

Job profile

Position title	Diversional Therapist
Division:	WesleyCare
Location:	91 Harewood Road, Papanui, Christchurch
Responsible to:	Manager, WesleyCare
Date approved:	2023
Delegated authority:	As per policy on Authority Levels and Delegated Authorities
Responsible for Staff:	Nil

The Mission

The Christchurch Methodist Mission (CMM) is the social services agency of the Methodist Church of New Zealand with responsibility for services through the upper South Island, including Canterbury, Marlborough, Nelson and the West Coast.

Our Vision

A just and inclusive society in which all people flourish.

Our Mission

To promote and enhance the dignity of all people through:

- Providing compassionate care, support and empowerment of those most vulnerable in our community
- Building communities, neighbourhoods and a wider society that are fair and inclusive
- Challenging injustice and promoting hope.

'Cycles of Hope'

CMM is committed to promoting 'cycles of hope' by actively addressing not only the effects, but also the causes, of injustice and social and economic disadvantage.

Our Values

- Tumanako (Hope)- Believing that change is possible
- Whakaute (Respect)- For people, and every person's unique value
- Hei kaikōrero mō te tika me te mana taurite (Social Justice)- Inequality, unfairness and exclusion will be challenged
- Ngākau pono (Integrity)- Actions speak louder than words
- Mahi tahi (Partnership); Strength is found in cooperation
- Whakamana (Empowerment)- Recognising and enhancing the mana in all people

- Whakakauka (Sustainability)- Responding to the challenges of climate change

Purpose of Position

The Diversional Therapist is responsible for creating and implementing a Diversional therapy programme of an appropriate standard based on individual resident needs.

Key Responsibilities

1. Implement a resident focused activities / diversional therapy programme

Work with the activities / diversional therapy team to implement a programme which promotes a friendly, warm and interactive environment and meets residents needs

- Complete an individual resident profile within 2 days of admission
- Develop resident activities plans which reflect individual preferences, cultural values and beliefs, and the needs of the resident within 3 weeks of admission
- Plan, implement, supervise, review and evaluate a balanced and varied activities programme which is enjoyable and meaningful
- Recognise changes in residents abilities and participation in the programme and report to clinical staff
- Document progress and participation, evaluate 6 monthly
- Encourage active participation through good communication and promotion of the programme

2. Communication

Ensure that residents, families, volunteers and staff are included in the activities programme

- Actively promote the activities programme and support residents and families/whanau to participate in it
- Communicate with residents in a manner that supports and encourages independence and respects their dignity
- Display the activities programme on noticeboards and in communal areas
- Seek information appropriately from residents, family/whanau and nursing staff
- Welcome visitors and volunteers
- Participate in and contribute constructively at meetings
- Inform the RN / CNM and Manager of any concerns in a timely manner
- Liaise with entertainers and other external contributors to the programme
- Complete all documentation accurately and legibly within the required timeframes
- Maintain resident confidentiality at all times

3. Health and Safety

Proactively support a culture of health and Safety for residents and staff, provide a safe environment and ensure residents' safety at all times in accordance with legislative and Mission guidelines

- Demonstrate knowledge of the appropriate steps to take in an emergency
- Take part in trial evacuations and attend safe evacuation training
- Report hazards and faulty equipment immediately
- Follow the correct procedures when assisting residents to mobilise,
- Follow the correct procedures to minimise cross infection
- Report all Accidents / Incidents promptly, follow the correct First Aid procedures when off-site

4. Quality Improvement

Demonstrate a commitment to excellence and continuous quality improvement

- Consistently strive to enhance the quality of life for residents by identifying opportunities to improve the care they receive, their social programme, and the environment in which they live.
- Show sensitivity to and understanding of the needs and interests of residents, acting as an advocate for them
- Active participation in meetings, sharing thoughts and ideas for improvement

5. Professional development

Take personal responsibility for updating knowledge

- Keep up to date with new and reviewed policies and procedures
- Attend in-service and external education as approved by the Manager
- Have a working knowledge of current standards and practice relevant to residential aged care.
- Participate in an annual performance appraisal, identifying opportunities for development and training

6. General:

The Manager reserves the right to alter responsibilities as necessary to meet the needs of WesleyCare and the residents.

- Order/purchase appropriate supplies and resources within agreed budget and following consultation with the Manager

It is expected that all staff employed by CMM will:

- Adhere to the CMM values statement, Strategic Plan, Code of Conduct and Health and Safety requirements
- Actively participate in team meetings and other CMM meetings.
- Demonstrate commitment to CMM's bi-cultural journey
- Undertake professional development, supervision and training as agreed.

Key Relationships

Internal

- Manager, WesleyCare
- Registered Nurses and HealthCare Assistant
- CMM Staff

External

- Volunteers
- Entertainers
- External contributors to the activities programme

Person Specification

Essential

- A commitment to the Mission's vision, mission and values
- Demonstrated experience in planning, programming, coordinating and evaluating resident centred activity programmes
- Previous experience in aged care
- A compassionate and engaging personality with a good sense of humour
- A sense of creativity, innovation and initiative
- A team player with a positive attitude
- Outstanding communication, motivation and interpersonal skills
- Good time management
- Good computer skills
- A full, clean Driver's licence
- A First Aid certificate
- A Diversional therapy qualification or be working towards one

Desirable

- Knowledge of the Aged Residential Care Contract requirements and the NZ Health and Disability Service Standards
- Experience in working with people from diverse cultural backgrounds

Organisational Competencies

Competencies describe behaviour that reflects underlying skills, knowledge, attitudes and personal qualities required to perform a job satisfactorily. The competencies required for this job are outlined below.

Commitment to the service - promotes high quality care for service users. Demonstrates a commitment to understanding and meeting clients' expectations and delivering a high quality service. Sensitive to the needs and concerns of clients. Clients are those or individuals, internal or external, who use CMM services.

Building relationships - The ability to interact with and develop effective working relationships with a wide range of people of different types and in different situations. This includes establishing formal and informal working relationships

Team work- commitment and support for the work of the team. Pools ideas and builds on the contributions of other team members. Demonstrates an ability and willingness to work with other professional staff from other professions e.g. teachers, advisors, clinical staff, community workers etc.

Flexibility - Able to adapt to a variety of situations, understanding and appreciating different and opposing perspectives of a situation. Open minded and flexible in dealing with circumstances as they arise. The ability to think about a situation issue or process in new or varying ways and to generate new ideas. This includes the willingness to seek out and implement better ways of doing things and to embrace change. Approaches changes in the CMM with a constructive attitude.

Planning and organising - ability to identify objectives and develop effective action plans to achieve them. This may include: using sound personal organization disciplines; using a methodical and systematic approach towards planning workloads; using project management skills; exhibiting appropriate initiative and persistence; focusing on work that is of high quality. High level of initiative and self-management. Excellent time management skills and ability to respond to demanding timelines. Results focused and ability to deliver on commitments.

Managing Personal Responsibilities – upholds personal, professional, and ethical conduct. Demonstrate ethical practice and the maintenance of professional boundaries. Knowledge and commitment to the principles of EEO.

Managing Information and Uses Technology - managing information effectively, and using information technology to be efficient, productive, and to deliver a high standard of service

Cultural Responsiveness - The ability and desire to show cultural sensitivity, awareness and understanding of diversity. This includes reinforcing culturally sensitive behaviour, being responsive to Maori and other cultural groups. Ability to work within diverse cultural settings.

Signed:

Date:

Employee: _____

Employer: _____