

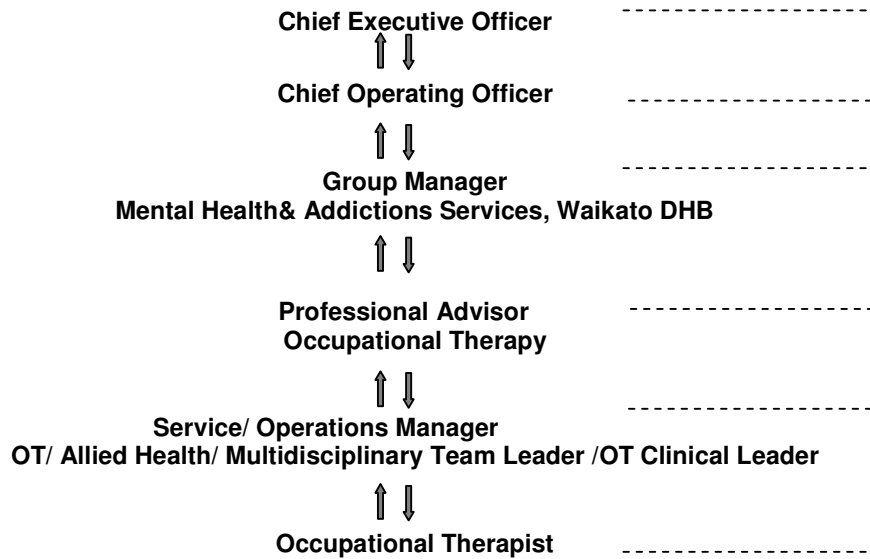
**Position Description**

**Position Title:** Occupational Therapist - Residential Rehabilitation service

**Responsible to:** Line Manager

**Date:** August 2009

**Place in Organisation**



**Position Holder's Name :** \_\_\_\_\_

**Position Holder's Signature :** \_\_\_\_\_

**Manager's Name :** \_\_\_\_\_

**Manager's Signature :** \_\_\_\_\_

**Date of Signature :** \_\_\_\_\_

**Sign back page** (Practice Level Definition/ Responsibilities, any conditions on Scope of Practice)

**Filing of the position description;**

- Manager ensures signed original is filed on Employee Personal File (Payroll)
- Employee keeps a copy in their Portfolio (along with Annual Performance & Development/ Credentialing Reviews and Continuing Competency & Recertification Framework)

### Purpose of the Position

- Responsible and accountable for providing good quality occupational Therapy in the Residential Rehabilitation Service in collaboration with the line manager, multidisciplinary team, OT team and relevant OT Clinical Leader.
- Responsible and accountable for the assessment, planning, delivery, evaluation and continuous improvement of client-centred Occupational Therapy; applying Occupational Therapy knowledge and skill to the management of service user/tāngata whaiora
- To encourage service user/tāngata whaiora to utilise their abilities and their environment to the maximum, using recovery and strength based approaches; and the Occupational Therapy Process (NZAOT)
- To contribute specific Occupational Therapy expertise in relation to physical, psychosocial and functional assessment, training in daily living skills, development and maintenance of environmental and social supports and the promotion of access to relevant employment, social and recreational activities. Occupational therapists are also expected to perform generic tasks as a component of their workload.
- “To facilitate opportunities for a person [service user/mental health service users] to choose, organise and satisfactorily perform meaningful occupations that are culturally defined and are age appropriate, for looking after oneself, enjoying life and contributing to the social and economic fabric of a community.” (NZAOT)
- To facilitate the development of appropriate individual and group programmes to assist in the rehabilitation of mental health service users in the residential, community and inpatient settings.
- To work in partnership with service users and NGO provider partner to deliver residential rehabilitation services.
- To contribute to the seamless transition of service user/tāngata whaiora through the continuum of care
- Supporting the OT Clinical Leader/ OT/AH Team Leader’s leadership of the OT Team
- Occupational Therapists are also expected to perform generic tasks as a component of their workload
- Promotion of health and well being within the community, in which partnership with people and organisations is a valued and shared responsibility.

