

Job Class Profile: Prosthetist/Orthotist II**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	5	6	6	5	5	3	5	
Points	280	83	32	29	180	108	103	64	54	933

JOB SUMMARY

The Prosthetist/Orthotist II is responsible for managing a caseload, and the assessment and treatment of clients with physical disabilities through the design, fabrication and fitting of suitable devices (orthopaedic bracing), or to service amputees with prosthesis. Work also includes the instruction of technicians and students.

Key and Periodic Activities

- Determines client needs through assessment.
- Fabricates, casts and modifies and aligns devices.
- Researches optional materials to support client needs.
- Advocates for client by writing letters to insurance companies, and referring client to other services (i.e. physiotherapy, occupational therapy, social work, etc.). During initial assessment determines client range of motion, gait parameters, muscle strength, general physical condition, and discusses orthotic intervention options.
- Manages a caseload, coordinates appointments, and prepares work orders for billings.
- May coordinate technician's workloads and mentor interns.
- Assesses clients located at other facilities.
- Presents information on the prosthetic/orthotic service to other departments.
- Researches available sources for componentry, parts and places orders.

SKILL**Knowledge****General and Specific Knowledge:**

- Assessment techniques
- Fabrication processes
- Available materials to create devices
- Continuing education to maintain certification
- Anatomy, physiology, and biomechanics

Formal Education and/or Certification(s):

- Minimum: Undergraduate degree (Kinesiology) and certification as a Certified Orthotist or

Certified Prosthetist (must complete a 2 year internship to be eligible to write the national certification exam).

Years of Experience:

- Minimum: 3 to 4 years experience

Competencies:

- Use of machinery such as band saws, drill presses, handheld rotary tools, and related repair.
- Problem solving and mentorship
- Artistic design skills
- Working in a team environment
- Oral and written communication skills
- Calibration and programming of electronic orthotic devices

Interpersonal Skills

- A range of interpersonal skills are used to perform activities such as listen to and ask questions to gather information from patients during assessments/interviews, provide information and direction to others, communicate complex information, provide care, comfort and nurturing to clients throughout the treatment process, gain the cooperation of team members and other employees to accomplish tasks and ensure quality, provide expert advice to clients during assessment/follow-up/fitting while using language the client can understand, instruct/teach/train clients how to use devices, and deal with upset or angry people when devices do not fit properly, or being empathetic to clients that are highly emotional, sensitive or angry.
- Communications occur with a range of contacts including employees within and outside the department, clients, general public, students/trainees, suppliers, and professional associations as well as professional advisors.
- The most significant contacts are with clients to ensure the service they expect is received and to conduct the assessment; with co-workers to coordinate work completion and with employees from other departments for client follow-up.

EFFORT

Physical Effort

- Required to exert physical effort which can result in fatigue requiring periods of rest and performs tasks that require strength and endurance.
- Regularly lifts a variety of materials up to 25 lbs and occasionally over 50lbs such as lifting of heavy casts and other products. Many of the items are awkwardly shaped, making lifting and moving difficult.
- Physical effort includes constant standing to perform work tasks requiring manual dexterity to use hand tools to fabricate devices; prolonged standing in a position when shaping devices; and being placed in awkward positions and manipulating clients during casting, assessment and fitting that requires strength and precision. During prosthesis fitting crawling is required to verify the stability and safety of the client when wearing the device.
- Regularly uses gross and fine motor skills to lift, assemble components and plaster casts, and use various tools to mold and shape objects.

