

## POSITION DESCRIPTION

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| <b>Position Title:</b>           | Occupational Therapist                                                                                                                                                              |
| <b>Business Unit/Department:</b> | Sub-Acute at Home                                                                                                                                                                   |
| <b>Division:</b>                 | Western Health at Home                                                                                                                                                              |
| <b>Award/Agreement:</b>          | Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement                                                                              |
| <b>Classification:</b>           | Grade 2 – Year 1 to Year 4 (VF6 to VF9)                                                                                                                                             |
| <b>Reports To:</b>               | <i>Operationally:</i> Service Managers – Western Health at Home;<br><i>Professionally:</i> Allied Health Manager – Occupational Therapy via delegated Senior Occupational Therapist |
| <b>Direct Reports:</b>           | Grade 1 Occupational Therapists; and<br>Allied Health Assistants (AHA)<br>in the delegated area of responsibility                                                                   |
| <b>Date Prepared/Updated:</b>    | May 2026                                                                                                                                                                            |

### Position Purpose

The Grade 2 Occupational Therapist utilises advanced clinical expertise, experience, and leadership skills to support excellence in patient care and contribute to staff development. The role has a key focus on promoting best practice in the assessment and management of predominantly aged care patients within home-based settings.

This position is based within the Western Health at Home service, delivering assessment and intervention for patients admitted to GEM at Home and the Rapid Allied Health (RAH) program. There may also be a requirement to work across other Western Health at Home programs as needed, including the Community Based Transition Care Program (CB TCP), and Specialised Rehabilitation Program (SRP).

The position will primarily be based at Sunshine Hospital. Staff may, however, be required to work at any or all campuses of Western Health as required

The Rapid Allied Health (RAH) service aims to prevent avoidable presentations to ED and hospital by providing a rapid response and short-term Allied Health Intervention. The RAH service focuses on addressing a client's immediate safety and functional concerns. Patients may receive allied health input whilst awaiting mainstream services through internal or external community health services, or where short-term input will avoid the need for referral to mainstream services. Physiotherapy, Occupational Therapy and Social Work can be provided. RAH also offers post-acute care type services for clients residing within Brimbank, Hobsons Bay, Wyndham, Maribyrnong and Melton areas.

The GEM at Home team provides holistic, interdisciplinary assessment and care for older people with complex, chronic, or multiple health conditions within their own homes as an alternative to hospital-based care. The service aims to support patients in achieving their care goals and maximising health, independence, and function, while reducing time spent in hospital and minimising risks associated with hospitalisation. The interdisciplinary team includes medical, nursing, allied health, and pharmacy staff.

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| <p>The role includes supporting and mentoring staff to enhance knowledge and skills in the assessment and management of adult, aged care and GEM patients within the home environment. The Grade 2 Occupational Therapist may also provide delegated supervision to Grade 1 Occupational Therapists and Allied Health Assistants.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <p><b>Business Unit Overview</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <p>The Division of Western Health at Home provides a comprehensive range of inpatient, clinic based and home-based services. Our multidisciplinary workforce of over 1,000 employees includes medical, nursing, pharmacy, allied health and administration staff. Western Health at Home services provide care from all Western Health campuses and within patient's homes, including residential aged care, supported accommodation and the custodial setting. The division is rapidly expanding to meet the needs of the community through the delivery of innovative, integrated and patient centred care.</p> <p>Western Health at Home services support patients across the continuum of care with a primary objective to support patients to live more healthy days at home. Our breadth of services, clinics and units work collaboratively to reduce avoidable hospital presentations and support early and sustainable hospital discharges. Through multidisciplinary service delivery, integration with primary care, research and clinical trials our division supports the detection, management and secondary prevention of chronic disease.</p> <p>The divisions medical specialties include Renal, Endocrinology and Diabetes, Geriatric Medicine and the General Practice (GP) Integration Unit. Western Health at Home provides a range of acute and subacute services that deliver hospital level care within the comfort of a patient's home. These services include Hospital in the Home, Rehab at Home, GEM at Home, Community Based Transition Care Program and Dialysis at Home, which deliver healthcare that would otherwise be provided within an inpatient setting.</p> <p>Western Health at Home's breadth of community-based care and specialty assessment clinics provide comprehensive care to support the management of chronic disease. The division has chronic dialysis units located at all Western Health main campuses and acute units at Sunshine and Footscray Hospital. Western Health at Home manages a primary healthcare service within Dame Phyllis Frost Centre, a maximum-security women's prison located in Melbourne's West.</p> |
| <p><b>Key Responsibilities</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>• Demonstrate a commitment to the patient 'Charter of Healthcare Rights'</li> <li>• Comply with the expected scope of the role and standards of performance in the role as described by the relevant professional bodies/industry standards</li> <li>• Maintain registration (as required) and report any changes or limitations on practice if applicable</li> <li>• Hold accountability for own actions and seek guidance and support from appropriate employees when limited by own skills and experience</li> <li>• Comply with confidentiality obligations with regard to patients, consumers and colleagues</li> <li>• Comply with all Western Health policies and procedures</li> <li>• Deliver high quality person centred inter-professional care in line with the 'Best Care' framework</li> <li>• Demonstrate independent clinical reasoning and clinical competencies, including expertise in use of relevant assessment tools, treatment methods, and case management skills</li> <li>• Demonstrate developed organisational skills and efficient time management to appropriately evaluate, prioritise and complete workload</li> <li>• Perform evidence based clinical services using a person-centred approach in the development of an appropriate treatment plan</li> <li>• Assist with development and evaluation of procedures and guidelines</li> <li>• Participate in planning for clinical services for the team</li> <li>• Identify solutions to problems within the service and seek advice for complex matters</li> <li>• Participate and represent the service (in consultation with senior staff) at relevant committees, working groups and meetings as requested.</li> <li>• Provide information and education about the service and professional role within the service</li> <li>• Attend and participate at relevant team/service meetings</li> <li>• Where designated, provide high quality clinical supervision to junior staff and students that is</li> </ul>                                                                                                                                         |

