CASCADE MEDICAL CENTER

SUBJECT: JOB DESCRIPTION
PHYSICAL THERAPIST

SUPERVISOR: Administrator

A. SCOPE AND PURPOSE

Provide patient care in collaboration with other healthcare team members in a quality, cost effective manner. Coordinate the ongoing assessment, planning and treatment of patients. Promote and communicate physical, spiritual and emotional well being of patients and families. Maintain accurate and complete documentation of Physical Therapy services, patient response to treatment and progress while promptly communicating the same to medical providers and healthcare team members. Support and promote the healthcare team of CMC.

B. CONDITIONS OF EMPLOYMENT

Basic conditions of employment form the fundamental performance requirements for continued employment. To support and fulfill the mission and purpose of Cascade Medical Center, all employees, regardless of job title, are expected to perform their job duties in accordance with these standards. This expectation includes excellent customer service to patients, family and community members, and co-workers; integration of quality improvement initiatives in all aspects of the job, and ethical professional and personal behavior. Meeting these expectations is a minimum requirement for continued employment.

C. BASIC CONDITIONS OF EMPLOYMENT STANDARDS

1. Customer Service: Actively listen to customer needs/concerns and respond in a timely and courteous manner. Exhibit friendly, positive demeanor. Meet or exceed customer expectations with a human, personal feel. Be an active member of the Cascade community. Work as a team player.
2. Quality: Maintain levels of quality of service/product that meet or exceed customer expectations through demonstrated contributions to process/system improvements. Participate in and support the work of quality committees and special projects as assigned.
3. Professional/Personal Conduct: Demonstrate positive personal attitude. Manage time in efficient, customer driven manner. Maintain skills in accordance with job parameters. Participate in medical center compliance program. Accept direction and/or provide direction in a cooperative and positive manner. Safeguard patient confidentiality.

D. ESSENTIAL JOB FUNCTIONS AND STANDARDS

Clinical (65%): Provide direct patient care and perform clinical intervention according to CMC policies, procedures and competency standards according to individual patient age-related needs.

- Demonstrate knowledge, skill and ability to recognize, analyze, problem solve, make decisions and evaluate for optimal patient outcomes.
- Integrate knowledge, experience, professional standard and CMC policies and procedures into Physical Therapy practice.
- Collaborate, communicate and cooperate with other healthcare team members to develop, implement and revise individual patient treatment plan and goals.
- Identify and provide patient and family education directly, by telephone or electronically.
- Provide and manage, following protocols, inpatient and outpatient care.
- Maintain a safe, comfortable and therapeutic environment for patients, families, customers and CMC team members.
- Comply with CMC policies regarding patient safety, privacy, security and confidentiality.
- Delegate provision of services to licensed/nonlicensed personnel within their scope of practice as necessary.
- Post patient care charges as necessary according to CMC standards.
- Demonstrate competent usage and care of physical therapy equipment.
- Meet CMC customer service standard including interpersonal communication and professional conduct expectations.

Interpersonal Relations (25%): Engage in professional and personal conduct that promotes quality services to patients, customers, and healthcare team members. Provide leadership and guidance to team members under direct supervision. Support and promote positive interpersonal and working relationships with all CMC staff. Aid in the fulfillment of the CMC mission by promoting the positive healthcare image of CMC throughout the community.

- Provide direct, quality assistance to medical team providers.
- Communicate clear and concise information with provider to assist with proper management of patient care.
- Participate with provider in the clarification and articulation of individual patient care goals.
- Communicate clearly and therapeutically with patient and families the treatment and plan of care.
- Respond to patient and customer concerns in a timely manner.
- Demonstrate commitment to patient welfare, providing reassurance and emotional support.
- Identify levels of patient and customer cultural and religious beliefs and practices.
- Respond to changing needs and requirements of CMC with a flexible and positive attitude.

- Provide direct supervision of assigned staff, monitoring performance and standards of practice compliance.
- Offer and receive assistance as needed.
- Comply with CMC policies and procedures for conflict resolution.
- Communicate with supervisor regarding patient care issues or incidents.
- Comply with privacy and confidentiality policies regarding patients and families, as well as CMC affairs, at all times.

Professional and Technical Skills Development (10%): Actively participates in maintaining/updating technical skills. Demonstrates competency standards. Participates in other professional duties and activities for the improvement of the delivery of quality care and the position and image of CMC.

- Attend and participate in staff meetings, inservices and education programs.
- Pursue and maintain current licensure and certification requirements.

C. QUALIFICATIONS

Education: Graduate of an accredited Physical Therapy program.

Licensure: Current, active Idaho Physical Therapist license.

Experience: Two years experience in providing Physical Therapy services to patients preferred. Strong leadership and communication skills and ability to think critically and perform duties independently.

D. WORKING ENVIRONMENT

Risk of exposure to (check those that apply and list "other")

[X]	Blood & bodily fluids	[X]	Latex	[X]	Odors, chemicals
[X]	Disease	[ ]	Hazardous drugs	[ ]	Other:
[ ]	TB (to require mask)	[X]	Mechanical/Electrical	[ ]	Other:

E. PHYSICAL REQUIREMENTS

Please complete based on a normal day's work.
Employees are asked to sign a statement indicating whether they can perform the essential functions of their position. Requests for accommodation will be considered on an individual basis.

Classifications	Max	Frequent	Occasional	This Job
Sedentary	10 lbs.	-	-	
Light	25 lbs.	10 lbs.	-	
Medium	50 lbs.	25 lbs.	10 lbs.	**X**
Heavy	100 lbs.	50 lbs.	20 lbs.	
Very heavy	>100 lbs.	-	-	

	Frequent > 60% of day	Occasional 30% of day	Limited Up to 30% of day
Sitting			X
Twisting/turning from waist	X		
Standing	X		
Climbing			X
Crawling			--
Left/right foot movement		X	
Walking		X	
Bending		X	
Stooping		X	
Kneeling		X	
Squatting		X	
Push/pull objects on roller/wheel			X
Push/pull objects not on rollers/wheels			X
Reaching above shoulder level		X	
Reaching below shoulder level		X	
Moving objects horizontally (left to right)		X	
Moving objects vertically (up and down)		X	
Handing (holding, grasping, working with hands)		X	
Fine finger manipulation (size, shape, temperature, texture by finger receptors)		X	

	Check If Appropriate
Senses needed to perform essential functions of the position: Hearing, talking, depth perception, color, vision, touch and smell.	X
Maintain a stable posture and gait with hands free to perform anticipated or routine and emergent patient care.	X
Endurance (cardiovascular fitness)	
Physically and mentally able to work extended hours when necessary	X

I have read the job description above and agree that I am qualified and able to perform the job to the best of my ability:

_____ _____

Employee Signature Date

_____ _____

Administrator Signature Date