

Job Class Profile: **Kinesiologist**

Pay Level: **CG-40** **Point Band:** **916-949**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	6	5	4	5	6	6	5	3	4	
Points	280	83	25	24	180	130	103	64	43	932

JOB SUMMARY

The Kinesiologist performs professional kinesiology work focusing on exercise physiology, strength training, hydrotherapy and body mechanics. Work also involves planning, program evaluation, client services, the development of kinesiology policies, and promotion of its services.

Key and Periodic Activities

- Provides professional services in the area of exercise physiology, strength training, hydrotherapy, and body mechanics to bridge the gap between the normal reconditioning, mobilization services provided by physiotherapy and the functional aspects of rehabilitation provided by occupational therapy.
- Screens referrals; provides formal client assessments (i.e. muscular function, cardiovascular fitness, range of motion and gait); interprets and analyzes results of assessments; and refers clients to other health professionals for adaptive devices (i.e. orthotics, seating, workstation equipment) or further medical intervention and other programs.
- Designs and implements appropriate treatment and case management plans as part of a functional restoration program for clients with complex musculoskeletal injuries, chronic pain, and disorders due to work related injuries and evaluates effectiveness.
- Educates and trains clients through materials, clinical practical guidelines, and health promotion programs.
- Provides recommendations and follow-up treatment; collaborates with interdisciplinary team, referral sources, and external professionals; and determines ease back schedule.
- Formulates comprehensive reports and determines optimal discharge process.
- Acts as a preceptor for Kinesiology students and teaches and evaluates students; and researches, develops and delivers in-services to other health professionals.
- Supervises Recreation Therapy workers during water fitness activities.
- Identifies gaps in the Kinesiology service; develops programs and proposals; develops protocols (referral/assessment/intervention/documentation guidelines); advocates for funding for education and the profession; and represents the profession on committees and for strategic planning activities.
- Performs job site analysis, critically evaluates and analyzes physical demands of specific jobs and tasks, assesses and determines client's ability to perform tasks, formulates easeback

Key and Periodic Activities

- schedules, completes report, and makes recommendations to employer, referral agency, and client.
- Recommends and evaluates equipment purchases, maintains equipment, ensures its functionality, and recommends repairs or maintenance.
- Assists staff with safe transfer and transportation of clients to recreation activities.
- Records and monitors workload statistics.
- Researches, plans, develops and implements in-services, client education sessions, education materials, clinical practice guidelines, and health promotion programs.
- Attends various meetings, teleconferences, seminars, education sessions, and participates on committees related to program development.
- Participates in continuing education seminars, workshops, and conferences.
- May provide services for Injury Prevention or Ergonomic Programs, as required.

SKILL

Knowledge

General and Specific Knowledge:

- Kinesiology assessment, treatment intervention techniques, Human Kinetics and Ergonomics.
- New and emerging technologies and modalities used in clinical practice.
- Exercise physiology and strength training.
- Anatomy and physiology.
- Hydrotherapy and body mechanics.
- Rehabilitation services and resources.

Formal Education and/or Certification(s):

- Minimum: Undergraduate Degree (Bachelor of Science in Kinesiology or Human Kinetics); Registration with the Canadian Kinesiology Association.
- Basic Life Support (BLS) certification.
- Certification with the Canadian Society for Exercise Physiology as either a Certified Fitness Consultant (CFC) or Professional Fitness and Lifestyle Consultant (PFLC).

Years of Experience:

- Minimum: 1 – 2 years of experience.

Competencies:

- Ability to design, develop, implement, and evaluate applicable work-conditioning programs.
- Assessment and diagnostic skills.
- Oral, written, and cognitive communication skills.
- Computer and research skills.
- Ability to operate exercise related equipment/machines.

Interpersonal Skills

- A wide range of interpersonal skills are used to listen to information, conduct formal

interviews (i.e. assessment and treatment processes), ask questions, provide routine and complex information by providing comprehensive reports on clients conditions/treatments, teach and provide expert advice/counselling regarding fitness and strength training, and education on the use of proper body mechanics, health lifestyles, and physical activity, provide care/comfort to upset clients and their families, and to promote the Kinesiology service.

