

Job Class Profile: Clinical Physiotherapist I**Pay Level: CG-41 Point Band: 950-993**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	7	5	4	5	6	5	5	4	5	
Points	327	83	25	24	180	108	103	86	54	990

JOB SUMMARY

The Clinical Physiotherapist I provides professional clinical physiotherapy work focusing on preventative, diagnostic and therapeutic services aimed at maximizing an individual's functional abilities; preventing or alleviating disability; maintaining function and preventing undue deterioration. Employees work in partnership with clients, caregivers and other team members to identify, achieve and maintain optimal health outcomes. Positions in this class perform individual assessments of clients and develop treatment plans to meet client's unique needs.

Key and Periodic Activities

- Provides physiotherapy client-centered care and services in the assessment and treatment of individuals with a wide variety of needs and performs caseload management in organizing and prioritizing services within each area of responsibility. In some cases, a number of factors including the risk of falls and adverse medical complications must be monitored (i.e. seizure activity, changes in blood pressure, heart rate, etc.).
- Screens referrals to determine appropriateness and priority level of client including possible referral to other health care providers.
- Assesses clients to establish a clinical diagnosis and client's needs including physical status and functional requirements. Process comprises of a comprehensive review of the patient's medical history, diagnostic results, interview with patient/client and the use of a selection of physiotherapy assessment tools.
- Analyzes assessment findings to establish intervention strategies and develops treatment plans requiring critical thinking and problem solving; implements therapeutic exercise program, use of therapeutic modalities; and evaluates client's responses to treatment, effectiveness of program and makes appropriate changes as required.
- Develops education programs and materials aimed at health promotion and illness prevention and educates clients, patients, families, community groups, students and other health care team members.
- Determines readiness for discharge in consultation with patient, caregiver and other health professionals and develops discharge plans and follow-up based on client needs.
- Documents assessments, treatment plans, progress notes and discharge plans in client's medical charts. Updates third party groups, i.e. Worker's Compensation Board, Insurance Companies, etc.

Key and Periodic Activities

- Provides direct supervision to support staff in accordance with the professional practice policy and contributes to performance evaluation of staff. Supervises students during clinical placements, liaises with academic institutions regarding student's progress and provides orientation to other employees relating to physiotherapy practice, programs and referral processes.
- Maintains effective communication with team members, support staff, clinical specialists, clinical practice leaders, division managers and Professional Practice Coordinator. Participates in interdisciplinary team rounds.
- Collaborates with other physiotherapists and Professional Practice Consultant in strategic planning activities and standard of care for the profession and various clinical programs.
- Participates in quality initiatives including annual chart audits to verify and ensure utilization of appropriate standards in documentation and standards of care.
- Participates in informal research through journal and articles and clinical based research projects.
- Compiles workload statistics for workload measurement purposes.
- Attends various meetings, teleconferences, seminars, education sessions and participates on committees related to program development, i.e. education committee.
- Ongoing monitoring and development of physiotherapy equipment supplies, including mobility aids and supplies required for using electrical modalities. Ensures appropriate maintenance of equipment according to guidelines.
- Co-ordinates appointments when necessary.

SKILL

Knowledge

General and Specific Knowledge:

- New and evolving assessment, treatment and intervention techniques.
- Knowledge of new and emerging technologies and modalities used in clinical practice.
- Knowledge of acute care service and specialty areas.
- Best practices in patient/client care.
- Knowledge of relevant legislation, regulations, professional standards of practice and professional code of ethics.

Formal Education and/or Certification(s):

- Minimum: Master's Degree in Physiotherapy; Licensure as a Registered Physiotherapist in Newfoundland and Labrador, and successful completion of the National Physiotherapy Competency Exam.

Years of Experience

- Minimum: < 1 year

Competencies:

Ability to apply established techniques (assessment of patients/clients); co-ordinate a range of activities (outpatients, inpatients, continuation of care or referrals); develop new solutions (screening and prioritizing patients/clients); develop programs, treatments and methods (education

and exercise programming); provide advice (instruct patients on techniques and methods to address problems) and operate various types of equipment used for treatment. Analytical, supervisory, written and verbal communication skills are also required.

