Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
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This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Title	Occupational Therapist
Reports to	Stacey Jamieson
Location	Lower Hutt
Department	ICAFS – Infant Child Adolescent Family Service
Contract	Permanent, Full Time (1FTE)
Children's Worker Role	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

An occupational therapist provides safe and clinically effective patient/client assessment and intervention, within a specific clinical area with a development of more in depth knowledge and skills.

About the Team / Service Location

ICAFS is a community-based team that provide specialist assessment and treatment for 0 – 18 year olds and their families/ whānau. We offer a range of therapeutic approaches as well as having two specialist treatment teams, family therapy (with a screening team) and

Dialectical Behaviour Therapy (DBT). We have a large team of passionate clinicians, including social workers, psychologists, psychiatrists, nurses, and psychotherapists that you would be working closely alongside. We have clinicians with a range of experience and are known to provide excellent support to trainees, interns and new graduates who are frequently working within our service.

About you

The successful applicant will be able to work collaboratively and supportively with other team

members to ensure provision of appropriate assessment and treatment. The person suitable for this role will also have excellent clinical and case management skills and be comfortable with mental health assessment. The ability to establish and maintain excellent working relationships within the team, service, the DHB, the wider mental health services, and community agencies is integral to this role.

Skills

- Ability to provide high quality mental health assessments and therapeutic interventions.
- Experience in risk identification and management.
- Experience in working with trauma, neurodiversity, challenging family systems.
- Strong communication skills and the ability to work collaboratively with internal and external providers.
- Team coaching skills and information delivery skill .
- Previous experience in child and adolescent mental health.
- Hold New Zealand registration and/or current practicing certificate.
- Have the ability to work autonomously and also as an integral part of a dedicated, innovative and friendly multi-disciplinary team.
- knowledge of the CAPA system would be an advantage.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	▪ Takes legal and professional responsibility for managing own caseload of patients/clients with increasing complexity and be able to independently adapt and make decisions regarding occupational therapy intervention. ▪ Utilises information available to prioritise patients/clients to enable appropriate allocation of referrals and workload with staff in the team. ▪ Carries out comprehensive assessment with patients (and whānau where appropriate) This may include use of standardised assessments to assist in assessment and intervention planning. ▪ Formulates and delivers individualised occupational therapy intervention using comprehensive clinical reasoning skills and in depth knowledge of treatment approaches. This should, take into account the patient's own goals and those of the wider multidisciplinary team (MDT). ▪ Demonstrates effective communication, to establish a therapeutic relationship and sets expectations with patients / clients, whānau and the MDT, inclusive of the wider health team and external agencies as appropriate. This includes relaying complex, sensitive and contentious information. ▪ Assesses the patient's understanding of assessment, interventions and goals and gain informed consent for intervention, taking into account those who lack capacity (e.g. those with cognitive difficulties). ▪ Regularly reassesses and evaluates the patient / client's progress against identified goals and adjust intervention as situations change. ▪ Refers on to other services to work with the patient/client towards achievement of longer term goals.

	▪ Develop comprehensive discharge / transfer plans as appropriate. ▪ Carries out regular clinical risk assessments for patients/ clients on own caseload and takes action to effectively manage identified risks, seeking support where appropriate. ▪ Demonstrates provision of culturally safe and bicultural practice with patients and their whānau. ▪ Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice towards reducing these for the patient/client and/or whānau. ▪ Represents the service and / or individual patients/clients at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure occupational therapy is integrated into the overall intervention (where appropriate) including discharge planning. ▪ Completes documentation consistent with legal and organisational requirements. Adheres to any applicable recognised best practice for occupational therapy and any relevant clinical policies and practice guidelines. ▪ Provides advice, teaching and instructions to patients, carers, relatives and other professionals to promote consistency of support being delivered. ▪ Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision. ▪ Identifies unmet needs of patients and identifies potential solutions to address these needs. ▪ Demonstrates an understanding of the roles of the multidisciplinary team.
Teaching and Learning	• Maintains competency to practice through identification of learning needs and Continuing Competency (CPD) activities. This should comply with professional registration requirements. • Contributes to training within the team/service. • Supervises, educates and assesses the performance of occupational therapy students. • Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams. • Demonstrates the ability to critically evaluate research and apply to practice. Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice. • Be involved in the induction and training of newly appointed staff as required. Completes mandatory training as applicable for the role. • Participates in an annual performance review and associated clinical assurance activities. • Participates in regular professional supervision in line with the organisations requirements and/or professional body. • Provides mentoring and clinical support and / or professional supervision where required

Leadership and Management	• Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested. • Assists team leaders and professional leaders in clinical assurance activities of occupational therapy staff as requested. • Directs and delegates work to allied health assistants and support staff as required in the role, ensuring that delegated tasks, documentation and communication is carried out.
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
• Oranga Tamariki • Community Agencies • NGO Providers • PHOs	• Children's Health Services • MHAIDS Community • Inpatient Specialities • Multi-disciplinary team members

• Family and Whānau of client	• CRS

About you – to succeed in this role

You will have;

Essentiall:

- Risk management and formulation.
- NZ Registered Occupational Therapist with current annual practicing certificate.
- Strong Occupational Therapy practice –experience promoting the Occupational Therapy role whilst working as part of an MDT.
- Sensory Modulation knowledge.
- Ability to support a large MDT.
- Evidence of experience working in an acute environment.
- Demonstrates skills and knowledge in the application of functional, cognitive, recovery and rehabilitative approaches to Occupational Therapy based assessment and intervention.
- Demonstrates evidence of advanced clinical reasoning.
- Experience supervising OT colleagues.
- Drivers Licence

Desired:

- Member of Occupational Therapy New Zealand – Professional Association (desirable)
- Previous experience working with children and young people in a CAMHS setting.

You will be able to;

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.

Desired:

- Previous experience in child and adolescent mental health.
- Have the ability to work autonomously and also as an integral part of a dedicated, innovative and friendly multi-disciplinary team.
- Provide high quality care for the consumer

- Committment and understanding of the te Tiriti o Waitangi (and application to health) and a willingness to work positively in improving outcomes for Māori
- Work collaboratively with other clinicians
- Ensure follow through on work
- Deliver identified outcomes

(i] Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

[ii] The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.