



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Regional Occupational Therapist	
Position Number(s)	Community	Division/Region(s)
48-15264	Inuvik	Rehabilitation Services/ Beaufort Delta

PURPOSE OF THE POSITION

This position provides safe, quality client-centered occupational therapy (OT) in accordance with the Code of Ethics and Rules of Conduct of the Canadian Association of Occupational Therapists (CAOT) and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to enable clients to engage in meaningful activity and maintain functional independence.

SCOPE

The NTHSSA is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̄chǝ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłı̄chǝ Community Services Agency will operate under a separate board and Hay River Health and Social Services Agency will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire NWT. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

This position is located in the Inuvik Regional Hospital, which is a 51 bed, accredited facility serving the town of Inuvik and 12 outlying communities in the BDR and Sahtu regions . The NTHSSA provides and supports the delivery of health care services to adults and children on an inpatient, outpatient and outreach basis in order to enhance healthy communities and well-being through excellence, accountability and respect for regional diversity.

Reporting directly to the Regional Manager Rehabilitation, the incumbent independently provides assessment, diagnostic, rehabilitative and preventative services to inpatients and outpatients ranging from pediatrics to geriatrics. The Rehabilitation Services Department consists of 3 Physiotherapists, 3 Occupational Therapists, 3 Speech Language Pathologists, and 2 Rehabilitation Assistants.

This position plans, organizes, delivers and evaluates OT services in the hospital (including the Acute Care ward, Long Term Care ward, and the outpatient clinic), the community health centers, group homes, schools, preschools, and clients' homes, all within the Beaufort Delta and the Sahtu regions.

RESPONSIBILITIES

1. Provides direct care to all ages with a wide variety of conditions requiring OT treatment using a clinical problem solving approach and in accordance with the standards, guidelines and scope of OT to facilitate individualized client care.

- The Occupational Therapist determines with the client the potential value of available OT services and facilitates informed client decision-making.
- Assesses and reassess the client's physical status, functional abilities, needs and goals utilizing an evidenced-based approach.
- Analyzes findings to formulate an OT diagnosis; determines client abilities, functional needs and potential for change.
- Establishes and prioritizes with the client expected health outcomes, general intervention strategies and selected interventions.
- Assists the client with obtaining specific resources required to meet established client health outcomes (i.e. Worker's Safety and Compensation Commission (WSCC), Noninsured Health Benefits, Extended Health Benefits,etc.).
- Assists clients in realizing and maintaining occupational performance and functional independence. Educates clients about their condition and promotes self-management as well as prevention of future problems.
- Implements OT interventions and evaluates effectiveness in relation to identified client health outcomes, making appropriate adjustments.
- Documents OT assessment and intervention strategy; evaluates results accurately.
- Provides appropriate access to accurate, objective, relevant information about the client and general OT services.
- Maintains client confidentiality, respects the autonomy of the client and demonstrates professional integrity and commitment to the well-being of all clients. Advocates for the dignity and self-respect of the client.

- Communicates effectively with the client, relevant others and professional colleagues. Demonstrates effective collaboration and interdisciplinary teamwork to ensure a coordinated, holistic approach which best meets the needs of the client.
- Discontinues OT services when they are no longer indicated and completes appropriate client follow-up and evaluation. Aids in the coordination of the transfer or discharge of clients.
- Assigns and monitors the work of the Rehabilitation Assistant (both delivery of care and post-care paperwork).
- Arranges travel clinics/Telehealth videoconferencing to outlying communities of the NTHSSA-Beaufort Delta Region and NTHSSA-Sahtu Regions, prioritizing need based on severity, risk of delay, and potential for improvement. Coordinates scheduling with community health care staff.

2. Develops, implements, and evaluates educational programs which emphasize health promotion and the prevention of disability.

- Facilitates individual learning of clients and, where applicable, their families in relation to client illness or injury (i.e. self-care, health promotion, etc.).
- Provides coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
- Provides support to Community Health Centers in providing educational resources.
- Develops, revises and evaluates on an ongoing basis the educational resources necessary to support clients and health care centers.
- Acts as a consultant to other health professionals and the public.
- Maintains current best practices in Occupational Therapy through continuing education and appropriate research materials.

