

Job Description Bridges Medical Center

Job Title: Physical Therapist
Department: Rehab

General Statement of Duties

- Responsible for organizing, developing, and directing physical therapy services in accordance with the standards and practices of Physical Therapy, State and Federal Regulations.
- Responsible for following BHS policies, and procedures.
- Assures that the highest degree of quality patient care, customer service, fiscal responsibility, and regulatory compliance is maintained at all times.
- Must be pleasant, respectful, and courteous to patients, family members, visitors, and fellow employees at all times.
- Must exemplify the core values of BHS
- To successfully perform the essential job functions, as listed below, various physical abilities, sensory abilities, and communication skills are required.

Accountabilities

- Reports To: Regional Director of Rehab
- Supervises: Physical Therapy Assistant, Rehab Aide
- Coordinate With: Patients, Families, All Staff

Responsibilities and Duties

Direct Care Activities

- Insure that all patients are afforded the opportunity to achieve and maintain their highest level of function allowed per entitlement.
- Assist with screening of al new admits and re-admits to the facility.
- Assist in annual screening or status post significant change in status.
- Evaluate patients, obtain, and interpret data necessary for treatment from medical records, patient observation, interviews, and administration of standardized test and measurements.
- Develop treatment plans and programs, including short and long term anticipated functional outcomes, and administer Physical Therapy treatment.
- Obtain approval for services from services from physicians, designee, and/or case managers and provide treatments per physician's orders.
- Provide quality care that meets patient's goals and needs by performing periodic patient re-evaluations to determine effects of treatments; then adjusting treatment plan and program appropriately to reach functional goals.

Patient Records and Billing

- Provide accurate and timely documentation of services rendered.
- Review and sign documentation of the Physical Therapy Assistant as required.
- Complete and/or check accuracy of completion and timely submission of billing information and appropriately account for all services rendered.

Communication

- Participate in team meetings, patient care conferences, rehab rounds discharge planning conferences, and other interdisciplinary team meetings as required.
- Facilitate interdisciplinary referrals.

Follow up Programs

- Assure continuation of appropriate therapeutic follow up programs, for example, outpatient, home health, and/or home programs.
- Design home programs.
- Instruct the patient and/or care givers in appropriate carryover.
- Develop programs to optimize successful discharge with highest function.
- Recommend appropriate assistive equipment and/or environmental adaptations to maximize function.

Leadership and Organization

- Supervision of Physical Therapist Assistants and aide in direct patient care and related activities.
- Provide timely information regarding programs to be performed, treatment precautions, contraindications, anticipated progress outcomes, plans for re-evaluations, provision of quality, efficient services.
- Maintain specified facility philosophy goals.
- Comply with company safety and infection control policies and procedures.
- Assure all equipment is functioning properly.
- Comply with State and Federal Practice Acts, Physical Therapy Standards of Practice Code of Ethics, Resident's Rights including confidentiality, and facility policies and procedures.
- Supervise Physical Therapist and Physical Therapist Assistant students and provide feedback for skill development in resident care.

Professional Growth

- Attend facility inservices, seminars, and staff meetings.
- Maintain professional and technical knowledge by attending educational workshops, inservices, and reviewing professional publications.
- Participate on committees as the opportunity arises.
- Report to work on time and utilizes time on duty efficiently.

Miscellaneous Duties

- Consult with outside vendors to explore alternatives regarding patient's equipment needs as appropriate.
- Perform home evaluations, when indicated to insure successful transition to home.
- Promote therapy services by conducting periodic educational inservices and projecting a professional image.
- Participate in new employee inservicing/orientation as indicated.
- Practice good safety habits
- Perform other duties as assigned.

Qualifications:

- Graduate of an accredited school of Physical Therapy
- Current registration to practice in Minnesota
- Experience in acute, outpatient and long-term care desired, but not required.
- Ability to incorporate all aspects of Physical Therapy in total patient care.
- Ability to instruct and supervise personnel to assure adequate and competent patient care.
- Must be organized and able to complete required tasks on schedule.
- Possess "team" philosophy and desire to facilitate patients to achieve their highest level of function.
- Capacity to grasp new theories and principles and implement them in practice.
- Computer skill desirable.
- Membership in professional organizations desirable, e.g. APTA.
- Must be able to safely perform the essential job duties with or without reasonable accommodation.
- Able to function within staffing guidelines and personnel policies.
- Must coordinate the routines and practices of patients on caseload with other healthcare providers within the facility.
- Function with guidelines of facility specific and rehabilitation department policies and procedures.
- Work within parameters of budget and resources available.
- Must Possess valid driver's license and be able to travel.
- Must be able to work a rotating weekend and flexible weekday schedule.

Knowledge, Skills, and Abilities

- Ability to communicate effectively with physicians, case managers, family, and interdisciplinary team members, regarding patient progress, problems and functional outcomes.
- Demonstrate openness to other points of view on approaches to patient problems

- Demonstrate the ability to treat colleagues and other professionals with integrity and respect.
- Ability to communicate effectively with supervisor, providing timely information regarding any issues or problems.
- Ability to read, write and speak English.

Work Environment

- Indoors

Work Place

- The position may expose the employee to certain environmental factors and to hazardous substances or conditions.

Physical Demand

- Ability to see and hear. Never = 0%
- Walking: Frequently Rarely = 1-10%
- Standing: Frequently Occasionally = 11-33%
- Squatting: Frequently Frequently = 34-66%
- Bending: Frequently Continuously = 67-100%
- Pushing: Frequently
- Pulling: Frequently
- Sitting: Occasionally
- Fine Manipulation: Frequently
- Lifting:

Weight	Frequency	Objects
1-10	Frequently	Mail, Charts, Supplies, Equipment
11-20	Occasional	Equipment, Supplies, Patient Transfers
21-35	Occasional	Equipment, Patient Transfers
36-50	Occasional	Equipment, Patient Transfers
51-75	Occasional	Equipment, Patient Transfers