### Nature & Scope of Responsibilities

Occupational Therapy Practice	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>Meeting requirements of Mental Health and Addictions Services Occupational Therapy within the Residential Rehabilitation service</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Understanding the service plan, philosophy and objectives of the Residential Rehabilitation service.</li> <li>○ Practicing within the Health Practitioners Competence Assurance Act 2003 and the Health and Disability Services Act 2001; and other legislative and regulatory requirements relevant to the service/site/specialty/profession.</li> <li>○ Adhering to Waikato DHB policies, procedures, protocols and guidelines</li> <li>○ Adhering to Waikato DHB Occupational Therapy procedures, protocols, guidelines; and related standards e.g. Health &amp; Disability Sector Standards.</li> <li>○ Maintaining accurate, complete, succinct, concise, and up to date documentation in the clinical record and other relevant service user//tāngata whaiora records e.g. care plans</li> <li>○ Maintaining accurate, complete and up to date statistics; and other statistical information as</li> </ul>

<b>Occupational Therapy Practice</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
	<p>required.</p> <ul style="list-style-type: none"> <li>○ Submitting statistical returns and relevant information as required by the end of the designated period</li> <li>○ Completing work within agreed timeframes and managing time effectively</li> <li>○ Balancing clinical and non clinical work priorities</li> <li>○ Delegating to/ supervising Occupational Therapy assistants/ admin/ support staff, where relevant.</li> <li>○ Maintaining effective liaison with service user/ tāngata whaiora, carers, family/ whānau, multidisciplinary team, general practitioners and other relevant health professionals, agencies and providers; enhancing service user management along the continuum of care</li> <li>○ Participates in orientation of new Occupational Therapists, assistants and other staff, where relevant.</li> <li>○ Participates in the education, training and development of other Occupational Therapists and health professionals, service user/tāngata whaiora, carers, family/ whānau</li> <li>○ Provides practical experience and guidance for Occupational Therapy students on clinical training placements; facilitating them to contextualise and apply theory into practice</li> <li>○ Acts as a resource to others regarding Occupational Therapy</li> <li>○ Uses Occupational Therapy to maximise client/ tāngata whaiora outcomes within resources available</li> <li>○ Uses Occupational Therapy to maximise client/ tāngata whaiora outcomes for health and wellbeing through a range of health promotion, illness/injury prevention, acute and rehab interventions and appropriate models of practice/frames of reference, according to client/ tāngata whaiora need and contract arrangements</li> </ul>
<ul style="list-style-type: none"> <li>○ <b>Providing Occupational Therapy intervention to service users in community and/or hospital settings, within a multidisciplinary team approach.</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Assessing and meeting the needs of service user/ tāngata whaiora in the home and community, which can be addressed through the application of appropriate models of practice/frames of reference; and the Occupational Therapy Process (NZAOT) <ul style="list-style-type: none"> <li>⌘ Referral/request for service</li> <li>⌘ Screen</li> <li>⌘ Identify theoretical approaches to be used</li> <li>⌘ Assess</li> <li>⌘ Set goals, plan intervention</li> <li>⌘ Implement plans</li> <li>⌘ Evaluate outcomes</li> </ul> </li> </ul>

