

Revised 11/01/2020

Responsible to

Chief Clinical Officer and Director of Nursing

Directly Supervises and Evaluates

Physical Therapy Assistants, Home Health Aides

Description

Administers to clients, according to physician's orders and within scope of practice, various evaluations and therapeutic procedures and maintains agency records on clients.

JOB DUTIES/KNOWLEDGE

1. Provides skilled physical therapy in accordance with scope of practice and the physician/NPP plan of care.
Accepts only clients referred by the client care manager or designee.
2. Assists the physician/NPP in assessing the client's functional level by applying appropriate tests; assists in the development and revision of the plan of care, including OASIS assessments and goal setting as appropriate.
3. Treats clients to relieve pain, develop and restore function and maintain maximum performance using appropriate physical therapy treatments, modalities and procedures as stated in the physical therapy plan of care. Identifies barriers to desired outcomes.
4. Observes, records and reports the client's reaction to treatment and any change in the client's condition to the physician/NPP and/or client care manager and other staff involved.
5. Instructs and advises client, family and other health team personnel including, when appropriate, home health aides, in the phases of physical therapy in which they may assist the client; instructs all of the above in the use of prosthetic and orthotic devices and durable medical equipment, as appropriate. The goal is to teach and promote disease prevention and injury management for eventual patient & caregiver independence, utilizing agency materials as appropriate.
6. Cooperates and consults with appropriate staff to provide staff education when requested and arranged by the client care manager.
7. Evaluates, and regularly reevaluates, the rehabilitation and equipment needs of the client; initiates, develops, implements, and makes necessary revisions of the client's plan of care. Assesses the client's continual care needs. Ensures that the plan of care addresses all problems identified in the assessment or demonstrates rationale for not doing so.

8. Initiates diagnostic, preventive and rehabilitative procedures as appropriate to the client's care and safety. Makes referrals to other disciplines as indicated by the needs of the client or documents rationale for not doing so.
9. Observes signs and symptoms and reports to the physician/NPP and/or other appropriate health professionals as often as needed or as changes in the client condition require.
10. Assists with the coordination of the total plan of care and maintains continuity of client care by liaising with other health professionals assigned to the same clients. Attends client care conferences. Initiates client care conferences for complex and/or multidisciplinary clients when required or helpful to ensure good coordination of care.
11. Supervises and teaches the home health aide. Assesses the client's need for unskilled care every two weeks and revises the plan of care as appropriate. Communicates plan of care changes to the aide and scheduler as often as necessary.
12. Develops, prepares and maintains individualized client care progress records with accuracy, timeliness and according to policies. Submits accurate and timely documentation. Submits activity logs weekly when indicated. Submits start of care paperwork electronically within 2 working days of initial visit. Participates in discharge planning as indicated.
13. Participates in the agency's quality improvement program.
14. Keeps abreast of physical therapy trends and knowledge for service provision, documentation and care coordination. Participates in in-service programs.

JOB PERFORMANCE

Demonstrates initiative and skills in planning and organizing work

1. Demonstrates a desire to set and meet objectives and to find increasingly efficient ways to perform tasks.
2. Completes work, care and documentation with accuracy and within agency time frames.
3. Requires minimal supervision and is self-directed.

MISSION/AGENCY STANDARDS

Demonstrates organizational awareness and commitment

1. Understands and appropriately applies chain of command in relation to job position and supervision.
2. Knows and understands agency mission in relation to own job position.

Observes confidentiality policy at all times

1. Protects and honors customer and coworker confidentiality.
2. Respects customers' and coworkers' right to privacy.

Observes attendance and attire policies

1. Meets attendance and punctuality expectations.
2. Demonstrates cooperation with scheduling requests to meet agency needs.
3. Consistently adheres to agency dress code.

Complies with all other related policies, procedures and requests

1. Recommends and/or supports changes to policies and procedures.
2. Demonstrates knowledge of policies and procedures applicable to own job position.
3. Adheres to policies and procedures. Honors requests of management for interim rules.

Conserves agency resources

1. Maintains agency property, supplies and equipment in a manner that demonstrates ownership and accountability.
2. Maintains the work area to reduce the likelihood of safety hazards and to enforce its general appearance.

COMMUNICATION SKILLS**Demonstrates interpersonal understanding and utilizes effective communication skills.**

1. Considers effects of words and actions on others.
2. Utilizes listening skills that indicate understanding and promotes accurate interpretation of others' concerns, motivations and feeling.
3. Recognizes the influence of beliefs and cultures on behaviors and accepts strengths and limitations in others.
4. Works toward resolution of interpersonal conflicts as they arise.
5. Recognizes when others are in need of information, assistance or direction and consistently offers and provides help.
6. Attends and participates positively in meetings
7. Regularly reads and appropriately applies information to practice.

