

Northern Light A.R. Gould

Department: Occupational Therapy

Position is located: Northern Light A.R. Gould Hospital

Work Type: PRN

FTE: 0.000100:

Work Schedule: As needed

Summary:

An occupational therapist (OT/L or OTR/L) responds to referrals in compliance with state laws or other regulatory requirements. In collaboration with the client, evaluates the client's ability to participate in daily life activities by considering the client's capacities, the activities, and the environments in which these activities occur. The OT then initiates and directs the screening, evaluation, and re-evaluation process and analyzes and interprets the data in accordance with law, regulatory requirements, and AOTA documents. The OT follows defined protocols when standardized assessments are used and completes and documents occupational therapy evaluation results. The OT abides by the time frames, formats, and standards established by practice settings, government agencies, external accreditation programs, payers, and AOTA documents. The OT then communicates screening, evaluation, and re-evaluation results within the boundaries of client confidentiality to the appropriate person, group, or organization. The OT may recommend additional consultations or refers clients to appropriate resources when the needs of the client can best be served by the expertise of other professionals or services. The OT educates current and potential referral sources about the scope of occupational therapy services and the process of initiating occupational therapy services. The has overall responsibility for the development, documentation, and implementation of the occupational therapy intervention based on the evaluation, client goals, current best evidence, and clinical reasoning. The OT ensures that the intervention plan is documented within the time frames, formats, and standards established by the practice settings, agencies, external accreditation programs, and payers. The OT reviews the intervention plan with the client and appropriate others regarding the rationale, safety issues, and relative benefits and risks of the planned interventions. The OT modifies the intervention plan throughout the intervention process and documents changes in the client's needs, goals, and performance. The OT is responsible for selecting, measuring, documenting, and interpreting expected or achieved outcomes that are related to the client's ability to engage in occupations. The OT is responsible for documenting changes in the client's performance and capacities and for discontinuing services when the client has achieved identified goals, reached maximum benefit, or does not desire to continue services. The OT facilitates the transition process in collaboration with the client, family members, significant others, team, and community resources and individuals, when appropriate. The OT is responsible for evaluating the safety and effectiveness of the occupational therapy processes and interventions within the practice setting.

Responsibilities:

- Assesses patient's functional deficits, plans treatment and implements treatment in an appropriate manner in compliance with standards of professional practice.

- Clinically examine, diagnose, and then prevent or treat conditions that limit the body's ability to move and function in daily life.

- Participates in recruitment of new therapists.

• Attends appropriate team meetings and communicates/collaborates with other team members, individuals, family members or caregivers.

• Terminates treatment when maximal benefits have been attained as well as developing appropriate discharge plans.

• Maintains records and documentation as required by practice setting, third party payers and regulatory agencies.

• Schedules and prioritizes own workload.

• Monitors own performance and identifies own supervisory needs

• Functions according to the American Occupational Therapy Association Code of Ethics and Standards of Practice of the profession.

• Supervise support staff.

• Supervise students on clinical rotations from schools that A.R. Gould Hospital has a contract with.

Competencies and skills:

Essential:

- **Achieves Results:** Sets high standards for their own outcomes and seizes opportunities to engage others towards objectives. Consistently moves forward with direct actions in order to attain or exceed objectives. Manages their own time effectively to accomplish assigned tasks. Successfully prioritizes multiple projects and duties as needed.
- **Behaves with Integrity and Builds Trust:** Acts consistently in line with the core values, commitments and rules of conduct. Leads by example and tells the truth. Does what they say they will, when and how they say they will, or communicates an alternate plan.
- **Cultivates Respect:** Treats others fairly, embraces and values differences, and contributes to a culture of diversity, inclusion, empowerment and cooperation.
- **Demonstrates Adaptability:** Learns quickly when facing a new problem or unfamiliar task; is flexible in their approach with changing priorities and ambiguity. Manages change effectively and does not give up during adversity. Capable of changing one's behavioral style and/or views in order to attain a goal. Absorbs new information readily and puts it into practice effectively.
- **Demonstrates Emotional Intelligence:** Exhibits a high level of self-awareness, self-management, other awareness and relationship management. Conducts themselves in an empathic, appropriate way, with a sense of humor and stimulates a collaborative work environment. Is respectful of the attitudes, feelings, or circumstances of others and aware of the influence of their own behavior on them. Is aware of relevant social, political, system, and professional trends and developments and uses this information for the organization's benefit.
- **Effectively Communicates:** Listens, speaks and writes appropriately, using clear language. Communication methods are fitting to the message(s), audience, and situation and follow-ups are regular and timely. Shows that important (non-) verbal information is absorbed and understood and asks further questions to clarify when necessary. Expresses ideas and views clearly to others and has ability to adjust use of language to the audiences

level.

- **Exercises Sound Judgment & Decision Making:** Understands and processes complex information, which allows for appropriate and accountable conclusions. Does not react too quickly or slowly. Balances facts, goals, and potential approaches taking the appropriate criteria into account. Makes active decisions and commits oneself by communicating confidently and respectfully.
- **Fosters Accountability:** Creates and participates in a work environment where people hold themselves and others accountable for processes, results and behaviors. Takes appropriate ownership not only of successes but also mistakes and works to correct them in a timely manner. Demonstrates understanding that we all work as a team and the quality and timeliness of work impacts everyone involved.
- **Influences and Inspires:** Builds enthusiasm and commitment among others to move in a desired direction and models it personally. Creates a compelling vision of success that motivates workplace initiative and energizes others to follow. Provides direction and guidance to encourage cooperation between team members in order to attain an objective. Has the ability to appropriately influence others' actions and decisions with and without express authority.
- **Practices Compassion:** Exhibits genuine care for people and is available and ready to help; displays a deep awareness of and strong willingness to relieve the suffering of others.
- **Promotes Health and Safety:** Promotes a healthy and safe environment for patients, employees and visitors. Advocates and models healthy physical and mental health behaviors even in challenging circumstances