Interpersonal Skills

- A range of interpersonal skills such as listening and asking questions is required in the performance of assessment and treatment of patients/clients. Interviews are conducted with patients/clients to gain information on signs and symptoms. Provide routine and specialized information to patients/clients and to other health care providers to promote understanding of condition and treatment. The provision of care, comforting and nurturing is on-going in the performance of tasks and activities to reassure patients/clients of their progress. Gaining the cooperation of others is vital to delivery of services. Instructing and teaching patients/clients in their intervention programs and participating in education sessions for students and other members of the health care team occurs on a regular basis.
- May conduct formal presentations to groups, deal with upset or angry people and resolve disputes.
- Interaction typically occurs with employees/peers, supervisor/manager, clients/patients and professional associations, as well as suppliers or sales representatives (equipment), group executives and professional advisors.
- Most significant contacts are: clients/patients (to conduct assessment and provide treatment – daily); peers/colleagues/interdisciplinary team members (to communicate patient care, delegate tasks to support staff, consult with colleagues on work related problems and problem solving strategies and consult with members of the health care team regarding care/discharge plans); supervisor/manager (information sharing regarding program issues and staffing decisions).

EFFORT

Physical Effort

- The demands of the job occasionally result in considerable fatigue, requiring periods of rest.
- There is a need for strength and endurance and maintaining physical balance as many tasks and activities performed in the assessment and treatment of clients require bending, kneeling and stretching and physically lifting, pulling and/or manoeuvring individuals. Typically, lifting and moving involves a weight range of 10 – 50 lbs. As mechanical lifts and walking aids are used for assistance in moving patients, there is only an occasional requirement when this weight would be exceeded.
- Occasionally uses hand tools and equipment that requires accurate control and movement such as electrotherapy modalities (such as ultra sound and laser treatment).
- Majority of activities regularly require a combination of sitting, standing and walking.
- Fine finger/precision work is used to apply specific tissue tension to various body parts such as muscles, ligaments or tendons and in the use of a computer to compile various reports.

Concentration

- **Visual and auditory** concentration is constantly required when observing patients/clients for any change in status and to their response to intervention and treatment plans; when interviewing individuals to obtain pertinent information; and when assessing vitals like blood

pressure and cardio respiratory status (using a stethoscope).

- Other sensory demands such as **touch** is used to assess muscle tone, muscle strength, flexibility and joint movement, heart rate, skin temperature and swelling.
- Activities such as performing range of motion of a joint, scanning of monitors and patient response to treatment, chest physiotherapy and other techniques can be **repetitious and require alertness**.
- **Time pressures** are experienced when there is a requirement to assess a patient and arrange prescribed equipment prior to their discharge; when prioritizing assessment based on need; and when dealing with large caseloads. **Deadlines** are established for the completion of workload measurement statistics; acknowledging, assessing and documenting referrals as per established policy; and when processing referrals for patients requiring continued physiotherapy.
- **Interruptions** are typically a result of families, team members, co-workers and managers having concerns that need to be addressed.
- **No control over work pace** can occur if a stat call is received from a doctor to see a client; when required to assist with inpatient coverage; and when dealing with referrals.
- **Higher than normal levels of attentiveness/alertness** is required when performing activities in an Intensive Care Unit with critically ill patients; dealing with other clients with complex medical conditions; and generally ensuring that treatment plans and exercises are performed in a safe environment.
- Performing a variety of assessment techniques, balance and coordination exercises and the use of a variety of equipment requires **eye/hand coordination**.
- Physiotherapy assessment findings require **exact results and precision** as they are used to determine physiotherapy diagnosis, appropriate treatment techniques and to monitor patient progress and treatment effectiveness. Accuracy is required in applying treatment techniques appropriately, timely and safely.

