

## Inherent Requirements of Position – Occupational Therapist

### Frequency and Duration of Essential Tasks

The Occupational therapist role is physically and cognitively demanding in nature and requires a high degree of adaptability, consultation, advice and time management within multidisciplinary teams in order to provide safe, prompt and effective Occupational therapist services within the scheduled time frames.

| Essential Tasks                  | Frequency                                                                                                                                                                                                                  | Duration                                                                                                                                                                         |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Clinical Care                    | Occupational therapists provide allied health care consistently throughout the course of their shift.                                                                                                                      | Typical allied health care includes assessment and therapy/intervention for new and existing patients for the length of their shift.                                             |
| Transfer and Mobility Assistance | Occupational therapists provide patient transfer and mobility assistance on an as needs basis through the course of a shift.                                                                                               | The level of involvement and assistance is commensurate with the level of training in the Safe Moves Allied Health Practical Training program for that allied health profession. |
| Behavioural Support              | Occupational therapists undertake behavioural support consistently throughout the course of their shift and while completing all other work tasks.                                                                         | Behavioural Support for our patients requires Occupational therapists to be attentive and continuously monitor the needs of patients throughout the entirety of their shift.     |
| Emergency Management             | Occupational therapists are required to complete emergency management on an as needs basis.                                                                                                                                | The duration for Emergency Management varies depending upon the nature of an incident.                                                                                           |
| Administration                   | Occupational therapists complete a range of administrative activities such as patient handovers, team huddles, meetings, documentation/report-writing and other clinical and non-clinical portfolios, projects and duties. | Administration tasks are required for varying durations for the length of their shift.                                                                                           |

### Environmental and Organisational Factors

| Condition   | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Heat        | Occupational Therapists generally complete their duties in a climate controlled indoor environment which is not significantly affected by heat. Warmer weather conditions outside may affect working conditions inside or outdoor access.                                                                                                                                                                                                                                             |
| Cold        | Occupational Therapists generally complete their duties in a climate controlled indoor environment which is not significantly affected by cold. Outside weather conditions may affect working conditions inside or outdoor access.                                                                                                                                                                                                                                                    |
| Noise       | Occupational Therapists may be exposed to low level noise from their working environment including equipment and at times may be involved in interactions with patients of a heightened state and loud nature.                                                                                                                                                                                                                                                                        |
| PPE         | Occupational Therapists are required to wear a uniform (excluding mental health) and non-slip, closed toe shoes. They are required to have their hair tied back at all times. Occupational Therapists are required to follow infection control procedures based on organisation policies and protocols which may include the use of face masks, apron, gloves, goggles and shoe protectors. Artificial nails and/or nail polish cannot be worn due to infection control requirements. |
| Shift Cycle | Epworth's facilities operate 24 hours a day, 7 days a week and you are expected to be available and able to work the full range of shifts/days offered by the department in that service.                                                                                                                                                                                                                                                                                             |

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| Physical Demands                          | Rare                      | Occasional               | Frequent                  | Constant                   | Cognitive and Psychosocial Demands | Low | Moderate | High | Maximum |
|-------------------------------------------|---------------------------|--------------------------|---------------------------|----------------------------|------------------------------------|-----|----------|------|---------|
| Frequency and Duration of Essential Tasks | 0 – 5% of total work time | 6-33% of total work time | 34-66% of total work time | 67-100% of total work time |                                    |     |          |      |         |
| Sitting                                   |                           |                          | ✓                         |                            | Attention                          |     |          |      | ✓       |
| Standing                                  |                           |                          | ✓                         |                            | Concentration                      |     |          |      | ✓       |
| Walking                                   |                           |                          | ✓                         |                            | Memory                             |     |          |      | ✓       |
| Step up / step down                       |                           |                          | ✓                         |                            | Interaction with others            |     |          |      | ✓       |
| Looking Up and Down                       |                           | ✓                        |                           |                            | Communication – written            |     |          |      | ✓       |
| Forward Bending                           |                           | ✓                        |                           |                            | Communication - verbal             |     |          |      | ✓       |
| Turning and Twisting                      |                           | ✓                        |                           |                            | Problem solving                    |     |          |      | ✓       |
| Crouching and Squatting                   |                           | ✓                        |                           |                            | Decision making                    |     |          |      | ✓       |
| Kneeling and Crawling                     |                           | ✓                        |                           |                            | Planning/sequencing                |     |          |      | ✓       |
| Reaching above shoulder                   |                           | ✓                        |                           |                            | Reasoning/judgement                |     |          |      | ✓       |
| Reaching forward                          |                           | ✓                        |                           |                            |                                    |     |          |      |         |
| Gripping (Hand)                           |                           | ✓                        |                           |                            |                                    |     |          |      |         |
| Fine Motor Movements (Hand)               |                           |                          | ✓                         |                            |                                    |     |          |      |         |
| Lifting floor-waist                       |                           | ✓                        |                           |                            |                                    |     |          |      |         |
| Lifting overhead                          |                           | ✓                        |                           |                            |                                    |     |          |      |         |
| Carrying                                  |                           | ✓                        |                           |                            |                                    |     |          |      |         |
| Pushing and pulling upper limb            |                           | ✓                        |                           |                            |                                    |     |          |      |         |
| Pushing lower limb                        |                           | ✓                        |                           |                            |                                    |     |          |      |         |