- Communication skills are used to correspond to various stakeholders regarding gaps in services, advocate for funding for education and equipment, to facilitate and participate in interdisciplinary committees and to discuss and carry out departmental activities. Skills are most frequently used to listen and provide advice and counselling to clients who present with complex musculoskeletal conditions and other disabilities, and to provide complex information to referring agencies, physicians, and health professionals.
- Interaction typically occurs with employees/peers, manager, clients and referral agencies and professionals (i.e. Workplace Health and Safety Compensation Commission (WHSCC), private insurance agencies, employers, government departments, equipment suppliers, educational institutions, and professional associations). Interactions also occur with sales representatives related to equipment issues, group executives and professional advisors.

EFFORT

Physical Effort

- Work demands regularly result in considerable fatigue requiring the need for strength and endurance.
- Physical effort includes regularly lifting or moving objects or equipment up to 10 lbs. (i.e. canes, crutches, braces) up to 25 lbs. (i.e. artificial limbs, canes, weights, pulleys, bikes, rowing machines, etc.), and assisting, supporting, pushing and pulling clients and equipment up to and over 50 lbs. This class may also be engaged in demonstrating exercises to clients or their families and may have to work with clients in swimming pools, whirlpools, saunas, or other therapeutic settings. When clients have limited mobility, Kinesiologists may help them exercise by lifting them or moving their limbs.
- Regularly there is a requirement to stand and walk for extended periods when working with clients and to perform with fine finger/precision when performing exercises and work on the computer.
- Occasionally there is a requirement to sit to perform clinical documentation on the computer, to work in awkward or cramped positions requiring gross motor skills when demonstrating exercises (i.e. swimming, lifting weights, etc.), to operate weighted objects (i.e. hand tools) are used in therapy programs to exercise and strengthen clients muscles.
- Physical effort is required to teach fine motor skills such as operating artificial limbs, or teaching clients to use hand controls for driving purposes.
- Some equipment used requires rapid physical movement and reflexes, as well as controlled movement.
- Occasionally gross motor skills and the use of heavy equipment are required when working with clients in performing therapeutic activities, or to move equipment such as benches, wheelchairs, etc.

Concentration

- **Visual** concentration is required when evaluating and assessing clients to determine their strengths and weaknesses, prognosis, recommended treatment, and to assess job sites for evaluation, and to ensure clients' health and safety, as many clients have complex musculoskeletal injuries, chronic pain and disorders and observation to ensure injuries do not result is necessary.
- **Auditory** concentration is required when interviewing individuals and giving instructions on the various exercises to hear client concerns.
- Other sensory demands such as **touch** is used to assess client's muscular function, cardiovascular fitness, range of motion, gait, to assess clients with mobility issues and to demonstrate various exercises.
- **Repetitive tasks that require alertness** include demonstrating exercise activities to clients, teaching proper body mechanics, moving or assisting clients with mobility, and observing clients to ensure their health and safety.
- **Exact results and precision** are required when performing assessments, giving clients advice or guidance, demonstrating a particular exercise activity, interpreting and analyzing results of assessments and specific tests, and documenting clients' information. Accuracy is required in designing and implementing individualized work-conditioning programs, and applying techniques appropriately, timely, and safely.
- A **high level of attentiveness or alertness** is required when assessing or working with clients with complex musculoskeletal injuries, chronic pain and disorders, and when monitoring clients for signs of weakness, ill health, and their safety.
- There is a **lack over control over the pace of the work** as often times there are an unpredictable and urgent number of clients that need to be seen. There are **time pressures and deadlines** to see referred or urgent clients, to document information, to complete assessments, and to respond to clients needs. **Interruptions** tend to be constant throughout the day (i.e. telephone calls or pages from health professionals, peers, clients or family members requesting information or assistance).
- **Eye/hand coordination** is required for documentation, client handling, demonstrating exercises and mobility techniques (i.e. balance and coordination exercises), using a variety of exercise equipment, and performing work on the computer.

Complexity

- Work tasks and activities can range from repetitive and well defined to different and unrelated, but require similar skills and knowledge.
- Problems/challenges can generally be addressed by following procedures or guidelines, however, some clients have unique problems requiring creative problem definition, analysis, and complex solution development. As such, individualized work-conditioning programs 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.
- Typical problems/challenges include prioritizing referrals, assessing clients, and developing customized programs to suit the needs of clients with a broad variety of complex musculoskeletal requirements including their knowledge, willingness, and abilities with the

resources available.