<b>Occupational Therapy Practice</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
	<ul style="list-style-type: none"> <li>⌘ Discontinue OT within a multidisciplinary team approach</li> <li>○ Documenting succinctly and concisely in the clinical record and completing relevant reports, care plans etc</li> <li>○ Planning, implementation, interventions and decision making takes place in conjunction with service user/ tāngata whaiora, carers, family/whānau, multidisciplinary team and other key stakeholders</li> <li>○ Using the philosophical, therapeutic and treatment approaches relevant to the service/ specialty area</li> <li>○ Evaluating effectiveness of interventions according to stated objectives and modify accordingly</li> <li>○ Facilitating timely, co-ordinated and seamless service user/tāngata whaiora care, in collaboration with multidisciplinary team and key stakeholders</li> <li>○ Teaching/coaching service users/tāngata whaiora, carers, family/whānau in appropriate coping strategies and therapeutic interventions</li> <li>○ Maximising service user/tāngata whaiora and carer independence, quality of life and coping skills, within the family/whānau context</li> <li>○ Educating, teaching and reinforcing safety measures within service user/tāngata whaiora home/ work/ leisure environment</li> <li>○ Implementing the principles of the Treaty of Waitangi, through culturally appropriate practice</li> </ul>
<ul style="list-style-type: none"> <li>○ Maintenance of standards of professional practice</li> </ul>	<ul style="list-style-type: none"> <li>○ Be actively involved in formulating and implementing continuous quality improvement activities (to improve care, services, systems) in collaboration with relevant personnel (e.g. Manager, Team Leader, Clinical Leader, Professional Advisor, Quality &amp; Risk Coordinators, Health &amp; Safety Advisors, Human Resources)</li> <li>○ Be actively engaged in supervision (for self and others)</li> <li>○ Practice reflects current Occupational Therapy standards and is evidence based <ul style="list-style-type: none"> <li>⌘ OT Process Standards of Practice (NZAOT)</li> <li>⌘ Continuing Competence &amp; Recertification Framework and Portfolio (OTBNZ) <ul style="list-style-type: none"> <li>- Registration Competencies</li> <li>- Code of Ethics</li> <li>- Scope of Practice</li> </ul> </li> <li>⌘ Policies, procedures, protocols and guidelines (Waikato DHB)</li> </ul> </li> <li>○ Practice reflects related standards <ul style="list-style-type: none"> <li>⌘ State Service Commission Code of Conduct for Public Sector staff</li> </ul> </li> </ul>

<b>Occupational Therapy Practice</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
	<ul style="list-style-type: none"> <li>⌘ MECA - Allied &amp; Public Health &amp; Technical (PSA)</li> <li>○ Practice meets Continuing Competency &amp; Recertification Framework (OTBNZ) requirements and is evidenced in the Portfolio under the 7 Registration Competencies <ul style="list-style-type: none"> <li>⌘ Implementation of Occupational Therapy</li> <li>⌘ Safe, ethical, legal practice</li> <li>⌘ Culturally safe practice</li> <li>⌘ Communication</li> <li>⌘ Management of self &amp; people</li> <li>⌘ Management of environment &amp; resource</li> <li>⌘ Continuing professional development</li> </ul> </li> <li>○ Practice breadth, depth and complexity is commensurate with the relevant Practice Level Definition/Responsibilities (attached to the Position Description) <ul style="list-style-type: none"> <li>⌘ Level 1 Occupational Therapist (New Grad)</li> <li>⌘ Level 2 Occupational Therapist (New Grad/Junior)</li> <li>⌘ Level 3 Occupational Therapist (Junior)</li> <li>⌘ Level 4 Occupational Therapist (Jnr/Senior)</li> <li>⌘ Level 5 Occupational Therapist (Senior)</li> <li>⌘ Level 6 Occupational Therapist (Experienced Snr)</li> <li>⌘ Level 7 Occupational Therapist (Advanced Practitioner - includes specialty/site-specific Lead &amp; Coordinator)</li> <li>⌘ Level 7 Occupational Therapist (Team Leaders and Clinical Leaders - Designated Positions)</li> </ul> <p>Achievement is summarised and evidenced in the Portfolio</p> </li> <li>○ Achieves objectives (agreed in the annual Performance &amp; Development Review (Waikato DHB) and Continuing Competence &amp; Recertification Framework (OTBNZ)) which meet both: <ul style="list-style-type: none"> <li>⌘ Individual need (for development/ practice level)</li> <li>⌘ Service need (for improvement/ development)</li> </ul> <p>Achievement is summarised and evidenced in the Portfolio.</p> </li> </ul>

