

Occupational Therapist Job Description

POSITION TITLE: Occupational Therapist

PROGRAM: Long-Term Care Rehabilitation Services

SUMMARY

Under the direction of the VP Quality Improvement, the Occupational Therapist (OT) is responsible for working within a multidisciplinary team providing assessments and therapeutic interventions for Residents referred for Occupational Therapy Services. The OT serves as a resource and an educator to the Home's staff and Residents/Families for equipment, feeding, activities of daily living, and risk management.

STANDARDS OF PRACTICE

BiM Health Occupational Therapists will comply with the Standards as outlined by:

- College of Occupational Therapists of Ontario
- Ministry of Health and Long-Term Care
- Accreditation Canada

Occupational Therapists will adhere to Policies & Procedures of BiM Health and LTC Home.

RESPONSIBILITIES

- Accept referrals for service
- Conduct Occupational Therapy Assessments as per referrals
- Utilize evidence-based practice and best practice, along with outcome measures to guide clinical decision making
- If authorized, provide assessments and access funding under the Assistive Devices Program (ADP) to meet equipment needs, in compliance with all ADP required activities and documentation, as well as funding guidelines
- Create and oversee Resident- and Family-centered Care Plans; establish personalized treatment goals in collaboration with the Resident/Family
- Implement, monitor, and modify treatment to achieve Resident/Family goals in the areas of seating and positioning, activities of daily living, equipment use and safety, and strategies to improve function
- Participate in interdisciplinary care planning and Care Conferences, as well as Committees as required
- Educate Residents and Families, using sensitive and simple language
- Work with the LTC Home team for solutions following a change in function, to ensure high quality care and optimal safety
- Communicate effectively with the Resident/Family and LTC Home team regarding Care Plans, functional progress, and rehab equipment
- Document clinical findings and progress in the PointClickCare digital platform
- Prepare documentation and reports according to College and organizational standards
- Achieve established workload targets; accurately enter workload data

- Participate in continuous quality improvement program, including measurable outcomes, satisfaction feedback, and quality improvement planning
- Provide in-house staff education sessions on topics such as adaptive equipment for feeding, grooming, and mobility, as well as ergonomic set-up for staff injury prevention
- Maintain confidentiality pertaining to any information related to the Long-Term Care Home, BiM Health Services Limited Partnership, and Resident information

QUALIFICATIONS

Minimum Qualifications

- B.Sc. Degree in Occupational Therapy or equivalent degree
- Eligible for registration or registrant in good standing with the College of Occupational Therapists of Ontario
- Professional liability insurance
- Completion of satisfactory Police Vulnerable Sector Check (VSC) upon hire
- Up-to-date on required vaccinations, including 3 doses of COVID-19, influenza vaccine (or commitment to take anti-viral medications), MMR, DTaP, varicella, TB skin test

Required Skills and Attributes

- Adherence to code of ethics and standards of practice as defined by the College of Occupational Therapists of Ontario
- Knowledge/experience in evidence-based musculoskeletal and neurological practice, with a strong emphasis on improving functional outcomes
- Certified Assistive Devices Program (ADP) Authorizer
- Excellent interpersonal, organizational, clinical reasoning, and problem solving skills
- Superior communication skills, both written and verbal
- Flexible and adaptable to changing demands and schedules
- Caring and compassionate in all interactions with Residents and Families

Desirable Skills and Experience

Experience

- Working with individuals with musculoskeletal and neurological conditions, including cognitive rehabilitation
- Providing rehabilitation for the geriatric/frail elderly population in an integrated care setting, preferably in Long-Term Care Homes, with a Resident-centred approach

Tools and Equipment

- Adaptive equipment to assist with dressing and grooming; splints, braces, and orthotics
- Wheelchairs, scooters; seating and positioning aids

Technical Skills

- PointClickCare documentation platform