



### OCCUPATIONAL THERAPIST FAIRMOUNT HOME

#### POSITION SUMMARY

The Occupational Therapist is responsible for overseeing the delivery of Occupational Therapy services to the residents of Fairmount Home as well as providing support to the Rehabilitation Assistant. The Occupational Therapy provides resident care in alignment to the standards of the Ontario College of Occupational Therapists, the Long Term Care Homes Act and the policies and procedures of Fairmount Home. The Occupational Therapist will carry out the duties in alignment to the organization's mission, vision and values, and work to further its priorities.

#### SUPERVISION RECEIVED

Works under the supervision of the Assistant Director of Resident Care.

#### CORE COMPETENCIES

- Demonstrates the core Corporate competencies: Professionalism, Respect and Integrity; Client Service Orientation; Accountability, Commitment and Perseverance; Communication; Innovation/Process Improvement; and Teamwork
- Demonstrates the core Department competencies: Gentlecare™ Philosophy
- Demonstrates the core Position competencies: Professional Responsibility and Accountability; Knowledge-Based Practice; Ethical Practice; Self-Regulation; Service to the Public

#### KEY RESPONSIBILITIES AND ROLE EXPECTATIONS

- Performs the responsibilities of the position within the legislative and regulatory standards set out in the applicable Federal, Provincial and Municipal statutes; performs the responsibilities of the position consistent with the Operational policies of the County of Frontenac (County) and Fairmount Home
- Provides resident care according to the Gentlecare™ philosophy and within the scope of practice as set out by the policies of Fairmount Home while promoting, respecting and advocating for residents' rights, autonomy and privacy
- Assesses, oversees and implements the delivery of occupational therapy services to residents
- Documents resident assessment, progress, care plans and progress
- Collects data and prepares reports and statistics for management and regulatory reporting
- Reviews and revises occupational therapy policies and procedures including referral process to ensure they are current, for review by the Director of Resident Care
- Ensures quality management in occupational therapy services

- Coordinates applications for seating and trials with vendors
- Collaborates with other members of the interprofessional team on care plan initiatives, including feeding
- Monitors and maintains equipment inventory, including wheelchairs, walkers, cushions, etc. for use in therapy treatments by occupational therapy, recreational therapy and rehabilitation therapy

#### Health & Safety

- Protects own health and safety and the safety of others by adopting safe work practices, reporting unsafe conditions immediately, and attending all relevant in-services regarding occupational health and safety
- Follows all guidelines for employees and employers as legislated under the Ontario Occupational Health and Safety Act

#### Other Duties

- Completes other duties as assigned

***The foregoing description reflects the general responsibilities and expectations necessary to describe the principal functions of the job identified and shall not be construed to be all of the work requirements that may be inherent in this classification***

#### **EDUCATION AND EXPERIENCE:**

- Degree in Occupational Therapy; Master's preferred
- Current registration with the Ontario College of Occupational Therapists and the Canadian Association of Occupational Therapists
- Recent and related experience in seating, positioning and surfacing; experience in geriatrics preferred
- Assistive Device Program authorizer

#### **KNOWLEDGE, SKILLS & ABILITIES:**

- Demonstrated understanding and commitment to the Gentlecare™ philosophy
- Demonstrated understanding, acceptance and commitment to promoting the Home's mission, vision and values
- Demonstrated knowledge of all legislation and regulations pertinent to the role as well as an understanding of policies and legislation affecting the department
- Demonstrated commitment to client/resident-centered service/care
- Demonstrated respect for individual differences and competencies
- Demonstrated strong communication skills, both written and verbal and ability to communicate information to a diverse audience base
- Demonstrated professional work ethic and behaviours in interaction with internal and external contacts and the ability to express ideas clearly and concisely with ease and confidence in a professional, consistent and positive manner
- Demonstrated time management and prioritization skills with the ability to function within a fast-paced environment, responding with flexibility to changing priorities


- Demonstrated ability to adapt to change within an environment with a continuous process improvement mindset
- Demonstrated ability to be a team player who is able to establish and maintain effective working relationships with fellow employees, clients/residents and the public
- Demonstrated ability to build resiliency and be aware of own strengths and limitations
- Proven willingness to learn and acquire new information and skills
- Ability to problem solve using factual information
- Basic computer proficiency using Microsoft Office Suite of products including Word, Excel, Outlook; ability to use other patient care software applications applicable to the position
- Demonstrated ability to adhere to confidentiality while exhibiting discretion and good judgement
- Demonstrated understanding and commitment to health and safety policies, procedures and applicable legislation
- Demonstrated ability to attend work on a regular basis
- Satisfactory Criminal Reference Check and Vulnerable Sector screen
- Demonstrated ability to meet the physical demands of the position

**WORKING CONDITIONS:**

- Possible exposure to infectious diseases, bodily fluids or other undesirable environmental conditions
- Periods of time standing and walking
- Ability to lift up to 20 pounds
- Bending, lifting, carrying, gripping, reaching required
- Possible exposure to client/resident aggressive/defensive/agitated/disruptive verbal and/or physical behaviours

**COMPENSATION:**

- Probationary period as per applicable Collective Agreement
- Compensation and benefits as per the Collective Agreement

<b>Manager Signature:</b>	
<b>Date:</b>	February 22, 2018