GHR Job Description

Position: Occupational Therapist

This position description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications which may be required of the employee assigned to the position. Depending on the size of the facility the job duties may vary. Receipt of the job description does not imply or create a promise of employment, nor an employment contract of any kind; my employment with the Company is at-will.

Position Summary

Occupational therapists help patients of all ages who have limited abilities establish, develop and/or maintain the ability to complete daily functions and tasks. Through regular therapy sessions, occupational therapists work one-on-one with patients, focusing on their individual needs to help them achieve improved quality of life and a sense of independence. Occupational therapy concentrates on ameliorating the physical, mental, social and emotional sources of patients’ disabilities.

Position Responsibilities

Occupational Therapists provide care to patients based on the application of scientific occupational therapy principles. Responsibilities of the Occupational Therapist include (but are not limited to):

- Helps patient to develop, recover, or maintain daily living and work skills
- Aids patients in improving their basic motor functions and reasoning abilities
- Assists patients in performing all types of activities, ranging from using a computer to caring for daily needs, such as dressing, cooking and eating
- Incorporates physical exercises to increase patients’ strength and dexterity
- Uses computer programs to help patients improve decision-making, abstract reasoning, problem solving, perceptual skills, memory, sequencing and coordination
- Instructs patients with permanent disabilities in the use of adaptive equipment, such as wheelchairs and orthotics
- Designs or makes special equipment needed at home or work
- Develops computer-aided adaptive equipment
- Arranges employment, evaluates work environment, plans work activities, and assesses the patient’s progress; collaborates with the patient and employer to modify the work environment, so work can be successfully completed
- Assesses patients’ home for hazards, recommends restorative or safety adaptations
- Provides guidance to family members and caregivers in safe and effective methods of caring for individuals
- Evaluates patients’ progress and prepares reports that detail progress
- Performs other position-related duties as assigned, depending on assignment setting

Marginal Responsibilities

- Supervises and directs the duties of occupational therapy assistants
- Requisitions supplies and equipment
Other Responsibilities

- Complete required orientation as directed by facility
- Follow facility and OSHA safety rules and procedures while on assignment
- Follow facility and GHR Unusual Occurrence Protocol
- Respect cultural and religious practices of patients
- Uphold HIPAA regulations
- Punctual and dependent for assigned/confirmed shifts

Position Requirements

- Graduate of an accredited OT program
- Current OT license, in good standing with the State licensing board
- Minimum of one (1) year OT experience, in corresponding setting
- Federal-, State- and GHR-required credentials current and on file
- Cognitive skills as related to the position

Working Conditions

Occupational Therapists work in a variety of work settings, including rehabilitation/outpatient facilities, hospitals, and long-term care facilities. Evening and weekend work may be required in order to fit patient schedules. The job is physically demanding. Occupational Therapists are required to stand for long periods of time. They spend considerable time stooping, kneeling and crouching. PTs move heavy equipment. They assist with patient transfers and lifts or help them turn, stand or walk. So, to guard against back injury, they must follow proper body mechanics and procedures for lifting/moving patients.

Physical Demands

- Ability to lift/move fifty (50) pounds.
- Ability to stand for extended periods
- Fine motor skills
- Visual acuity

The 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. While performing the duties of this job, the employee is regularly required to stand and talk or hear. The employee is frequently required to walk; use hands to finger, handle, or feel; and reach forward with hands and arms. The employee is occasionally required to sit and stoop, kneel, or crouch. The employee must occasionally lift and/or move fifty (50) pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

Physical Demand Ratings are an estimate of the overall strength requirements that are considered to be important for an average, successful work performance of a specific job. In order to classify the occupation of a worker with a physical demand rating, the most strenuous and frequently performed tasks are evaluated. The overall physical demand rating for a job of the OT falls within the Medium classification according to the Dictionary of Occupational Titles.

(Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Light Work. *)

You may contact GHR’s Human Resources Department for a comprehensive list of physical demands.

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