

Occupational Therapist

Job Title:	Occupational Therapist (OT)
FLSA Classification:	Non-Exempt
Department:	Rehabilitation Services
Supervisor:	Rehabilitation Manager

Job Summary

Under the supervision of the Rehabilitation Manager, provides occupational therapy services to the participants of Innovative Integrated Health.

Essential Job Functions

- Participate as a member of the interdisciplinary team (IDT) and complete initial, semi-annual, unscheduled, and annual assessments; attend morning updates and report changes in participants' baseline status to appropriate staff on a daily basis.
- Involved in the development and implementation of QAPI activities.
- Perform intake screenings as assigned and make appropriate recommendations.
- Conduct an initial comprehensive assessment in person, at appropriate intervals, and on at least an annual basis develop a plan of care for participants on site and in hospital, nursing facility, and assisted living facility; evaluations include, but are not limited to: functional status; physical status; activities of daily living (ADL) status; cognitive functioning; visual-perceptual status; feeding skills; cooking skills; bed mobility; wheelchair needs; and home safety evaluations.
- Provide treatment as indicated.
- Demonstrate an ability to utilize appropriate safety measures when providing care.
- Develop, instruct, and supervise other staff and/or family members on therapy program to be carried out by individuals other than occupational therapist.
- When appropriate, delegate oversight of OT interventions and activities, as determined by IDT on plan of care, to restorative aide in a timely manner.
- Assess durable medical equipment needs for participants. Receive team approval prior to purchase of equipment. Order and follow-up with durable medical equipment (DME) purchases.
- Educate staff, participants, and family on services available through occupational therapy staff.

- Train and supervise restorative aides on site, including all areas of performance consistent with departmental policies; report as required to supervisor regarding these issues.
- Provide training in regards to body mechanics.
- Communicate observed staffing needs/changes and further program development needs to supervisor.
- Review and revise restorative exercises as indicated.
- Consult with activities department as requested in regard to activity adaptations.
- Develop special programs according to participant needs.
- Complete documentation/reports as required.
- Adjust schedules as needed to meet the needs of Innovative Integrated Health participants.
- Maintain confidentiality of participant information.
- Performs skilled treatments and assessments at participant's homes as necessary.

Non-Essential Job Functions

- Attend and participate in staff meetings, in-services, projects, and committees as assigned.
- Adhere to and support the center's policies, practices, and procedures.
- Accept assigned duties in a cooperative manner and perform all other related duties as assigned by supervisor.
- Be flexible in schedule of hours worked.

Working Conditions and Physical Demands

The working conditions and physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to access all areas of the center throughout the workday
- Ability to lift up to 50 pounds occasionally, 25 pounds frequently, and 15 pounds constantly; required to obtain assistance of another qualified employee when attempting to lift or transfer objects over 25 pounds.
- Requires constant hand grasp and finger dexterity; frequent sitting, standing, walking and repetitive leg and arm movements, occasional bending, reaching forward and overhead; squatting and kneeling.
- Ability to taste and smell required.
- Ability to communicate verbally with an excellent comprehension of the English language.
- Work is generally performed in an indoor, well-lighted, well-ventilated, heated, and air-conditioned environment.

Experience

- Minimum of one (1) year of documented experience working with a frail or elderly population; appropriate clinical placement experience may be substituted.

Knowledge, Skills, and Abilities

- Ability to cope with mental and emotional stress related to the position.
- Ability to function independently and to work effectively and in a collegial manner with all members of the interdisciplinary team, co-workers, and department heads.
- Ability to relate to the public and governmental agencies in a pleasant, patient, and professional manner.
- Well organized, dependable, flexible, and resourceful.
- Must have excellent communication skills.

Education and Certification

- Bachelor's degree in occupational therapy from an accredited program.
- Current license with state of California.
- Current CPR is required before engaging in direct participant care/contact.
- Is medically cleared for communicable diseases and has all immunizations up-to-date before engaging in direct participant contact.

Core Values

- **Respect** at the core of our interactions.
- **Honesty and Integrity** with every endeavor
- **Patient – Centered** care aligned with participant values, beliefs, and preferences.
- **Encouragement** that motivates and empowers others to be the best they can be.
- **Quality Care** that is efficient, transformative and innovative.

Acknowledgment

I have read the above OT job description and fully understand the requirements set forth therein. I meet all the requirements of this position, and I can perform all essential functions of the job with or without reasonable accommodations. I agree to abide by the requirements set forth in this document.

I understand the contents of this job description are presented as a matter of information only and as guidance as to the expectations of Innovative Integrated Health for this position. This job description is not intended to give rise to contractual rights or obligations, or to be construed as a guarantee of employment for any specific period of time or for any specific type of work.



Furthermore, Innovative Integrated Health reserves the right to interpret, amend, modify, or cancel or withdraw any or all sections or provisions of this job description at any time with or without notice.

I understand that employment at Innovative Integrated Health is “at will”, meaning that employment is for no definite period of time and may be terminated by me or Innovative Integrated Health at any time and for any reason.

Employee Print Name

Employee Signature

Date