

POSITION DESCRIPTION

Position Title:	Occupational Therapist
Business Unit/Department:	Older Adults Mental Health Unit 4 – Sunshine
Division:	Mental Health & Wellbeing Services
Award/Agreement:	Victorian Public Mental Health Services Enterprise Agreement
Classification:	Grade 2
Reports To:	Nurse Unit Manager, Chief Occupational Therapist, Old Age Consultant Psychiatrists
Direct Reports:	Nurse Unit Manager
Date Prepared/Updated:	25 September 2025

Position Purpose

This position is based within Unit 4 Older Adults Mental Health at Sunshine Hospital. The Unit is a 20-bed acute inpatient unit, which provides mental health assessment and treatment for adults- 65 years and older during an acute phase of mental illness. Who reside in the Western metropolitan areas of Melbourne.

- The role of the Grade 2 Occupational Therapist is to contribute to excellence in patient care through the provision of professional occupational therapy assessment and to provide the highest standard of clinical input to the multidisciplinary treatment team.
- The Grade 2 Occupational Therapist will provide discipline specific services, including psychosocial assessment, group work, NDIS access and support, and community liaison, while demonstrating specialist skills in assessment and discharge planning, and other interventions for the older adult with mental health problems and their families/carers.
- The position requires previous experience in Occupational Therapy, preferably with knowledge in the aged sector, adult /older adult mental health inpatient services. The position requires well-developed clinical expertise and a commitment to high standards of patient care, and a demonstrated capacity to work effectively as a member of the multidisciplinary team.

Occupational Therapy at Western Health Mental Health & Wellbeing Division

Occupational therapists provide services to people experiencing mental health and wellbeing concerns; and their families or supports. This is undertaken through utilizing both generic clinical mental health and discipline specific skills and knowledge. They will work directly with consumers and their family, carers and supporters to provide evidence-based discipline specific assessment and interventions and contribute to the multi-disciplinary team to ensure excellent care and support of consumers. This role works closely with other disciplines in supporting the activity and participation needs of consumers on the units, including both group and individual intervention approaches.

Business Unit Overview

The Division of Mental Health and Wellbeing Services spans across multiple Western Health sites and within the local community and services consumers across the lifespan.

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The Division has recently been established following a key recommendation from the Royal Commission into Victoria's Mental Health System. The Western Health catchment includes the local government municipalities and growth areas of Brimbank, Sunbury, Maribyrnong and Melton.

These services include hospital based, community and specialist mental health and wellbeing services for adults, older adults, children and adolescents who are experiencing, or are at risk of developing a serious mental illness.

The Older Adult services provide information, support and specialist mental health services to older adults aged 65 and over. They are committed to working with consumers during their recovery by offering holistic and evidence-based treatment, which is inclusive of family/carers and provided by clinicians with well-developed skills.

The Older Adult service consists of an acute inpatient unit, Aged Psychiatric Assessment and Treatment Teams (APATT), one Intensive Community Treatment Team (ICT) and a Behaviour and Specialist Intervention Consultation service (BASICS) working with people living in residential care.

The Division collaborates across several Divisions within Western Health and partners with external health services and community services to ensure the provision of Best Care.

The Division aims to innovate and develop services and care options across Western Health to ensure Best Care for the community of Western Melbourne.

Key Responsibilities

- Build a therapeutic alliance with the consumer and family/carers and maximise participation in collaborative recovery and wellness planning
- Work collaboratively with other members of the multidisciplinary team, to provide high quality, evidence-based interventions that support consumers with complex mental health needs in the acute setting.
- Provide Occupational Therapy Assessments inclusive of functional assessments to identify occupational performance issues and sensory modulation preferences.
- Assist in coordinating the group roster, facilitate groups that cover health promotion, creative tasks, skills acquisition and leisure activities
- Promote Occupational Therapy Practice within the acute older adult mental health setting.
- Provision of activity and participation focused treatment approaches and support and training to other staff in these approaches. (sensory modulation, driving, vocation and group work interventions)
- Contribute to the orientation, education and training of other team members and pre-qualified student and Entry Level Occupational Therapists.
- Contribute expertise in clinical meetings and support the team and other staff in their clinical decision making.
- Demonstrate behaviours that supports a recovery approach to care.
- Communicate effectively with consumers, families, carers, colleagues and other service providers.
- Be able to change priorities and/ or adjust quickly to meet the needs of the consumer or team.
- Accurately prepare documentation in a timely manner.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical
- Take reasonable care for your safety and wellbeing and that of others
- Active engagement in clinical and professional supervision and operational management discussions.
- Support the service by promoting, implementing, and participating in quality activities and research as required
- Work in your scope of practice and seek help where required.

Management/Supervision:

- Management and support will be provided by the Nurse Unit Manager and Chief Occupational Therapist.

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- Clinical supervision will be provided by the MHWS an appropriately qualified occupational therapist. Clinical supervision will be strongly encouraged and supported.

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

Key Working Relationships

Internal:

- Program Manager, Clinical Nurse Consultant, Clinical Nurse Educator
- OTs and other allied health staff,
- Consultant Psychiatrists and other medical staff
- Multi-disciplinary team
- Chief Occupational Therapist and occupational therapy staff working in clinical teams

External:

- NDIS including support coordinators, LACs, HLO and support providers
- Family, carers and supporters
- Primary Health Care Providers
- Community teams: Aged Persons Assessment Treatment Team (APATT), Behavioural Assessment and Specialist Intervention Consultations Service (BASICS) Intensive Community Treatment Team (ICT)
- Local Mental Health & Wellbeing Services

Selection Criteria

Essential:

Formal Qualifications

- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
- An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic)
- Preference for at least two years post-graduate experience in the assessment and treatment of people with mental health diagnoses. Experience in supporting the needs of older adults regarded favourably.
- Demonstrated understanding of working with mental health consumers, including appropriate supports, therapeutic engagement, assessment and evidence-based interventions
- Proven ability to plan, implement and evaluate groups for consumers in the acute phase of mental illness.
- Demonstrated ability to provide specialist occupational therapy assessments and interventions including sensory modulation, functional capacity assessments to identify occupational performance issues and activity and participation interventions.
- Commitment to ongoing professional development for self and team members
- Commitment to developing an understanding of the principles and practices of co-design
- Familiarity with a range of computer software packages eg. Email, Word, Excel
- Well-developed skills in writing and ability to promptly prepare appropriate documentation for assessments, interventions and other forms of documentation.
- Demonstrated understanding of de-escalation principles when working with people who are distressed or experiencing mental illness
- Knowledge of recovery-oriented care and trauma informed care frameworks
- Excellent interpersonal skills and the ability to work with, communicate and engage consumers, families and carers from diverse backgrounds
- An understanding of the policies and procedures associated with the Mental Health and Well Being Act 2022 and other relevant legislation.
- Demonstrated ability to record accurate and concise documentation within a consumer's medical record
- Demonstrated understanding of confidentiality and privacy relating to consumer care

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- Commitment to Western Health values.
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Hold a full Victorian driving licence and ongoing ability to use this form of transport

Desirable:

- Knowledge of relevant legislation pertinent to Aged Person's Mental Health, in particular, including but not limited to, the Mental Health Act (2014), the Guardianship and Administration Act (2019).
- Experience working in acute mental health settings.
- Ability to speak a community language

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 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), 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 and 6A Family Violence Protection Act 2008, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2023
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

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
- 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

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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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