

OCCUPATIONAL THERAPIST



POSITION SUMMARY: The Occupational Therapist (OTR) provides resident assessment, establishes the Plan of Care, and provides direct or indirect resident care while following guidelines established within the scope of practice as defined by state and national certification and/or licensure – and as directed by a physician order. The OTR aids in the restoration of independent function/maximizing independent function through the implementation of an individualized care plan, providing the necessary resident, family, and care giver education required to assure improved quality of life. The OTR also supervises the Occupational Therapy Assistant(s) working under an established Plan of Care (POC) and within the scope of practice. As needed, the occupational therapist may fulfill the essential duties/function found within the Occupational Therapy Assistant (COTA) Job Description.

Position Schedule: Monday-Friday, 0800 – 1630 or individualized to meet resident need.

PERSONAL QUALIFICATIONS:

- Graduation from accredited occupational therapy program
- Michigan State licensure as OTR
- Experience in the SNF/LTC setting is preferred but not required

PRINCIPAL DUTIES AND RESPONSIBILITIES: The Occupational Therapist is responsible to be engaged in all aspects of the individualized POC through direct or indirect treatment, managing change, as well as, striving for the highest levels of independence and improved quality of life possible to each resident touched. Success in this endeavor is strengthened by demonstrating competence in, and ability to perform the following:

- Follow licensure guidelines and State of Michigan regulations while adhering to the occupational therapy scope of practice.
- Follow established departmental and facility wide Policy and Procedure.
- Understand and follow established facility Policy and Procedures as it relates to PHI and laws found within the HIPPA.
- Communicate regularly with prescribing physician and other health care professionals as it relates to the resident.
- Active participation in the programs related to total quality management – as well as active participation in the culture of awareness and support for quality resident care.
- Assist in the organization and establishment of Interdepartmental education programs for the interdisciplinary team at Canal View Houghton County.

- Personalized assessment/evaluation for the development of the occupational therapy POC.
 - Utilization of standardized testing/evidence based assessments for improved quality
- Consistent assessment of the resident's response to treatment programming with modification to the POC as needed.
- Issuance and management of customized/pre-fabricated orthotics/prosthetics required, or any assistive mobility devices required to meet the goals outlined on the occupational therapy POC.
- Provision of the necessary resident, family, or caregiver education and training required for increased efficacy and quality of care.
- Daily entry of utilized CPT codes throughout the course of a treatment session or the supervision of daily data entry.
- RE-evaluate or assess residents seen by the COTA as needed Provide the supervision of the COTA(s) per established standards of practice.
- Submission of daily documentation – writing the Daily Note in a timely manner.
- Meet payor based regulations and paperwork requirements through timely documentation from evaluation to discharge.
- Maintain licensure through established requirements and State of Michigan regulation.
- Maintain sense of continual personal quality improvement through attendance in the continuing education process and professional development opportunities.
- Attend and participate in any departmental or facility wide meetings.
- Support a culture of helping each other, teamwork, quality, and above all, compassion in the workplace.
- Punctuality/timeliness while reporting to anticipated arrival times.
- Participation in additional job duties as assigned.

Beneficial Skills & Abilities

- Computer keyboard data entry.
- The ability to maintain professional interpersonal communication both verbally and electronically at all times.
- Excellent time management, organizational skills, and ability to adapt.
- Flexibility, ability to manage change.
- Inclination toward teamwork, collaboration, and willingness to participate within a dynamic interdisciplinary team found at Canal View Houghton County.
- Ability to communicate with diplomacy, good judgement and professionalism with all types and levels of staff within the facility.
- Ability to work independently – without direct supervision.
- Strong desire for continued personal development – improvement.
- Strong ability to manage challenging and sometimes intensely emotional

interpersonal dynamics with residents, families, colleagues and/or the interdisciplinary team.

Conditions of Employment:

- Successful candidates must pass a pre-employment physical, medical history check, reference check drug screening, and criminal background check.
- Preference will be given to the candidate with proven experience and qualifications.

WORKING CONDITIONS – PHYSICAL REQUIREMENTS – WORK

ENVIRONMENT: Physical requirements for this position are classified as Medium under the Department of Labor Classification. The OTR must be capable of:

1. Exerting 20 to 50 pounds of force occasionally (less than 1/3 of the time) and/or 10 to 20 pounds of force frequently (1/2 of the time) and/or up to 10 pounds constantly (2/3 or more of the time) to move objects, equipment and/or residents.
2. While performing duties of this job, the OTR is regularly required to stand, walk, sit stoop, kneel, bend or crouch, use hands to manipulate tools, equipment, or controls.
3. Reach with hands and arms with functional upper extremity range of motion and strength.
4. The OTR is required to demonstrate typical balance, appropriate ergonomic lifting techniques, and the ability to perform resident transfers that require moderate to maximum assistance with use of the gait-belt.
5. The OTR is required to have the visual and hearing acuity sufficient to assess resident safety and levels of performance.
6. The OTR works mostly inside resident rooms, hallways, restorative nursing gyms, and/or skilled therapy gym.
7. The OTR is classified as Category I for the purpose of exposure determination under the OSHA regulations regarding the standard of Occupational Exposure to Bloodborne Pathogens (29 CFR 1910.1030).
 - a. Category I is defined as all procedures or job-related tasks that involve an inherent risk for mucous membrane or skin contact with blood, body fluids or tissues, or a potential for spills and/or splashes of blood or body fluids. The use of protective equipment and measures is required for every employee engaged in Category I tasks.
8. Working conditions may change and needs evolve.

The Working Conditions-Physical Requirements – Work Environment described above are representative of those encountered while performing the basic functions of the OTR

SUMMARY OF OCCUPATIONAL EXPOSURES:

Blood borne Pathogens: Tasks that involve exposure to blood, body fluids or tissue.

All procedures or other job related tasks that involve an inherent potential for mucus membrane or skin contact with blood, body fluids or tissues, or a potential for spills, splashes of them.

POSITION AUTHORITY AND ACCOUNTABILITY:

Position Reports To: Director of Rehabilitation or Assistant Director of Rehabilitation

COGNITIVE AND SENSORY REQUIREMENTS:

Talking: Necessary for communicating with others.

Hearing: Necessary for receiving instructions from others.

Sight: Necessary for visually completing jobs effectively and correctly.

Tasting and Smelling: Necessary to detect/identify odors, urine, bowel movement, vomit, gas fumes, smoke, burning, etc.

I have read and understand the above job description.

Signature

Date

Name (Please Print)