

ROSEBUD HEALTH CARE CENTER
POSITION DESCRIPTION

Department Name/Number	Position Title	Reports To
Physical Therapy	Physical Therapist	CEO
Effective Date: March 2017	Status: Non-Exempt	

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

In this position, the Physical Therapist provides professional physical therapy services in a CAH hospital setting including acute care, outpatients, geriatric, and wound care following guidelines as described in the Physical Therapy Practice. Additional services may include but are not limited to ergonomic assessments, functional agility testing, and staff and community education. This position will also direct the activities of rehab services including planning, organizing and staffing while maintaining standards of professional care.

ESSENTIAL DUTIES & RESPONSIBILITIES:

1. Evaluates patients, schedules and establishes appropriate treatment goals and delivers skilled physical assessments and treatments effectively. Completes care plans as prescribed by providers.
2. Delegates/supervises and instructs effectively within scope of authority to rehabilitation aides and physical therapy assistants.
3. Reassesses patient's progress, revises treatment plan and modifies goals when appropriate.
4. Discharges patient when therapy services are no longer needed or beneficial.
5. Demonstrates positive, supportive caring behaviors in communication with patients/residents, families, visitors, physicians, staff and others.
6. Develops relationships with physicians, physicians' assistants, nurse practitioners and other clinical staff in order to enhance quality practice.
7. Oversees daily operations within the Physical Therapy department and works cooperatively with other departments, such as hospital nursing, nursing home and rehabilitation department.
8. Produces accurate documentation of all patient care sessions in a timely manner, including but not limited to initial examination/evaluation, test and measures, evaluation diagnosis, plan of care and discharge summary.
9. Develops marketing plans and performs outreach in order to increase utilization and department budget performance.
10. Performs pre-employee assessments, including but not limited to, functional agility testing, lifting abilities and proper techniques, etc. of potential new employees.
11. Assists in orientation and training of new personnel using orientation checklist and department Policy and Procedure Manual.
12. Takes responsibility for his/her own professional growth, meets all CAH and departmental education requirements.

The employee will demonstrate the ability to: manage time, maintain a safe and clean environment, practice confidentiality, treat all persons with respect and professional courtesy, accept change, support the mission and vision of Rosebud Health Care Center (RHCC), accept and provide constructive feedback, be a team player, and adhere to the infection control, fire and safety, disaster and hazardous waste policies. The employee must also demonstrate the competencies for the position and adhere to policies and procedures for their department.

A review of this description has excluded the marginal functions of the position that are incidental to the performance of fundamental job duties. This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform other job-related duties requested by their supervisor in accordance with regulatory, legal, and organizational policies and procedures.

Education, Experience and Licensure/Certification Requirements: Requirements are representative of the minimum level of knowledge, skills and/or abilities necessary to perform the essential functions of the position.

1. Bachelor's degree from a Physical Therapy program, Masters or Doctorate preferred
2. Current Montana Physical Therapist license
3. Current BLS certification
4. Ability to communicate effectively and diplomatically within a multi-functional team
5. Strong organizational skills and attention to detail
6. Ability to successfully function in a fast paced, service oriented environment
7. Experience in understanding and usage of computers as well as the ability to learn applications relevant to the position

Reporting Relationship: CEO

Employees Supervised: Physical Therapy Aide, Nursing Home Rehab Aides

Physical Demands

Medium-Lifting 50 lbs maximum with frequent lifting/carrying up to 20 lbs

Checked are the appropriate factors for this position

Occasionally 0-33% of the work shift Frequently 34-66% of the work shift
Constantly 67-100% of the work shift N/A Not Applicable for this position

Physical Factors	N/A	Occasionally	Frequently	Constantly
Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walking	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sitting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pushing (wt 50+)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pulling (wt 50+)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stooping	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Kneeling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Crouching	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reaching	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Filing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Typing (Computer)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Copying	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talking	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Hearing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Visual Acuity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Driving	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental Factors				
Exposure to Weather	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme Heat	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme Cold	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Noise	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dust, Vapors, Fumes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Odors	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Bloodborne Pathogens Bloodborne Pathogens

Category I - Job classification in which tasks involve exposure to blood, body fluids or tissue

Protective Equipment Checked is the equipment that may be required to be worn in this position

Not Applicable

Hearing Protection Gloves Goggles Safety Glasses Face Shields

Face Masks-Surgical, N95, Respirator Moisture Resistant-Gown/Lab Coat