<b>Health &amp; Safety</b> <i>(compulsory content –cannot be altered)</i>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>To participate in and comply with the requirements of the Health &amp; Safety in Employment Act 1992 and associated Waikato DHB policies</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Work practices ensure safety for self and others</li> <li>○ Advice or assistance is sought before commencing an unfamiliar work practice</li> <li>○ Hazards are identified, control plans documented, and hazards eliminated, minimised or isolated</li> </ul>

<b>Health &amp; Safety</b> <i>(compulsory content –cannot be altered)</i>	
<i>Accountabilities</i>	<i>Performance Measures</i>
	<ul style="list-style-type: none"> <li>○ Comply with Waikato DHB incident reporting policy</li> <li>○ Emergency management procedures and compulsory / compliance education and training up to date</li> </ul>

<b>Risk Minimisation</b> <i>(compulsory content –cannot be altered)</i>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>To actively contribute to minimisation activities within the service.</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Contributes to the service's risk minimisation activities by: <ul style="list-style-type: none"> <li>⌘ Identifying risks</li> <li>⌘ Notifying the manager of these</li> <li>⌘ Participating in the service's risk minimisation activities</li> <li>⌘ Complying with Waikato DHB policies, procedures, protocols and guidelines</li> <li>⌘ Participating in audits</li> </ul> </li> </ul>

<b>Continuous Improvement</b> <i>(compulsory content –cannot be altered)</i>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>To actively contribute to Continuous Improvement activities within the service</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Contributes to the service's Continuous Quality Improvement by: <ul style="list-style-type: none"> <li>⌘ Identifying improvement opportunities</li> <li>⌘ Notifying the manager of these</li> <li>⌘ Participating in the service's quality improvement activities</li> <li>⌘ Providing good customer service</li> <li>⌘ Complying with standards</li> <li>⌘ Being responsive to customer requests or complaints</li> <li>⌘ Working to improve quality of service and customer satisfaction</li> </ul> </li> </ul>

<b>Team Member</b> <i>(compulsory content –cannot be altered)</i>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>Individual responsibilities actions and contributions enhance the success of the area/service/team and division</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Maintains a current knowledge of relevant issues, trends and practices</li> <li>○ Behaviour demonstrates cultural appropriateness and sensitivity</li> <li>○ Builds and maintains productive working relationships</li> <li>○ Participates as a member of designated group(s)</li> <li>○ Values individual effort, innovation and creativity</li> </ul>

<b>Team Member</b> <i>(compulsory content –cannot be altered)</i>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>Tiriti o Waitangi (Treaty of Waitangi)</b></li> <li>○ <b>Equal Employment Opportunities (EEO)</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Contributes to the service, division and organisation</li> <li>○ Work practices demonstrate and are consistent with The Toward Māori Health Gain Organisational Framework:               <ul style="list-style-type: none"> <li>↳ Partnership and shared decision making with Māori</li> <li>↳ Participation and consultation with Māori</li> <li>↳ Protection of Māori needs, values and beliefs</li> </ul> </li> <li>○ Demonstrates and understanding in health of barriers and disparities that affect Maori</li> <li>○ Demonstrates and encourages behaviour that recognises and is consistent with EEO principles and practices</li> </ul>
<ul style="list-style-type: none"> <li>○ <b>The staff member will perform such other duties as reasonably required by the manager in accordance with the conditions of the position</b></li> </ul>	<ul style="list-style-type: none"> <li>○ That all other additional duties are performed in an efficient manner, to the required time and within a negotiated timeframe.</li> </ul>

### Problem Complexity

The position holder

- Is responsible for delivering Occupational Therapy reflective of current standards of practice
- Working in both OT and multidisciplinary teams; enhancing quality along the continuum of care
- Works to improve systems and processes, to enhance the effectiveness and efficiency of service delivery
- Advises management on issues and trends relating to Occupational Therapy best practice and the impact of risk to the organisation
- Works in a variety of group and/or individual settings and manages complex and diverse situations
- Works in partnership with family/whānau, Occupational Therapy colleagues, multidisciplinary team, agencies and other key stakeholders to ensure best outcomes for service user/tāngata whaiora, within available resources.

