



ONA Paramedical

Date Posted: October 6, 2021

Posting #:	21-1694
Position:	Occupational Therapist
Status:	Temporary Full-Time (October 2021 to September 2022)
Program:	Surgical
Department:	Orthopaedics/Neurosurgery
Site:	Ramsey Lake Health Centre (RLHC)

KEY FUNCTION:

Use a holistic, client, and family-centred approach to optimize safety, functional ability, and well-being to enable participation in activities of daily living within the areas of self-care, productivity (e.g. work, home, and school) and leisure throughout each level of the developmental spectrum. Emphasize the physical, cognitive, affective, and spiritual components of clients' functional performance and the physical, institutional, social, and cultural aspects of the environment.

REPORTING:

Under the general direction of the Clinical Manager, Orthopaedics/Neurosurgery.

DUTIES:

1. Administer and perform complex standardized and non-standardized assessments.
2. Analyze and interpret assessment findings.
3. Generate, implement, evaluate, and modify negotiated treatment plans on an individual or group basis within the inpatient, outpatient, or community setting.
4. Recommend and educate compensatory and remedial strategies, activity modification, adaptive equipment, and assistive devices to promote safety and maximize functional independence.
5. Dispense, fabricate, or modify clinical equipment, including wheelchairs, splints, and orthotics.
6. Implement strategies to address client safety issues and mitigate risk for critical injury and death.
7. Educate client and family in coping strategies, decision-making, and utilization of personal and community resources, and make referrals to community resources as required.
8. Collaborate with clients, families, interprofessional team members, and community partners throughout the therapy process and advocate to ensure client needs are met.
9. Participate in the discharge planning process to ensure safe, effective, and efficient discharges.
10. Perform controlled acts, subject to area of practice.
11. Document assessment findings, analysis, treatment plans, client goals, client's ongoing progress, effectiveness of treatment plan, and government/insurance/legal forms according to the College of Occupational Therapists of Ontario (COTO) standards and HSN policy.
12. Research and incorporate best evidence into clinical practice, and conduct or collaborate in research.
13. Educate and provide internships to student Occupational Therapists (OT)/Occupational Therapist Assistants/Physical Therapist Assistants, other members of an interprofessional health care team and their students, external health care professionals, and school/community staff/agencies.
14. Ensure the privacy and confidentiality of personal health information is maintained.
15. Maintain the safety of the client, OT, and other staff.
16. Recommend, manage, and maintain inventory, and order essential supplies and equipment as required.
17. Maintain relevant statistical information.
18. Follow service-specific, Occupational Health and Safety (OH&S) and Infection Prevention and Control practices, including monthly workplace inspections.
19. Evaluate patient care and satisfaction on an ongoing basis and formulate solutions for improvement.
20. Determine and align improvement projects with HSN's Strategic Plan; monitor and adjust to achieve goal outcomes.
21. Participate in education and training specific to current, relevant federal and provincial health and safety and Occupational Therapy practice legislation, standards and guidelines.
22. Educate and promote health, safety and wellness in the work place.
23. Represent the department or program on various committees and in meetings as required.
24. Perform other duties as required.

QUALIFICATIONS

EDUCATION AND TRAINING:

1. Current Certificate of Registration in good standing with the COTO.
2. Additional specialized training may be required depending on area of practice.
3. Ministry of Labour "Worker Health and Safety Awareness in 4 Steps" training certificate is required.

EXPERIENCE:

1. Experience working with people who have severe and persistent physical illness.

KNOWLEDGE/SKILLS/ABILITIES:

1. Demonstrated knowledge of typical and atypical anatomy/neuroanatomy, physiology/neurophysiology, social sciences (e.g. psychology, sociology, and education), and development across the lifespan.
2. Demonstrated knowledge of the impact of atypical development on function to inform OT Service in the treatment of disease and conditions.
3. Demonstrated knowledge of OT theory, other theoretical frameworks relevant to the area of practice, and the Canadian Practice Process Framework (CPPF).
4. Demonstrated knowledge and application of client and family-centred models of care.
5. Demonstrated knowledge of COTO standards of practice and guidelines.
6. Demonstrated knowledge of current health care and privacy legislation.
7. Demonstrated knowledge of evidence-based clinical practice and best practice.
8. Demonstrated knowledge of outcome measures and research process/methodology.
9. Demonstrated knowledge of community services and available resources.
10. Demonstrated ability to exercise professional judgment, clinical reasoning, and critical thinking with the ability to apply ethical frameworks and choose the optimal assessment and treatment intervention.
11. Demonstrated ability to direct, supervise, and mentor support personnel, staff, and students.
12. Demonstrated ability to effectively problem-solve, set priorities, and manage conflict.
13. Demonstrated knowledge of OT techniques relevant to the area of practice.
14. Demonstrated training, experience or utilization of lean methodology for process improvement.
15. Demonstrated ability to independently identify issues, plan improvements, measure success and continue improvement.
16. Demonstrated excellent computer skills with proficiency in Microsoft Office software (e.g. Word, Excel, Power Point and Outlook) and patient information systems.
17. Demonstrated superior interpersonal and communication skills, both written and verbal.
18. Demonstrated ability to manage routine correspondence, multiple tasks/projects, diversified workload and rapidly changing priorities and challenging deadlines.
19. Demonstrated discretion and maturity when handling confidential information.
20. Demonstrated commitment to the safety of co-workers and patients.

PERSONAL SUITABILITY:

1. Successful criminal reference check is required for vulnerable sector.
2. Demonstrated professionalism in dealing with health care providers, clients, families, and the community.
3. Demonstrated ability to meet the cognitive, emotional, and environmental demands of the job.
4. Ability to use tact and discretion in dealing with health care providers and patients.
5. Proven ability to work independently and in a team environment.
6. Demonstrated ability to work effectively as a member of an interdisciplinary team.
7. Demonstrated commitment to ongoing professional development.
8. Demonstrated professionalism in dealing with confidential and sensitive issues.
9. Demonstrated positive work record and good attendance record.
10. Ability to meet the physical and sensory demands of the job.
11. Ability to travel between local and regional sites, subject to the area of practice.
12. Valid driver's license with access to reliable vehicle may be required.

Selection Process: Candidates will be selected for this position on the basis of their skill, ability, experience and relevant qualifications as identified in the resume and completed Application Form submitted. Where these factors are relatively equal, seniority shall govern. HSN reserves the right to conduct a formal interview/testing process where required, which may include (but not limited to), a written or practical examination or both to determine skill and ability.

Shift: Days

French Language Service Designation: Bilingualism is Required. In accordance with the FLS Plan, if no bilingual candidates (both internal and external) meet the qualifications, unilingual candidates may be considered.

Salary: \$34.77.....\$48.20/Hourly

N.B. Applications for this position must be submitted to the Human Resources Department before 1600 hours on **October 13, 2021**.

**HSN THANKS ALL APPLICANTS.
ONLY THOSE SELECTED FOR INTERVIEWS WILL BE CONTACTED.
WE WILL NOT ACCEPT APPLICATIONS AFTER THE CLOSING DATE AND TIME.**