- Problems/challenges are typically resolved by consulting with the manager and clinical leads in Occupational and Physiotherapy, following the Code of Ethics, Newfoundland and Labrador Kinesiology Association's standards, and the Canadian Society for Exercise Physiology. Other challenges can be solved by reviewing and following practice area manuals, policies/procedures, guidelines and protocols, legislation, Acts, and using internet resources.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities relating to assessment and treatment plans are generally not prescribed nor controlled.
- Decisions related to caseload management (i.e. strength training, aquatics program, assessment, interpretation of assessment results, design and implementation of individualized work-conditioning programs), and referrals to other healthcare professionals, are made independently. In addition, decisions related to prioritizing referrals on the waitlist, providing professional information within scope of practice, scheduling and attending committee meetings, delegating work to support worker(s), and evaluation of Kinesiology students are made independently.
- Approval is required for decisions related to department programming, policy and procedure changes, capital equipment and supplies requests, and travel claim reimbursement.
- Some discretion is exercised within predetermined limits regarding the management of caseload, waitlists, whether clients are medically able to complete work-conditioning programs. Clinical work requires professional discretion and judgement at all times when working with clients and family members and must be used when interpreting directions and applying guidelines to make decisions.
- Independent action is required in managing the caseload and a high degree of discretion and judgement is exercised when assessing referrals, designing individualized work-conditioning programs. A high degree of discretion is exercised for professional recommendations and programs, when determining a client's ability with programming, and for following safe work practices. There is some discretion to interpret directions and apply guidelines related to the appropriateness of referrals, the decisions related to equipment/services requests, and whether to make changes to that request based on clinical judgment and practice.
- Provides information, advice, and recommendations to members of the interdisciplinary team, clients and their families, physicians, agencies, and students related to Kinesiology services and practices.

Impact

- Work activities have an impact on the immediate work area, within the department, outside the organization, and on clients.
- Activities impact equipment (i.e. uses in exercise programs), processes and systems (i.e. scheduling and referrals), information, health and safety (i.e. assessment and programs), and corporate image. The most significant impacts are on clients and their health and safety.
- There are positive and negative impacts resulting from the decisions made regarding

assessments, work-conditioning programs, and interpretation of tests being delivered to the client. Positive impacts can help improve client's functional ability, quality of life, and a healthier lifestyle; whereas, if assessments and programs are not accurate, this could result in significant impacts (i.e. injury or loss of function) for the client.

- Errors that could occur when performing clinic activities include improper handling of clients resulting in a fall or injury, improper assessments or design of program, and failure to provide adequate treatment and/or education could result in the patient having a longer recovery period.
- The consequences of a mistake or error have the greatest degree of impact affecting individual clients, most notably on their health and safety. Injury can occur if a thorough assessment and work-conditioning program is not properly conducted. Failure to refer a client to other professionals could result in the individual not receiving the required comprehensive care.
- The impact of errors is mitigated through following guidelines and practices within the scope of practice, and receiving guidance and support from senior therapists. Clinic errors are identified within hours of identification and typically are detected by this class, the client, family members, healthcare professionals, or senior therapists.

Development and Leadership of Others

- May provide a coordination role to support staff and kinesiology students such as on the job advice/guidance, direction, delegate/allocate tasks, organize and coordinate work activities, act as a technical mentor, provided feedback, and provide input for performance evaluations.
- Provides other development and leadership responsibilities such as orientation, acts as a preceptor for students and evaluates them during work placements.
- May also perform team and/or project lead activities (i.e. act as the subject matter expert in their field, identifying and developing protocols and guidelines for the service and participating in strategic planning for the division). May also work on special projects within their discipline.

WORKING CONDITIONS

Environmental Working Conditions

- Required to wear masks, gowns, and gloves when working with infectious clients, to practice universal safety precautions such as hand washing and the use of proper body mechanics during exercises, and lifting/transferring techniques when lifting or positioning clients.
- There is limited likelihood for injuries, illnesses, or disability resulting from hazards given that all health and safety regulations are followed.
- Regularly exposed to unusual/distracting noise, dirt, dust, and glare from the computer, bodily fluids and waste, infectious diseases, odours, and awkward or confining spaces.
- Occasionally, when performing kinesiology assessments and developing programs there is exposure to physical dangers from the use of exercise equipment.