### Scope for Action

The position holder

- Is responsible for the delivery and development of Occupational Therapy services to service user/tāngata whaiora groups, working collaboratively with service user/tāngata whaiora, family/whānau, multidisciplinary team, Manager, OT Clinical Leader/ OT/AH Team Leader and other key stakeholders
- Is responsible for effectively managing their work load and prioritizing their time
- Will exercise sound professional judgement in decision making. Seeks advice if unsure (e.g. from supervisor, Manager, OT Clinical Leader/ OT/AH Team Leader). Refers on any matters falling outside the scope of practice, in the first instance to the relevant Manager/ OT Clinical Leader/ OT/AH Team Leader. If local resolution cannot be achieved, advice may be sought from relevant personnel (e.g. Professional Advisor, Quality & Risk, Health & Safety, Human Resources)
- Is responsible for identifying opportunities for service improvement/development (both internally and externally) and providing recommendations to the relevant multidisciplinary team/ Manager/ OT Clinical Leader/ OT/AH Team Leader. Implements recommendations agreed to/ delegated by, the relevant Manager/ OT Team Leader/ OT Clinical Leader/ Professional Advisor

- Will work collaboratively with Managers to ensure contractual requirements are met. Must take cognisance of legal responsibilities with regard to practice within the Health Practitioners Competence Assurance Act and other relevant legislation and regulations
- Is responsible for ensuring optimal use of available resources
- Will establish and maintain effective working relationships with the relevant Manager, OT Clinical Leader, OT/AH Team Leader, OT team and multidisciplinary team, as this is key to individual and service success. Is responsible for acting on the instructions of the relevant Manager, OT Clinical Leader, OT/AH Team Leader; and for acting on the advice of the Professional Adviser
- Is accountable for their acts, omissions and Duty of Care
- No authority for budgetary expenditure or negotiating/signing contracts.

**Key external (national/ professional) legislation, regulations etc:**

Health Practitioners Competence Assurance Act 2003

- Continuing Competency & Recertification Framework (OTBNZ 2004)
  - ↳ Code of Ethics
  - ↳ Scope of Practice
  - ↳ Registration Competencies
- Health & Disability Sector Standards (including Mental Health Sector Standards) 2008
- Health & Disability Services Act 2001
- Code of Health Disability Services (Consumer Rights) Act 1996
- Privacy Act 1993 (including the Health Information Privacy Code)
- Health & Safety in Employment Act 1992
- NZAOT Occupational Therapy 'Process' Standards of Practice
- State Services Commission 'Code of Conduct' for Public Sector staff
- MECA Allied & Public Health & Technical (PSA 2007)
- ACC, Enable NZ, National Incident Management System
- All other relevant health sector legislation and regulations

**Key internal (organisational) requirements:**

- Waikato DHB strategic and operational plans
- Waikato DHB Clinical Governance (and Quality) Framework
- Waikato DHB policies, procedures, protocols, guidelines, in particular
  - ↳ Waikato DHB Credentialing Policy and OT Credentialing Procedure
  - ↳ Waikato DHB Performance Management Policy
- Waikato DHB OT Career Progression Framework (includes Practice Level Definition/ Responsibilities and incorporates the MECA for Allied & Public Health & Technical.

**Budget: Nil**

**Direct Reports: Nil**

**Relationships**

- Internal :**
- Service User/tāngata whaiora, family/whānau, caregivers
  - OT team and multidisciplinary team
  - Managers
  - OT Clinical Leaders, OT/AH Team Leaders (service-specific roles)
  - Waikato DHB OT Professional Adviser (organisation-wide role)

- Quality & Risk Manager/ Co-ordinators
- Health & Safety Advisors/ Human Resources Consultants
- Other Waikato DHB personnel.

