

Position Number: **Benchmark Job #171**

Ministry: BC Mental Health Society

Branch: Occupational Therapy

Location: Riverview Hospital

Working Title: **Occupational Therapist**

Level: Range 24

NOC Code: 3143

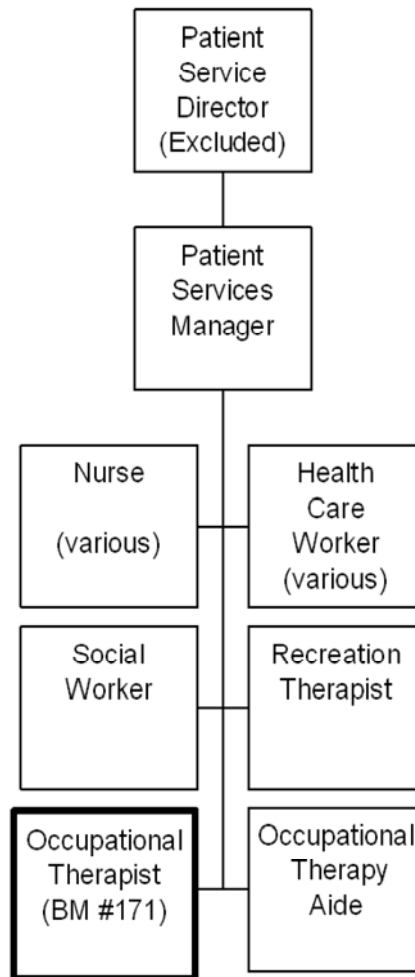
PRIMARY FUNCTION

To plan, conduct and evaluate occupational therapy services for assigned patients to prevent disability and promote, maintain or restore occupational performance, health and well being.

JOB DUTIES AND TASKS

1. Plans, conducts and evaluates occupational therapy services for an assigned patient caseload
 - a. assesses appropriateness of referrals, including consulting with treatment team
 - b. gathers patient medical and social history by reviewing patient files, interviewing patient and family members
 - c. uses clinical assessment tools to assess functional abilities and occupational performance of patients in self-care, work and leisure, and determines intervention required
 - d. develops individual patient treatment plan in accordance with assessment results and incorporates treatment needs into patient's Individual Plan of Care
 - e. addresses physical disabilities by providing services related to seating, mobility, swallowing assessments, adaptive living equipment, mobility aids and splinting
 - f. plans, implements and adjusts individual therapeutic programs, goals and objectives to meet the specific needs of patients, including group and individual therapy, to improve and maintain skills in coping, communication, self esteem, meal preparation, money management, and community familiarization
 - g. leads life skills, psycho education, skills-oriented or activity based therapeutic groups
 - h. observes and assesses patient behaviour and functional level and documents results of therapy in patient file and makes adjustments to treatment plans as required
 - i. prescribes, fabricates, provides and trains in the use of assistive devices
 - j. participates with inter-disciplinary team in discharge planning
 - k. advocates, assists and trains patients in accessing community resources
 - l. collaborates with treatment team to determine service priorities
 - m. recommends alternative services to the treatment team based on assessed needs
 - n. contributes to case management of assigned patients by participating as a member of the inter-disciplinary team, attending ward rounds, diagnostic and review conferences, and documenting patient progress in ward file
 - o. uses non-violent crisis intervention techniques to defuse hostile and aggressive behaviour
2. Performs other related duties
 - a. maintains and stores equipment and supplies in a secure area; arranges for replacement or repair, and ensures security and the safe usage of equipment

- b. requisitions or purchases supplies and equipment from established program funds
- c. estimates annual program material and supply needs, provides budget input to Patient Service Manager
- d. implements and submits reports to Patient Service Manager and/or Professional Practice Leader on Continuing Quality Improvement (program evaluation) activities such as outcome measures
- e. drives hospital vehicles to escort patients into the community for assessment and training purposes
- f. provides input on service standards and planning issues through monthly discipline practice council meetings
- g. provides clinical direction to Occupational Therapy Aides carrying out occupational therapy program activities
- h. coordinates and conducts educational sessions explaining and demonstrating occupational therapy programs to clients, family members, staff and/or students



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p>JOB KNOWLEDGE</p> <p>Understand the theory of occupational therapy to assess patients' needs; plan and implement individual and group therapy programs for assigned ward, such as life skills, psycho-education, skills-oriented or activity based therapy; prescribe and fabricate assistive devices and provide splinting and seating services for patients.</p>	H	280
2	<p>MENTAL DEMANDS</p> <p>Judgement to modify occupational therapy techniques with each patient to assess and determine interventions; plan, develop, implement and assess individual and group therapy programs; and design and prescribe assistive devices.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATION SKILLS</p> <p>Persuasion required to use basic counselling skills to encourage psychiatric patients to participate in occupational therapy sessions.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY</p> <p>Moderate coordination and dexterity required to use scissors and splinting materials to make or mould splints used in occupational therapy.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS</p> <p>Guided by institution policies and occupational therapy standards, plan and implement individual and group therapy programs for assigned ward, such as life skills, psycho-education, skills-oriented or activity based therapy; prescribe and fabricate assistive devices and provide splinting and seating services for patients.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES</p> <p>Some financial responsibility to purchase annual program materials and supplies from established program funds.</p>	C	15

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</p> <p>Moderate responsibility to drive light vehicle to escort patients into the community for assessments and training purposes.</p>	C	15
8	<p>RESPONSIBILITY FOR HUMAN RESOURCES</p> <p>Orients and trains volunteers and assigned patient workers and provides clinical direction to Occupational Therapy Aides carrying out occupational therapy program activities.</p>	B	9
9	<p>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</p> <p>Considerable care and attention to provide direct occupational therapy to assigned psychiatric patients in an institution.</p>	E	40
10	<p>SENSORY EFFORT/MULTIPLE DEMANDS</p> <p>Focused awareness of others to frequently observe psychiatric patients to assess progress and capabilities during occupational therapy activities and outings.</p>	C	12
11	<p>PHYSICAL EFFORT</p> <p>Relatively heavy physical effort to occasionally push patients in wheel chairs.</p>	D	18
12	<p>SURROUNDINGS</p> <p>Exposure to frequent direct involvement with institutionalized psychiatric patients.</p>	C	6
13	<p>HAZARDS</p> <p>Significant exposure to hazards from frequently working around institutionalized patients during occupational therapy sessions, who may react violently.</p>	D	9

Total Points: 824

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