

UW HEALTH JOB DESCRIPTION

Occupational Therapist – Advanced

Job Code: 900009	FLSA Status: Non Exempt	Mgt. Approval:	Date: 1-17
Department : Department of Orthopedics and Rehabilitation		HR Approval: D. Ripp	Date: April 2024

JOB SUMMARY

Under the direction of the team supervisor/manager, the Occupational Therapist- Advanced provides occupational therapy services. Patient/client evaluation, consultation, and treatment are conducted using broad guidelines, requiring a high degree of autonomy and innovation in decision-making, including complex patient situations and problems. Incorporates research findings into clinical practice.

Takes an active role in organizational initiatives to improve patient care, practice, and institutional performance.

Involving other health care team members is essential. The Advanced Clinician practices in collaboration with other members of the health care team and demonstrates respectful interactions with patients/clients, colleagues, and others. Practice incorporates and emphasizes education to patients, clients, families, students, and others.

Therapy is provided to patients/clients in various age-groups. See Addendum for specifics.

Coverage to other areas within the Department of Orthopedics and Rehabilitation is provided as necessary based on patient/client demands. (This does not apply to Home Health.) Occasional work is required on weekends and holidays.

The Advanced Clinician manages technical, environmental, and financial resources effectively. The Advanced Clinician also is responsible for the supervision of clinical support staff.

Problems encountered are of a moderate level of difficulty and can usually be solved by referring to program resources, subject matter experts, and/or management. General supervision and direction will be provided. Consultation with other staff is expected regularly. Actively mentors peers in area(s) of expertise.

The Advanced Clinician works with a wide variety of internal and external constituents, including (but are not limited to) team members, staff and physicians inside and outside the Department of Orthopedics and Rehabilitation, patients, families, vendors, and insurance representatives.

As a requirement of the position, the Advanced Clinician has regular access to and knowledge of the confidential medical history of patients/clients in their care. Documentation is required and is in accordance with professional and regulatory guidelines.

MAJOR RESPONSIBILITIES

- Clinical Decision Making:** Evaluates and re-evaluates patient/clients using high-level knowledge of the principles and methods of patient/client assessment and on-going reassessment to develop and modify effective assessments and treatment plans. Able to make a comprehensive assessment of patient needs that span across the continuum of care. Actively mentors staff throughout all components of clinical decision making.
 - Assessments and re-assessments are patient-specific and consider alternative hypotheses to specific clinical questions
 - Demonstrates proficiency in data gathering skills by efficiently and selectively using relevant sources of information with a strong emphasis on information obtained from patient/client/family.
 - Intuitively and effectively adapts and prioritizes decision making.
 - Able to incorporate relevant data in clinical decision making.
 - Uses available resources, including patient outcomes and past experiences, to guide patient/client assessment.
 - Using multiple sources, comprehensively assesses patient/client factors that impact treatment plan and outcome.
 - Selects appropriate assessment tests and measures to conduct patient/client assessment and re-assessment.
 - Uses standardized assessment tools that address function and disablement. Proficient with the administration of a wide variety of tests and measures, and modifies tests and measures based on patient/client needs.
 - Consistently recognizes signs and symptoms of medical problems that require further medical evaluation and facilitates follow-up.
 - Comfortably and effectively evaluates complex patients with problems in multiple body systems and develops an appropriate plan for managing multiple therapy needs.