**External :**

- Community agencies
- General Practitioners, PHOs
- Health professionals/Multidisciplinary teams
- Funding agencies
- Tertiary and other education providers
- Others as relevant, e.g. NGOs, justice system.

<b>Person Specifications</b>
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**Credentials**

**Essential :**

- Registered with the Occupational Therapy Board of New Zealand. Has current Annual Practising Certificate
- A World Federation of Occupational Therapy and Occupational Therapy Board of New Zealand recognised Degree/Diploma in Occupational Therapy
- Current NZ Drivers Licence
- Attained or meets criteria to attain, the relevant Practice Level Definition/Responsibilities in the Waikato DHB OT Career Progression Framework.

**Desirable :**

- Post graduate studies, preferably advanced certificate/diploma/masters in Occupational Therapy or related field.

**Training and Experience**

**Essential :**

- The level expected of the following is commensurate with the Practice Level Definition/ Responsibilities relevant to the position (see next pages)
- 5 years post grad experience
- Understand/Have a working knowledge of the NZAOT Occupational Therapy Process and its application
- Understand/Have a working knowledge of the OTBNZ Continuing Competence & recertification Framework and its application

**Desirable:**

- Experience relevant to the position/service/site/specialty area
- Ability to work both autonomously and in a team/service
- Experience working in both hospital and community settings
- Experience in supervision

**Competencies**

**Essential :**

- The level expected of the following is commensurate with the Practice Level Definition/ Responsibilities relevant to the position:
- Will establish and maintain effective working relationships with the OT and multidisciplinary team, Manager, OT Clinical Leader, OT/AH Team Leader, Professional Adviser, as this is key to individual and service success
  - Is accountable for their acts, omissions and Duty of Care
  - No authority for budgetary expenditure or negotiating/signing contracts.
  - Specific work related skills and abilities

- Competent and skilled, meeting OTBNZ Registration Competencies
- Understanding/ awareness of the Treaty of Waitangi and its implications for Health
- Understanding of cultural/ethnic customs, beliefs and values
- Be able to work effectively with a wide range of people and cultural groups
- Takes responsibility for self, for acts/omissions, own stress management and work/life balance
- Takes responsibility for maintaining competence; and for developing oneself, both personally and professionally
- Be able to prioritise workload/caseload and manage time effectively
- Self starter, flexible, adaptable
- Act as a positive role model; polite, courteous manner, professional behaviour and standard of dress
- Analytical, problem solving and decision making skills
- High level of interpersonal skills (and written communication skills)
- Facilitation, coordination and negotiation skills
- Compassionate and sensitive to the needs of others
- Creative thinker
- Enthusiastic – possess initiative and able to improvise
- Commitment to excellence –continuous improvement
- Ability to set and meet own performance and development objectives
- Able to motivate others, by agreeing clear and realistic objectives
- Patience and persistence
- Integrity, honesty, reliability, sense of humour.

### Physical Requirements

- The following denote the key physical requirements for the job: **Medium** physical demand
  - ☞ Standing/walking/ stairs
  - ☞ Sitting/climbing/balancing
  - ☞ Repetitive hand and arm movements
  - ☞ Grasping and fine manipulation
  - ☞ Operating Machinery/Equipment
  - ☞ Light lifting/pushing/pulling/carrying/twisting
  - ☞ Reaching/stretching//bending
  - ☞ Crouching/squatting/crawling
  - ☞ Manual handling of people
  - ☞ Driving/use of car
  - ☞ Equipment used - range of electronic/computer and equipment to support service user in therapy
  - ☞ Mental activities - higher order thinking skills, attention to detail and big picture, practical and organisation skills
  - ☞ Visual - use of small screens and processing
  - ☞ Listening with background noise present

## Scope of Practice

- o **The Scope of Practice for Occupational Therapists is defined but not limited to the following:**

### **General Scope of Practice: Occupational Therapist (Occupational Therapy Registration Board of NZ)**

“Occupational therapists are registered health professionals, who use processes of **enabling occupation** to optimise human activity and participation in all **life domains** across the lifespan, and thus promote the health and well-being of individuals, groups, and communities.