Concentration

- **Visual concentration** includes using machinery to ensure proper measurements and alignment of all devices (i.e. contouring metal so that it fits properly and is visually appealing). Many of the parts worked with are very small and delicate requiring **visual concentration** to ensure they are not lost or damaged. Assessments require **visual concentration** to identify range of motion, joint angles, and gait patterns (i.e. to assess any abnormalities which need to be incorporated into the device). Many clients are elderly or are amputees and require attention for their safety.
- **Auditory concentration** includes listening to multiple stakeholders while working in a noisy environment. **Auditory concentration** is required to detect sounds which could indicate a defect in the device.
- **Other sensory concentration such as touch** is required to ensure surfaces are smooth so client's comfort is achieved, and to assess range of motion. During assessment there must be palpation of body parts to determine bone structure, skin elasticity, scar mobility, etc.
- **Repetition requiring alertness** is evident when using shop machinery to make multiple adjustments and repairs. Must exercise **higher than normal levels of attentiveness** when working with shop equipment to ensure safety.
- Required to work under **deadlines** to have devices ready for clients, to deal with unscheduled clients that require emergency repairs while they wait, and when assessments run longer than expected causing a backlog.
- **Eye/hand coordination** is required when fabricating devices, and working with various devices to fit the client properly.
- **Exact results and precision** are required during the fabricating process, in order to produce a high quality, functional device.

Complexity

- Tasks are different /unrelated and require the use of a broad range of skills and a diversity of knowledge.
- Regularly, tasks are different and unrelated and for which a limited number of guidelines or procedures exist requiring analysis and assessment of a variety of situations which are highly technical or multifunctional, and pose challenges. These often result in limited opportunity for standardized solutions.
- Typical challenges or problems include working with client's requiring specific devices based on referrals that have minimal details of what is required. Other challenges result from clients with limited physical capabilities, or are suffering from depression, lack of motivation or learning disabilities and need significant supports to succeed. In this case, the clinician must make the best device possible and determine which other specialists the client should be referred to.
- There are various manuals and guidelines to assist and help from staff and other members of the interdisciplinary team.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are somewhat prescribed or controlled. Functions as the primary clinician for the client and the final products are not subject to approval from any other person before being dispensed.

- Uses discretion and judgement to manage their own caseload on an independent basis within their scope of practice; however, all other decisions, outside of the service provided to the client, requires supervisory approval.

Impact

- Generally has an impact within the immediate work area, department, and on clients. Additionally, may impact equipment (used to make devices could be damaged), finances (cost of materials), material resources (used in fabrication could be ruined), processes and systems, human resources (used to remake devices), health and safety (due to poor fitting devices) and corporate image.
- Errors are generally detected upon testing of the device or when trialed by the client.
- If work is performed well there will be improvements to a clients physical abilities and their ability to carry out activities of daily living.
- The most typical error or mistake occurs during device fabrication. If an error occurs such as not having enough relief in a joint device, rubbing will occur leading to blisters and lesions. This will not only result in the client being injured and unable to wear the device, but other disciplines may have to delay therapy they are providing. In this case, the client has noticed the error; however, a high percentage of clients do not have sensitivity in their feet, so if the clinician fails to check for rubbing, etc. serious damage such as foot ulcers could occur, which could eventually lead to amputation.

Development and Leadership of Others

- All work performed within this profession is considered a project. Functions as a team leader by providing guidance to other technicians and clinicians, coordinating appointments, conducting consultations with other staff, but making final decision on treatment, may provide feedback, input into performance appraisal, act as a technical mentor and delegate/allocate tasks, etc.

WORKING CONDITIONS

Environmental Working Conditions

- Required to use safety precautions and equipment such as wearing a respirator, eye and hearing protection, safety shoes, covering skin when working with irritants such as fibreglass, and working under a fume hood when working with adhesives.
- There is a moderate likelihood of receiving minor cuts, bruises and abrasions; however, there is a lesser likelihood of any illness or injury beyond this level of severity.
- Working in a workshop setting, there is exposure to unusual distracting noise; dust from power equipment; toxic fumes from plastics/resins/adhesives; physical danger and sharp objects such as knives and hand tools; odours; limited ventilation and lighting, infectious disease, body fluids, awkward and confining work spaces, temperature extremes from plastic ovens. Occasional travel to clinics.