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- Recognizes and prioritizes impairments and their influence on patient/client performance. Anticipates the key underlying impairments that result in physical, behavioral, and/or cognitive dysfunction that are typical of specific patient populations. Demonstrates refined analysis during functional tasks, play, athletic, and/or work performance.
- Establishes a therapy classification or therapy diagnosis that is specific to the patient/client. Intuitively and accurately classifies patients based on impaired body/structure, activity limitations, and participation restrictions, as well as therapy practice patterns.
- Makes accurate predictions about patient/client outcomes across the continuum of care. Recognizes and addresses factors that may promote further recovery or future decline in function.
- With input from the patient/client and/or the patient/client's family, establishes goals that reflect anticipated outcomes. Therapy goals address the complex relationships between body structure/function, activity, and participation, as well as show greater emphasis on personal and environmental factors that influence functional recovery.
- Based on assessment and on-going reassessment, selects and modifies appropriate interventions. Choice of interventions demonstrates greater selectivity
- Understands the complex relationships between levels of function and disablement and is able to apply specific interventions across a wide variety of patient populations with appropriate expectations.
- Is sought out by colleagues regarding specific clinical situations. Actively mentors fellow staff in clinical decision making.
- Demonstrates understanding of the value of patient empowerment and self-efficacy and plays a primary role as a coach, guide, or facilitator.
- In adherence to the profession's Code of Ethics, uses ethical reasoning to make decisions based on objective principles and values. Identifies and examines ethical dilemmas using clinical reasoning to guide decision and actions. Serves as a resource to others when ethical dilemmas exist.
- Is accountable and takes responsibility to identify and meet the needs of the patient/client as well as actively identifying patient needs that extend beyond their discipline. Seeks alternate strategies and/or other resources to make sure patient/client needs are met.

2. Performance Skills: Provides interventions across a broad range of needs with increased selectivity to patients/clients that are safe, timely, effective, efficient, patient-centered, and equitable, in compliance with organizational policies and procedures. Actively mentors others in regards to selection and performance of therapeutic interventions.

- Maintains competency within area(s) of expertise. Demonstrates competency in treatment skills by completing institutional and program-specific competencies and consistently meets annual requirements.
- Practices competently in accordance with professional practice standards and expectations.
- Demonstrates effective visual, tactile, and auditory skills to aid with patient/client assessment/reassessment and intervention.
- Provides effective and efficient therapeutic interventions.
- Progresses treatment interventions timely, selectively, and effectively.
- Interventions take into account behavioral, cognitive, and perceptual dysfunction and appropriate referrals to specialists are made, if needed.
- In accordance with patient/client need, selects treatment with consideration of resource utilization, including space, time, people and equipment.
- Anticipates patient/client learning needs and is prepared for session. Identifies and provides appropriate strategies to educate patients so that environmental constraints, learning barriers, and cultural factors are addressed effectively. Assesses effectiveness of teaching and considers emotional impact of condition on learning.
- Actively engages the patient to take responsibility to ensure that needs are adequately addressed.
- Delegates treatment to appropriate clinical staff and provides necessary supervision. Maximizes efficiency in patient outcomes by use of appropriate support personnel.
- Is sought out by colleagues and actively mentors staff regarding performance skills.

3. Interpersonal Abilities: Demonstrates respectful interactions with patients/clients, colleagues, and others. Leads by example when interacting with others and mentors others on interpersonal skills.

- Actively and independently advocates on behalf of patients to appropriate individuals and is aware of common patient needs for similar patient populations.
- Anticipates and understands multiple cultural values and incorporates these values in developing rapport and treatment plan to maximize patient outcomes.

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- Establishes and maintains rapport with patients by respecting others' values and adapting interactions to build trust.
- Works cooperatively with co-workers demonstrating respect, trust, and support.
- Initiates team approach to patient care as indicated and mediates patient goals among team members. Mediates conflict effectively with others.
- Actively mentors others in collaboration.
- Has achieved credibility within the health care team; expertise is sought by team members in planning patient care.
- Consults with or refers to other colleagues/disciplines to meet patient/client needs.
- Incorporates critical feedback from supervisor and colleagues, and works towards improving areas of weakness.

4. Professional Behaviors: Acts professionally to all individuals. Takes an active role in organizational initiatives to improve patient care, practice, and institutional performance.