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timely, flexible and responsible

- Conduct or contribute to feedback to staff on their performance including performance development planning where relevant
- Assist in cultivating an environment where workers have the opportunity to work to their full scope of practice and potential
- Participate in the development, organisation and delivery of education programs for Western Health staff, external service providers and the community
- Participate in research/evaluation and ongoing service review
- Ensure that workload statistics, and other required information is entered in a timely and accurate manner
- Perform other duties as directed
- Demonstrate effective negotiation skills and conflict resolution when dealing with difficult situations
- Contribute to a culture that promotes effective teamwork, encourages cohesion and ensures staff feel valued and contributions are acknowledged
- Demonstrate open and effective communication (verbal, nonverbal, written and electronic) with consumers, other staff and service providers
- Demonstrate knowledge of resources relevant to work area and act as a resource person for other team members
- Actively participate in regular supervision, demonstrating ongoing development of clinical skills and reflective practice as identified in supervision plan
- Demonstrate flexibility/responsiveness within professional practice/duties/roles and assumes extra responsibility as required to meet organisational priorities

In addition to the key responsibilities specific to your role, you are required to deliver on the [WH AH Capability Framework](#) and the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

### Key Working Relationships

#### Internal:

- Nurse Unit Managers and Service Managers - Western Health at Home
- Western Health at Home Senior OT clinicians
- Western Health at Home interdisciplinary teams, including Allied Health Assistants
- Operations Manager, Western Health at Home
- Occupational Therapy and other Allied Health staff across the network
- Manager, Occupational Therapy
- Director of Allied Health
- Relevant Western Health units, wards, services, health professionals

#### External:

- Clients and their family/carers
- Key community organisations
- General Practitioners
- Occupational Therapy peers in other health/community services

### Selection Criteria

#### Essential:

- Appropriate recognised tertiary qualification and Registration with the Australian Health Practitioner Regulation Agency (AHPRA) as eligible to practice as an Occupational Therapist.
- Experience/qualification in aged care and / or community based occupational therapy
- Highly developed interpersonal, written and electronic communication skills
- Excellent organisational and time management skills
- Experience in student supervision
- Knowledge of and participation in continuous quality improvement processes
- Commitment to continuing professional development
- Computer literacy

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- Hold a current Victorian driver's licence

**Desirable:**

- Post graduate qualifications or progression towards
- Membership of Occupational Therapy Australia

**Desirable Personal Attributes:**

- Self-motivated
- Compassionate and empathetic approach
- Ability to influence others
- Open to new ideas
- Timely informed decision making
- People orientated
- Confidence in own ability
- Builds rapport
- Adaptable, flexible and persistent as required
- Takes direction
- Resilience
- Positive outlook

### Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A of the Family Violence Protection Act 2008 and Part 6A of the Child Wellbeing and Safety Act 2005, Safe Patient Care Act 2015
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines
- Work at any of the Western Health sites as directed, in accordance with business and organisational demands and priorities.

### General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement

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- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

*I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.*

Employee's Name: \_\_\_\_\_

Employee's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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