Cherokee Elder Care

Job Title: Occupational Therapist (OT)
Prepared: 11/23/2010,
Revised: 05/29/2019, 08/06/2019, 04/29/2021
FLSA Classification: Non-Exempt
Supervisor: Chief Medical Director
Other: Safety Sensitive Position

Approval: [Signature] Date: 4-28-21

Job Summary
The **Occupational Therapist** is responsible for providing occupational therapy services to program participants within the scope of the PACE regulations.

Essential Job Functions
- Must perform intake screenings as assigned and makes appropriate recommendations
- Must complete participant assessments as indicated/requested and develops a plan of care. These evaluations include but are not limited to: functional status, physical status, ADL status, cognitive functioning, visual perceptual status, feeding skills, cooking skills, bed mobility, wheelchair needs and home safety evaluations.
- Must provide treatments as indicated
- Must develop, instruct, supervise other staff and/or family members on the follow through program to be carried out by individuals other than the occupational therapist
- Must demonstrate an ability to utilize appropriate safety measures when providing care
- Must participate in care plan development for participants on site, in the hospital, in the nursing home and in the home environment
- Must provide regular updates to the team on participant status in therapy
- Must assess durable medical equipment needs for participants, seek approval, order and provide required follow up on all DME purchases
- Must review restorative care plans as required
- Must complete documentation and reports as required
- Must participate in the Quality Assessment and Performance Improvement (QAPI) activities as required
- Must develop special programs according to participant needs
- Must adjust schedule as needed to meet the needs of CEC participants
- Must educate staff, participants, and family on services available through occupational therapy staff
- Must supervise and oversee the Occupational Therapy Assistant (OTA)
- Requires **daily** use of personal vehicle for business purposes.
- All other duties assigned by the Chief Medical Director.
Core Job Functions for All Staff

- Attends and participates in staff meetings, in-services, projects and committees as assigned.
- Adheres to and supports the facilities policies, practices and procedures.
- Accepts assigned duties in a cooperative manner and performs all other related duties as assigned.
- Participates on task groups and committees, including the Quality Improvement Program

Working Conditions/Physical Demands

The working conditions and 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.

Working conditions and physical demands include:

- Ability to walk, sit and stand for extended periods of time.
- Ability to access all areas of the facility throughout the work day.
- Ability to hear, talk, taste and smell.
- Vision ability includes; peripheral, color, long distance, close proximity, depth perception and adjusting levels of focus.
- Ability to lift up to 50 lbs and move people/objects both short and long distances. (Staff are required to obtain assistance when attempting to lift or transfer objects over 50 lbs)
- Ability to move about with reasonable accommodation, reach turn, twist and touch.
- Requires constant hand grasp and finger dexterity; frequent sitting, standing, walking and repetitive leg and arm movements, occasional bending, reaching forward and overhead; squatting and kneeling.
- Ability to communicate verbally with an excellent comprehension of the English language.
- Work environment will fluctuate repeatedly throughout the day. Work is performed both indoors and outdoors in varying weather elements and occasionally inside of a vehicle.
- Working conditions can include exposure to odors, fumes, infections, dust, and dirt; which may be objectionable

Knowledge, Skills and Abilities

- Must have strong written, oral and interpersonal skills including professional phone etiquette.
- Must have flexibility with work schedule and a high level of personal integrity.
- Must have working knowledge of physical, psychosocial, behavioral and family needs of the elderly.
- Must have knowledge of community health, social service delivery systems and the aging provider network within the service area.
- Must demonstrate on an ongoing basis the ability to develop and maintain good working relationships with co-workers and department heads while retaining strict confidentiality in all aspects of the position.
- Must have basic computer skills including 10key, typing, scanning and emailing while utilizing Microsoft Excel, Outlook and Word.
- Must have experience utilizing office equipment including phone systems, photocopiers and fax machines.
- Must be detail and accuracy oriented and complete tasks in a timely manner.
- Must be a team player with leadership ability.
- Must attend continuing education courses as needed.

**Required Education, Licensure, Experience & Health**

**Education:**
- Master's Degree in Occupational Therapy (or be grandfathered in under the state licensing and educational rules and requirements with a Bachelor's Degree) from an accredited program as required by the State of Oklahoma

**Licensure:**
- Must maintain current OT license with the State of Oklahoma
- Current CPR certificate and first aid training.
- Current Driver's License.
- Current Vehicle Insurance in compliance with the Cherokee Nation Motor Vehicle Usage and the CEC Transportation Policy and Procedure.
- A motor vehicle report (MVR) will be completed upon selection and then annually throughout employment. MVR must meet Cherokee Nation Risk Management driver eligibility criteria.

**Experience:**
- Must have 1 year of experience with a frail or elderly population.
- Must have 4 years' experience in the occupational therapy field.
- Must have an accident free driving record with no moving violations within the last 2 years.

**Employee Health:**
- Must be cleared of all communicable diseases upon hire and subsequently throughout employment
- Must provide proof of immunizations upon hire and subsequently throughout employment

**Acknowledgement:**
I agree to abide by the philosophy, practices, and protocols of the PACE organization.

I have read the above *Occupational Therapist* job description and fully understand the requirements set forth therein. I meet all the requirements of this position, and I can perform all essential functions of the job. I agree to abide by the requirements set forth in this document.

I understand the contents of this job description are presented as a matter of information only and as to Cherokee Elder Care's expectations for this position. This job description is not intended to give rise to contractual rights or obligations, or to be construed as a guarantee of employment for any specific period of time or for any specific type of work.

Furthermore, Cherokee Elder Care reserves the right to interpret, amend, modify or cancel, terminate or withdraw any or all sections or provisions of this job description at any time with or without notice.

Employee Signature ___________________________ Date ____________

HR Manager or other CEC representative ___________________________ Date ____________