sighting upon request

cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.

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