- Actively identifies problems related to systems issues and works diligently to develop potential solutions to these problems as part of their professional practice. Actively provides feedback.
- Actively identifies challenges and actionable solutions that impact clinical practice.
- Actively participates on committees or task forces that focus on improving patient care, practice, and/or institutional performance.
- Written communication is timely, succinct, clear, and meets all regulatory and hospital standards. Documentation anticipates the needs of the reader.
- Practices in ways that ensure patient care and administrative tasks are performed timely while remaining flexible with changes in schedule. Takes on other responsibilities and incorporates into day
- Able to prioritize and triage to maximize effectiveness and efficiency. At a high level, adapts to the factors that influence time management.
- Meets and/or exceeds productivity expectations.
- Advocates for the profession internally and externally to UW Health. Advances the profession through professional activities within and/or outside the institution.
- Identifies when communication is necessary and directs communication at the right time in the right place to the right person using an appropriate medium. Therapist anticipates the need to change verbal communication style depending on situational needs. Communication reflects comfort, skill and a full grasp of the content in all situations.
- Verbal and non-verbal communication is respectful, empathetic, and appropriate to individuals and groups.
- Is accountable and takes responsibility for identifying trends in practice gaps and actively pursues opportunities (i.e. through continuing education, mentorship, etc.) to improve practice. Independently seeks resources to improve knowledge base and skill level.
- Respects others' values

5. Administration/Education/Outreach/Research: Actively participates in at least two activities that extend beyond patient care, including administration, education, outreach, and research as defined in the Practice Model Continuum for the Advanced Clinician across all themes and subthemes.

- Evidence drawn from the literature is actively pursued to support clinical practice. Incorporates research findings into clinical practice.
- Demonstrates a commitment to continued learning by attending continuing education, reviewing the literature, and independently seeking other resources. In addition to annual requirements, makes presentations and/or educates groups outside of direct patient care responsibilities.
- As opportunities exist, actively participates in student clinical education often times as a clinical instructor or as an educator in clinical residencies.
- Critically appraises journal articles or other sources of evidence.
- Mentors others, especially in area(s) of expertise.

Actively participates in at least two activities that extend beyond patient care, including administration, education, outreach, and research as defined in the Practice Model Continuum for the Advanced Clinician across all themes and subthemes

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

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Education	Minimum	Bachelor's degree in Occupational Therapy
	Preferred	Master's degree
Work Experience	Minimum	Minimum of one (1) year of professional experience is required.
	Preferred	Home Health Agency only: One (1) year home health therapy experience preferred.
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> Licensure as an Occupational Therapist in the State of Wisconsin is required. Basic Life Support (BLS) within three months of hire <p>Home Health Agency only:</p> <ul style="list-style-type: none"> Valid Wisconsin driver's license and current auto insurance.
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> Familiarity with a variety of equipment, including computer software is required. Organization, time management, flexibility, and positive attitude are crucial to successful performance. Collaborates with peers while being open and approachable.

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
X	Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#

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<p>List any other physical requirements or bona fide occupational qualifications:</p>	<ul style="list-style-type: none">• According to the US Department of Labor Dictionary of Occupational Titles (DOT), the strength requirement of an occupational therapist is medium. Medium is defined as exerting (to lift, carry, push, pull, or otherwise move objects) 20 to 50 pounds of force occasionally (1/3 of the time), and/or 10 to 20 pounds of force frequently (2/3 of the time), and/or up to 10 pounds of force constantly. Must have the ability to bend, lift, and assist with transfers. Must have adequate physical strength to assist with resistive activities. <p>Additional requirements for home health agency staff only:</p> <ul style="list-style-type: none">• Must be able to travel in a vehicle up to 110 miles per day, visiting between 1-7 homes a day, to deliver personal care to patients.• Environmental status of patient homes and dwellings where care is delivered is variable and unpredictable.• Must be able to climb stairs and gain access to a variety of different dwellings to deliver care, in various inclement weather conditions including snow and ice. <p>Must be able to type on a laptop computer keyboard for medical record data entry associated with each patient visit and related documentation.</p>
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Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.