These **life domains** include: learning and applying knowledge; general tasks and demands; communication; mobility; self-care; domestic life; interpersonal interaction and relationships; major life areas; and community, social and civic life. Enabling occupation incorporates the application of knowledge, principles, methods and procedures related to understanding, predicting, and ameliorating or influencing peoples’ participation in occupations within these life domains.

Such practice is evidence-based\*, undertaken in accordance with the Occupational Therapy Board’s prescribed competencies and Code of Ethics, and within the individual therapist’s area and level of expertise.

### **Qualifications for the General Scope of Practice: Occupational Therapist**

In order to practise within the General scope of Practice: Occupational Therapist, the person will have a minimum of a bachelor’s degree in occupational therapy from an accredited educational institution, or qualifications and experience assessed by the Board as equivalent.

\*Evidence based practice utilises service user’ knowledge of their occupational concerns and circumstances, insights drawn from experience and reflection, and critical appraisal; of best available evidence drawn from research, experts and theory to inform practice decisions.” (OTBNZ 2004)

## Level of Practice / Clinical Privileges

*Practice Level 1 Occupational Therapist: New Graduate*

*Practice Level 2 Occupational Therapist: New Graduate-Junior*

*Practice Level 3 Occupational Therapist: Junior*

*Practice Level 4 Occupational Therapist: Junior-Senior*

***Practice Level 5 Occupational Therapist: Senior***

*Practice Level 6 Occupational Therapist: Experienced Senior*

*Practice Level 7 Occupational Therapist: Advanced Practitioner (incl site/specialty-specific Lead & Co-ordinator)*

*Practice Level 7 Occupational Therapist: Team Leaders and Clinical Leaders (Designated Positions)*

- o This is an excerpt from Waikato DHB Occupational Therapy Career Progression Framework (incorporates MECA salary structure etc). It must be read in conjunction with the full document, as it gives operational guidance for both Occupational Therapist and their Manager.

### **Definition/Responsibilities of Practice Level 5 Occupational Therapist (Senior)**

- a) Must have achieved Practice Level 4.
- b) Is able to carry out the Position Description for Practice Level 5.
- c) Has a minimum of five years experience as a qualified Occupational Therapist. Other experience (as per CV, references etc) is taken into account.
- d) Makes effective transition from Junior to Senior.
- e) Consolidates specialist skills in one or more speciality areas. Is becoming recognised for clinical expertise in one or more speciality areas. Develops in keyworker/ trans-disciplinary roles where relevant.

- f) Supervises 1st / 2nd / 3rd year Occupational Therapy students on clinical training placements.
- g) Supervises Practice Levels 1/ 2/ 3/ 4 Occupational Therapists.
- h) Actively participates in service quality improvements and developments. Takes the lead on certain projects and co-leads/co-ordinates others.
- i) Actively participates in and conducts research activities, clinical audit and practice development projects.
- j) Provides and takes the lead (in certain aspects) in the education and training of other Occupational Therapists, health professionals and their students, client/tangata whaiora, family/whanau, the public etc.
- k) Actively participates in local, regional, national professional network/special interest groups, careers events, marketing, etc.
- l) Assists Advanced Practitioners/Clinical/Team Leaders in the leadership and management of a speciality area/sub-group of the OT/multidisciplinary team. Starts to take on deputy/acting capacity work, as appropriate.
- m) Actively contributes to and takes the lead (for certain aspects) in co-ordinating and developing service/speciality/practise areas. This includes OT/ multidisciplinary teams/ trans-disciplinary roles.
- n) Exemplary professional behaviour at all times.