



# Position Description

Position Identification			
<b>Position Title:</b>	Diversional Therapist – Aged Care		
<b>Direct Reports</b>	Nil	<b>Indirect Reports:</b>	Nil
<b>HRIS Position Number:</b>		<b>Effective Date:</b>	January 2023
<b>Location:</b>	Glenroy and other Merri Health sites as negotiated		
<b>Scope of Practice:</b>	Not Applicable		
<b>Delegation of Authority:</b>	Refer to Delegation of Authority Policy		
<b>Agreement/Classification</b> <small>*For HR use only</small>	Merri Health Enterprise Agreement 2021 <ul style="list-style-type: none"> <li>SACSE Level 4</li> </ul>		
Organisational Context			
<b>Divisional:</b>	Aged and Primary Care		
<b>Program:</b>	Active and Healthy Ageing	<b>Unit:Specialist Aged Services</b>	
<b>Organisational Chart</b>	<pre> graph TD     A[Manager, Active and Health Ageing] --&gt; B[Team Leader, Specialist Aged Services]     B --&gt; C[Diversional Therapist– Aged Care] </pre>		
Position Summary			
<p>The Diversional Therapist position will expand and compliment the current suite of services offered at Merri Health funded under the Commonwealth Home Support Program. The Therapist will provide direct service to clients and work with Social Support Program, Specialist Memory and Dementia Service and other Merri Health CHSP services to further enhance client wellbeing, independence, and community engagement.</p> <p>The position is located within the Specialist Aged Service Team, a multidisciplinary allied health service which includes Occupational Therapy, Physiotherapy, Exercise Physiology, Social Work, Nursing and Geriatrician services.</p> <p>The Therapist together with client and carer/significant other will develop or connect the client to more appropriate health, leisure, lifestyle and social activities to meet goals identified in the client’s assessment and support plan.</p>			
Position Accountabilities			
<b>Responsibilities</b>	<ul style="list-style-type: none"> <li>Maintain and enhance professional knowledge and technical skills by keeping up to date with new developments and relevant trends.</li> <li>Undertake any reasonable additional tasks as directed by Merri Health.</li> </ul>		



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	<ul style="list-style-type: none"><li>• Ensure compliance with all relevant legislation, funding guidelines, service standards and contractual obligations.</li></ul> <p><b>Service Development, Coordination and Promotion</b></p> <ul style="list-style-type: none"><li>• Ensure Diversional Therapy service is delivered in accordance with all CHSP program guidelines and the Home Care Standards.</li><li>• Contribute towards the planning and programming of CHSP services/activities to develop wellness and restorative programs that can meet assessed client needs.</li><li>• Promote the service internally and externally to key stakeholders. Ensure information is accessible.</li><li>• Ensure ongoing monitoring and review of the efficacy, effectiveness and efficiency of diversionary therapy services.</li></ul> <p><b>Service Delivery</b></p> <ul style="list-style-type: none"><li>• Assess each client’s social and emotional needs and design appropriate, individual wellness programs/services to meet their needs.</li><li>• Match clients to appropriate wellness programs and services.</li><li>• Provision of 1:1 direct service and group work underpinned by a wellness, restorative care and re-ablement approach including goal planning, client capacity building, case conferencing, referrals, reviews and discharge.</li><li>• Prioritise and assess client referrals for the Diversional Therapy service in accordance with evidence-based practice, CHSP guidelines and Merri Health Policies.</li><li>• Ensure all compliance requirements related to the funding and service agreement are met including the submission of relevant reports and case studies.</li><li>• Ensure program targets are achieved and relevant reports submitted to the Team Leader, Specialist Aged Services on a regular basis.</li><li>• Enter all data required to monitor program compliance and reporting and ensure it is accurate. This will require supervision logs, client case notes etc. to be maintained on the relevant Client Information Management Systems (CIMS) and HR Information System (Chris21).</li><li>• Ensure follow up on client incidents, feedback and complaints as per Merri’s policy.</li></ul>
<p><b>Safety and Risk</b></p>	<p><b>Occupational Health &amp; Safety (OHS)</b></p> <ul style="list-style-type: none"><li>• All employees have a duty to take reasonable care for the health and safety of themselves and others affected by their actions at work, and to comply with Merri Health’s OHS Frameworks.</li></ul> <p><b>Physical Inherent requirements (PIR)</b></p> <ul style="list-style-type: none"><li>• Involves sedentary tasks requiring a low level of physical activity and alternation between seated and standing positions</li><li>• Incorporates computer based activities, where employees are required to maintain a slight to moderate degree of cervical flexion for periods of several minutes at a time, occasionally sitting for periods in excess of 20 minutes</li><li>• Sound upper limb joints, with the ability to withstand repetitive upper limb activity</li><li>• May be required to occasionally lift and carry items weighing up to 10kgs</li></ul> <p><b>Quality &amp; Risk</b></p>



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	<ul style="list-style-type: none"> <li>• Be proactive in risk identification, notification and management.</li> <li>• Comply with Merri Health’s policies and procedures</li> <li>• Participate in quality improvement activities and engage clients in these activities when relevant.</li> </ul> <p><i>Merri Health is an equal opportunity employer and committed to ensuring a safe environment for children and young people. We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the GLBTIQ community to join our workforce.</i></p>
<b>Capabilities</b>	All employees are expected to align their behaviours and utilise capabilities (or ‘soft skills’) in line with our organisational values and the level of responsibility of the position. The capabilities for this position can found within Merri Health’s Capability Matrix.
<b>Key Selection Criteria</b>	
<b>Essential</b>	<ul style="list-style-type: none"> <li>• Bachelor of Health Science (Therapeutic Recreation), Social Work, Allied Health or equivalent</li> <li>• Highly developed communication (verbal and written) and negotiation skills</li> <li>• Demonstrated experience and skills in direct service delivery, care planning, capacity building with older people</li> <li>• Demonstrated experience in motivational interviewing and health coaching</li> <li>• Ability to assess each client’s social and emotional needs and design appropriate, individual lifestyle programs to meet their needs.</li> <li>• Well-developed planning, time management and working with multiple stakeholders</li> <li>• Computer literacy and ability to use electronic client management databases</li> <li>• Knowledge of the Aged Care Service System including My Aged Care</li> </ul>
<b>Desirable</b>	<ul style="list-style-type: none"> <li>• A second language relevant to the area</li> <li>• Experience/knowledge on specific conditions e.g. dementia, cognitive impairment</li> <li>• Skills in service development and promotion</li> </ul>
<b>Checks, Licences and Registration</b>	<ul style="list-style-type: none"> <li>• National Police check</li> <li>• Working with Children check</li> <li>• Current full or probationary Drivers Licence</li> <li>• Membership of relevant professional association.</li> </ul>