

**Benchmark Title**      **OCCUPATIONAL THERAPIST – 16P**

**Grid Level**              16P – Paraprofessional Wage Grid

**Job Summary**            Plans, develops implements and evaluates individually designed programs of educational, vocational and recreational activities for clients with physical and/or mental disabilities to maintain, improve or restore physical and/or mental functioning.

- Key Duties and Responsibilities**
1. Assesses clients' mental, emotional and physical capacities using specialized occupational therapy techniques such as functional ability testing, observation of clients, physician referral notes and other standardized tests and procedures.
  2. Plans and develops individualized programs of occupational therapy designed to enhance capacities such as motor skills, coordination, visual sensory perception, play and self-care skills.
  3. Implements occupational therapy programs, which may include manual and creative arts, vocational skills development and recreational activities. Monitors and evaluates clients' progress make program adjustments accordingly. Recommends adaptive equipment. Provides direct therapy in individual and group settings.
  4. Supports clients' families in determining needs and goals for clients and encourages their participation in case planning. Makes home visits and assists families in accessing other programs and services. Refers families to other community services and professionals as appropriate.
  5. Provides instruction, guidance and advice to families, teachers and other caregivers on the implementation of components of the occupational therapy programs.
  6. Maintains related records and produces reports as required.
  7. Liaises with other community service providers and professionals to ensure coordinated and consistent client therapies. Participates in multi-disciplinary team and family conferences, case conferences, team and transition meetings related to client care and services.
  8. Maintains current knowledge on literature and research in the field. Provides up to date best practice information.
  9. Provides consultative and education services to clients' families, caregivers, professionals and the general public.
  10. Participates in the review of agency policies, procedures and standards related to occupational therapy services.
  11. Performs other related duties as required.

**Qualifications**            *Education and Knowledge*  
Master's degree in Occupational Therapy and registration with the appropriate provincial licensing body.

*Training and Experience*

Two (2) years recent related experience.

Or an equivalent combination of education, training and experience.

## COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN RATING RATIONALE

**BENCHMARK TITLE: Occupational Therapist**

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Requires a Master's Degree in Occupational Therapy or a related field	7	131
2	Training and Experience – Requires 2 years recent related experience	4	100
3	Physical Demands – Often provides direct occupational therapy in individual and group settings requiring a moderate level of physical exertion and manual dexterity	5	35
4	Concentration – Often requires a high degree of concentration in implementing occupational therapy programs	5	42
5	Independence – Guided by occupational therapy standards, applies accepted techniques in different ways to plan, develop and evaluate individual programs of occupational therapy	5	71
6	Judgement – Judgement required to modify treatment approaches to develop and evaluate programs of occupational therapy	6	86
7	Leadership/Supervision – Provides leadership and guidance to caregivers on matters such as implementation of components of the occupational therapy program	4	80
8	Accountability – Work is evaluated for compliance to occupational therapy standards; errors may result in substantial loss of time in terms of client progress	5	71
9	Communication – Facilitates participation of clients and caregivers in the implementation of occupational therapy programs	4	57
10	Care of Individuals – Work involves remedial treatments and providing individualized care plans to clients	4	40
11	Environment/Working Conditions – Often exposed to moderately undesirable working conditions from lifting and carrying heavy weights; may require specific safety precautions	5	42
Total Points			755
Grid Level			16P*

\*Note: Benchmark rated 16P as per arbitration decision of Vincent L. Ready on June 27, 2006