3. General departmental maintenance and other duties as assigned.

- Completes daily workload measurement statistics and assists with month end reports. Monitors and strives to improve productivity and quality of care utilizing measurement systems.
- Utilizes effective time management skills to plan OT services.
- Troubleshoots and ensures timely and appropriate maintenance and repairs on therapeutic equipment in areas that include but are not limited to the clinical, work, and home environments.
- Manages fiscal affairs appropriately while simultaneously ensuring that practice environments have the organizational and resource allocations necessary for safe, competent and ethical care.
- Adheres to and complies with facilities' policies and procedures and other appropriate legislation.
- Assists with orientation of new employees to the Rehabilitation Department.
- Engages in the culture of safety and accountability for quality of services provided on an ongoing basis through the Accreditation process. This is an evaluation process based on national standards and required organizational practices used to assess the quality of health care and social services provided.

WORKING CONDITIONS

Physical Demands

Lifting or transferring clients, forces during assessment and treatment, lifting heavy bags for travelling.

(Daily - 5 minutes - Moderate)

Risk of being hit by confused/abusive Clients.

(Rare - 5 minutes – Moderate)

Awkward work position in Community Health Centers.

(2-3 days per month - 30-60 min – Moderate)

Environmental Conditions

Travelling in small noisy aircraft.

(+20 * per year - 30-120 min – Moderate)

Travelling on ice and isolated roads.

(+5 * per year - 90-180 min – Moderate)

Exposure to communicable diseases.

(Daily - 30-60 min – Moderate)

Exposure to moderate noise levels from equipment (i.e. grinder), odors or fumes from cleaning agents and to electromagnetic fields.

(Daily - 20-30 min – Moderate)

Sensory Demands

Use of senses during assessment.

(10 to 15 * per week - 30-60 min – Moderate)

Mental Demands

Balancing administrative and clinical duties as well as regional and local roles.

(Daily – Daily – Moderate)

Concentrated attention to detail during assessment and intervention sessions.

(Daily - 30-60 min – Moderate)

Dealing with emotional impact of a large caseload.

(Daily – Daily – Moderate)

Dealing with angry or indifferent clients or their families.

(1-2 * per week - 30-60 min - Moderate)

Dealing with clients with progressive chronic or terminal conditions.
(Daily – Daily – Moderate)

Modifying treatment programs to accommodate different cultural values and perceptions.
(Daily – Daily – Low)

Resourcefulness and confidence is required when working independently.
(Daily – Daily – Low)

Extended periods away from home.
(10 * per year - 1- 5 days – Low)

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of current OT accepted standards of practice with a broad base of OT experiences.
- Must be sensitive to the cultural, social and regional conditions in order to develop effective programs.
- Must be able to travel to outlying communities via ice road and small aircraft. A valid NWT Driver's license would be considered an asset.
- The ability to educate clients, their families (where applicable) and other health care professionals on appropriate self-management techniques.
- Knowledge of and the ability to network resources within and outside the NTHSSA (i.e. Social Services, WSCC, Community Health Nurses, Home Care, etc.) In order to ensure support for clients and their families (i.e. discharge planning).
- Computer skills adequate for administration and report writing tasks.

Typically, the above qualifications would be attained by.

This level of knowledge is typically acquired through a university degree in Occupational Therapy at a Bachelor's or Master's level. Preference will be given to candidates with at least 2 years work experience.

ADDITIONAL REQUIREMENTS

Beaufort Delta Regional Requirements:

Within the Beaufort Delta Region, Occupational Therapists must be eligible for membership with the CAOT, be professionally licensed in any Canadian province as an active member, and have successfully completed a medical clearance and criminal record check.

Within the Beaufort Delta Region, all health care providers must be able to acquire within a reasonable time frame and remain current with the following training and certifications.

- WHMIS.
- Internet and E-mail application.
- CPR.

- Standard First Aid training.
- Fire training

Position Security (check one)

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- French required (must identify required level below)
Level required for this Designated Position is:
ORAL EXPRESSION AND COMPREHENSION
Basic (B) Intermediate (I) Advanced (A)
READING COMPREHENSION:
Basic (B) Intermediate (I) Advanced (A)
WRITING SKILLS:
Basic (B) Intermediate (I) Advanced (A)
- French preferred

Indigenous language: Select language

- Required
- Preferred