Job Class Profile:

Prosthetist/Orthotist III

Pay Level:

CG-43

Point Band:

1038-1081

						Accountability		Development	Environmental	
		Interpersonal				& Decision		and	Working	Total
Factor	Knowledge	Skills	Physical Effort	Concentration	Complexity	Making	Impact	Leadership	Conditions	Points
Rating	7	6	4	6	7	6	5	4	5	
Points	327	100	25	29	210	130	103	86	54	1064

JOB SUMMARY

The Prosthetist/Orthotist III performs professional and supervisory work, overseeing a specialty service of prosthetics or orthotics or adaptive seating within a Prosthetics/Orthotics service/site or being certified as both a Prosthetist and Orthotist. The Prosthetist/Orthotist III will have developed an expertise in one or more of the areas of specialization within the Prosthetics/Orthotics service/site and are responsible for the coordination, implementation and supervision of the specialized unit providing that specialized service (i.e. Myoelectrics, Seating, In-Patients).

Key and Periodic Activities

- Prioritizes, assigns, supervises and evaluates the work of subordinate professional and technical staff within the specialized prosthetic/orthotic or adaptive seating unit; provides clinical guidance and training in the specialty area; provides leadership and supervision to positions in both prosthetics and orthotics.
- Maintains an active clinical caseload; provides a full range of professional services in the assessment of clients, the application of biomechanical principles, the alteration and/or repair of various adaptive devices and the evaluation of treatment programs; maintains accurate clinical records and work load statistics; participates in team conferences and routine ward rounds, advising other team members regarding realistic short and long term client goals.
- Consults and advises in the area of clinical specialty by reviewing methods of client management and recommending new materials, adaptive devices and/or alternate approaches to care; acts as a resource person in managing clients who present special clinical problems.
- Participates in the development and implementation of educational programs for prosthetists/orthotists, technical staff and other health care workers; participates in the organization of the internship and technical training programs and provides mentorship and evaluation.
- Contributes to the development of policies and procedures as they pertain to the specialty area.
- Participates in quality initiative activities; makes recommendations regarding budget utilization, acquisition of equipment and supplies and staff requirements; proposes and develops research programs relating to specialized areas of prosthetics and orthotics.
- May provide lectures and clinical instruction on prosthetics/orthotics and adaptive equipment to
 other health care professionals.
- May train staff on the fabrication of prostheses, orthoses and adaptive equipment and provide

mentorship to students.

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: Graduation from an approved clinical program in Prosthetics/Orthotics, supplemented by completion of an internship and post-graduate courses in the specialty areas of Prosthetics and/or Orthotics, and/or Adaptive Seating. Certification by the Canadian Board of Certification of Prosthetists and Orthotists as a Certified Prosthetist (CP), Certified Orthotist (CO) or dually certified (CPO). If not working in a specialized area position requires graduation from approved clinical programs in Prosthetics and Orthotics, and completion of internship as well as certification in both Prosthetics and Orthotics.

Years of Experience:

— Minimum: At least 3 years experience in a specialized field of Prosthetics and/or Orthotics.

Competencies:

- Use of machinery such as band saws, drill presses, handheld rotary tools, and related repair.
- Problem solving and mentorship
- Artistic design skills
- Research techniques
- 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 clients during assessments/interviews, provide information and direction to others including expert advice especially during rounds, communicate complex information, provide care, comfort and nurturing to clients throughout the treatment process, provide expert advice to clients during assessment/follow-up/fitting while using language the client can understand, gain the cooperation of team members and other employees to accomplish tasks and ensure quality, represent the program area to the management level, instruct/teach/train clients on how to use devices and residents as well as students, technicians and professional staff on fabrications issues, coach and mentor students, promote or sell

products, services and ideas, deal with upset and angry people who are unsatisfied with their devices, and family members about the level of service provided as well as to conduct formal lectures, make formal presentations to other health professionals and resolve disputes.

- Communications occur with a range of contacts including employees within and outside the department, management, suppliers, students/trainees, clients and the general public, professional advisors, executive members and professional associations.
- The most significant contact is with clients to ensure the service they expect is received and to conduct the assessment; with employees from other departments during rounds to ensure a full service is provided to clients; and with staff to educate on the service provided.

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 regular 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 constant 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 occurs as the job entails fitting clients with similar conditions over and over, but each client and limb is different requiring that attention be given to each client. 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 and to represent its part of the department to the management level of the organization.

- 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.
- Constantly tasks are different but related from a device fabrication perspective, and the issues must be defined where there is limited opportunity for a standardized solution as all clients present with different conditions. Regularly, encounters tasks where none or a limited number of guidelines or procedures exist, or as specialized area leader are required to perform diverse tasks involving a wide variety of responsibilities and situations. Regularly, duties involve creative problem definition and analysis and development of complex solutions possibly independently, or in a team setting, and encounter unique/multi-functional problems. It is only on an occasional basis that tasks are repetitive/well defined, are simple with obvious solutions and well defined where a limited number of solutions exist and can be addressed by following procedures or guidelines.
- Typically 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 determine how to fabricate a device that will fit properly to maximize client potential and determine which other specialists the client should be referred to. As a leader in a specialized area there are challenges with improving the specialized area's efficiency.
- From a device fabrication perspective there are very few written resources, and sometime solutions require the advice and personal experiences of co-workers or colleagues and other times trial and error provides the only options.

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.
- Without formal approval, can make most decisions involving the health care of clients, and fabrication techniques/procedures, conduct research related to the program area, develop education materials, and contribute to the development of policies and procedures as they pertain to the specialty area.
- Would require supervisory approval for unusual purchasing outside of normal departmental stock items, changes to policies and procedures and changes to the program area.
- Uses discretion within predetermined limits when determining devices for client use within their scope of practice, and when researching new program refinements. Discretion and

judgement are used to interpret directions and apply guidelines to interpret physician prescriptions and independently determine the most suitable device for the client.

- Exercises a high degree of independent discretion and judgement when dealing with difficult clients and family members and determining when to terminate clinical relationships.

Impact

- Generally has an impact within the immediate work area, department, within the organization and on clients. Additionally, may impact equipment (used to make devices that could be damaged), finances (cost of materials), material resources (used in fabrication that could be ruined), processes and systems, human resources (used to remake devices), health and safety (due to poor fitting devices) and corporate image.
- By carrying a clinical caseload, can have a positive impact as it frees up technicians for other work, affects the general workload of the department, and allows other health care professionals (i.e. Physiotherapist) to commence their work in rehabilitating 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.
- Errors are generally detected upon testing of the device or when trialed by the client.
- 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 limbs, so if the clinician fails to check for rubbing, etc. serious damage such as ulcers could occur, which could eventually lead to amputation.

Development and Leadership of Others

- Typically responsible for direct and ongoing bargaining unit supervisory activities for a small size work group of employees (1 to 4 employees).
- Takes a leadership role in providing continuing education to both departmental staff and other departments such as physiotherapy, occupational therapy, etc.
- Performs a project/team leader role in the clinical improvement process by conducting and leading research to improve the service within the specialized area.

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 and injury or illness resulting in partial or total disability.
- 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 spaces, temperature extremes from plastic ovens. Occasional

travel to clinics.