Complexity

- Tasks and activities are different/unrelated and require the use of a broad range of skill and a diversity of knowledge.
- Some challenges/problems/issues can be addressed by following procedures or guidelines, however, many are unique where creative problem definition, analysis and complex solution development is required. As such, individualized treatment plans are developed with monitoring of progress and evaluation of results being conducted. There may also be issues of complex family dynamics to consider. At other times it may be determined that a referral to other disciplines is required.
- Must keep abreast of trends and developments in this specialty field where extensive clinical knowledge is required to treat a variety of clinically complex conditions and to ensure safe and effective management of client care; to keep current on latest technology and physiotherapy aids and to remain current on best practices.
- Reference material available includes Standards of Practice as outlined by the Newfoundland and Labrador College of Physiotherapists; Code of Ethics and policies as set out by the employer; relevant legislation, regulations, policies and procedures; other staff, textbooks and journals.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities relating to clinical assessment and treatment plans are generally not prescribed nor controlled.
- Has full autonomy of client/patient care relating to physiotherapy services (i.e. assessment, individualized treatment plans, referrals and on-going monitoring and evaluation). Decisions relating to prioritizing waitlists, client scheduling, discharge from physiotherapy services, delegating tasks to physiotherapy support worker, may also be made.
- Policy changes, leave, equipment purchases and financial support for education purposes requires supervisory approval.
- Clinical work requires discretion and judgement at all times when working with patient/clients, caregivers and family members and must be used when interpreting directions and applying guidelines to make decisions. For example, a care pathway is established for certain post-operative patients which outlines the daily clinical practice for each health discipline. The physiotherapist assesses the patient daily to determine the most effective intervention. The patient's status may warrant deviating from the care pathway for a particular day. Also, certain criteria exist for utilizing community physiotherapy services. Professional judgement and discretion must be used in determining the most appropriate means to meet the client's needs.
- Acts independently in managing caseload and must exercise a high degree of discretion and judgement when assessing referrals. Treatment programs developed by the physiotherapist are patient/client specific and address each individual's needs based on a thorough assessment. Based on clinical findings, judgements are made regarding the appropriate treatment and intervention strategies.
- Advice, recommendations and consultation is continuously provided to patients, caregivers, family members and other health care professionals on conditions, injuries, treatment, plan of care and use of equipment.

Impact

- Impacts are felt internally within the immediate work area/department/organization as well as externally with clients/patients and general public.
- Resources impacted include equipment (various modalities and aids), processes and systems (scheduling and referrals) information (medical history and social/family dynamics), health and safety (assessment and treatment) and corporate image. When a client follows a prescribed physiotherapy program, it enhances quality of life; potentially prevents further health problems; and can lead to a more active lifestyle.
- The consequences of a mistake or error can impact all of the above noted individuals and resources with the greatest degree of impact affecting individual patients/clients, most notably on their health and safety. Injury can occur if a thorough assessment and treatment plan is not properly conducted. Failure to refer a client/patient to other professionals could result in the individual not receiving the required comprehensive care.
- As a licensure to practice is required, employees follow guidelines and practices within the scope of practice of their professional association.

Development and Leadership of Others

- Responsible for supervision of a small size work group (1 to 4 employees).

- Provides on-the-job advice/guidance, direction, feedback, input into performance assessments, delegating tasks, coordinating work and acting as a technical mentor to students involved in clinical placements. May also be required to mentor a physiotherapist prior to receiving their license.

WORKING CONDITIONS

Environmental Working Conditions

- Personal risks require the use of safety equipment and/or precautions such as respirators, gowns, gloves, masks, transfer belts, mechanical lifts, use of proper body mechanics and lifting/transferring techniques are required. There is some exposure to physical hazards.
- There is limited likelihood for injuries, illnesses or disability resulting from hazards given that all health and safety regulations are followed.
- Exposure to unusual/distracting noise, bodily fluids and waste, infectious diseases, odours, awkward or confining spaces and physical dangers occur on a regular basis when performing physiotherapy assessments and treatments.
- There is occasional exposure to dirt, dust, filth or garbage, glare, physical dangers, sharp objects, travel and adverse weather conditions.