8. Uses words that express respect, patience and understanding in interactions with others.
9. Acknowledges others verbally and nonverbally (eye contact, expression, tone of voice) promptly and courteously.
10. Follows appropriate phone etiquette.

Exhibits behaviors of cooperation

1. Develops cooperation and collaborative work efforts that generally benefit all involved parties.
2. Demonstrates the initiative to meet the needs of the agency by assisting coworkers when work load permits.

PERSONAL/PROFESSIONAL DEVELOPMENT

Continuing education and personal/professional development responsibilities

1. Maintains personal health status requirements in relation to job position.
2. Maintains professional licensure/certification.
3. Maintains current personnel file information and provides information to agency in timely manner.
4. Sets own development challenges and volunteers to learn.
5. Assists with orientation of new personnel.
6. Adheres to agency infection control and safety policies, including education, reporting, and practice implementation specific to job position.
7. Attends agency provided in-service programs to fulfill requirements of position and agency policies.

Exhibits adaptability, flexibility, self-control and maturity in work and behavior

1. Maintains stable performance and emotions when faced with oppositions, pressure and/or stressful conditions.
2. Recognizes codependency issues in care giving roles and exercises caution in relationships to maintain objectivity.
3. Develops work relationships that honor and respect others' strengths and abilities.

PROBLEM SOLVINGS

Exhibits critical thinking and applies them for continuous improvement of services and the agency

1. Uses own knowledge and experience base and other resources as necessary to make logical decisions and solve problems.
2. Continuously analyzes work processes and makes suggestions for improvement.

QUALIFICATIONS

1. Successful completion of a physical therapy program at a school of physical therapy approved by the American Physical Therapy Association or the Council on Medical Education and Hospitals of the American Medical Association or both. If licensed or registered prior to 1966, meets the alternative qualifications cited in the Medicare Conditions of Participation, Section 405.12 or (1) (2) (3) (4)
2. Licensed in the state as a physical therapist.
3. Minimum of one year of experience in physical therapy.
4. Knowledge and Abilities:
 - a) Demonstrated knowledge and skills necessary to provide care to and communicate with primarily the geriatric population, and to a lesser degree the pediatric and adult population.
 - b) Demonstrated knowledge of the principles of growth and development over the life span.
 - c) Able to assess data reflecting the client's status and interpret the appropriate information needed to identify client's requirements relative to their age-specific needs.
 - d) Demonstrates computer skills sufficient to use the electronic medical record effectively.

DEGREE OF TRAVEL

Home visits daily. Office meetings as indicated. Must have reliable transportation and agency-required liability insurance.

DEGREE OF DISRUPTION TO ROUTINE, OVERTIME

Must be able to adapt to the client's status and needs. Occasional schedule changes due to the client's condition and/or new clients.

SAFETY HAZARDS IN JOB

Possible infection from clients, auto accidents, unsafe neighborhoods.

JOB TITLE: Physical Therapist

PHYSICAL DEMANDS	NEVER	OCCASIONALLY	FREQUENTLY	CONTINUALLY
Sit				X
Stand			X	
Walk			X	
Bend/Stoop			X	
Squat			X	
Crawl		X		
Climb		X		
Reach Above Shoulder Level		X		
Kneel		X		
Balance			X	
Lift, Carry, Push, Pull				
Maximum 10 Lbs.			X	
Maximum 20 Lbs.			X	
Maximum 50 Lbs.		X		
Maximum Over 50 Lbs.		X		
Must Be Able To				
See				X
Hear				X
Speak				X
Use One Hand				X
Use Both Hands				X

Environmental Conditions	NEVER	OCCASIONALLY	FREQUENTLY	CONTINUALLY
Involves Being				
Inside				X
Outside		X		
Exposed to Temperatures of				
32 degrees F and less		X		
100 degrees F and more		X		
Wet & Humid Conditions		X		
Noise, Vibration		X		
Fumes, Dust		X		

Hazards, Exposure	NEVER	OCCASIONALLY	FREQUENTLY	CONTINUALLY
Infectious Wastes		X		
Toxic Chemicals		X		
Needles/Body Fluids		X		
Radiation	X			
Chemotherapeutics	X			

Occasionally = 1% to 33% of the time
 Continually = 67% to 100% of the time

Frequently = 34% to 66% of the time