PHYSICAL THERAPIST

TITLE: Physical Therapist

REPORTS TO: Supervising Nurse

POSITIONS SUPERVISED: PTA, HHA

QUALIFICATIONS

1. Possesses a degree from a baccalaureate or masters program in physical therapy approved by an accredited organization.
2. Is licensed to practice as physical therapist within the State of Texas.
3. Has at least two years of appropriate experience as a physical therapist. Community/home health experience is preferred.
4. Complies with accepted professional standards and practice.
5. Possesses and maintains good physical stamina and mental health. Has presented a pre-employment screening including a negative TB skin test and/or chest x-ray and other tests as required by the Agency.
6. Possesses and maintains current CPR certification.
7. Has excellent observation, good clinical judgment, and good oral and written communication skills.
8. Must be a licensed driver with an automobile that is insured in accordance with state and/or organization requirements and is in good working order.
9. Is self-directed with the ability to work with little supervision; has good organizational skills.
10. Has satisfactory references from physical therapy school, previous (or current) employers and/or professional peers.
11. Is flexible and cooperative in fulfilling role obligation.
12. Demonstrates tact, patience and good personal hygiene.
13. Must be a licensed driver with automobile that is in good working order and insured in accordance with the Agency requirements; have proof of insurance.
14. Computer literate with working knowledge of Windows/MS Office applications. Able to type at least 25 words per minute.

SUMMARY OF JOB RESPONSIBILITIES

The Physical Therapist is a member of the home care team who provides rehabilitation care to the clients as requested by the client and, when required, as prescribed by the physician and in compliance with applicable laws and regulations and the policies of the Agency.

The Physical Therapist will be assigned in a manner that promotes quality, continuity and safety of a client's care.

BEHAVIORAL STANDARDS

1. Professionalism
2. Integrity
3. Role Model
4. Teamwork
5. Problem Solving
6. Time Management
7. Policies and Procedures
8. Creativity to Enhance Job Performance
9. Communication Skills
10. Job Proficiency
11. Confidentiality
12. Response to Change
13. Customer Service

STANDARDS OF PERFORMANCE
Responsibilities of the Physical Therapist include, but are not limited to, the following

1. Provides or makes provision for client care in compliance with Physical Therapy Practice Act, physicians’ orders, and Clinical Pathways as they become available.
2. Ensures quality and safe delivery of home health services to clients and families/caregivers.
3. Assesses and evaluates client’s status by
   a. Reviewing and implementing the plan of care.
   b. Regularly re-evaluating client needs.
   c. Revising the plan of care as necessary.
4. Initiates and applies appropriate preventative, therapeutic and rehabilitative procedures and techniques and maintains communication regarding client care with the physician and supervisory personnel.
5. Provides accurate and timely documentation consistent with the plan of care.
6. Assesses and provides client and family/caregiver education and information pertinent to diagnosis and plan of care.
7. Participates in coordination of home health services; appropriately reporting the need for disciplines (SN, HHA, OT, MSW, ST, Dietitian) to the case manager.
8. Uses equipment and supplies effectively and efficiently.
9. Reports change in client status and pertinent clinical findings to the physician, case manager or Supervising Nurse as needed.
10. Assumes responsibility for personal growth and development and maintains and upgrades professional knowledge and practice skills through attendance and participation in continuing education and in-service classes.
11. Assists the client with the activities of daily living and facilitates the client’s efforts toward self-sufficiency and independence.
12. Adheres to policies and work rules.

The above statements are only meant to be a representative summary of the major duties and responsibilities performed by incumbents of this job. The incumbents may be requested to perform job-related tasks other than those stated in this description.

JOB LIMITATIONS
The Physical Therapist will not function in any manner viewed as out of the scope of practice for PT according to the Physical Therapy Practice Act. Specifically, the Physical Therapist will not perform any procedures not having proved competent through the agencies competency evaluation program.

PHYSICAL
Driving or riding in a motor vehicle
Standing, sitting, walking, bending, reaching and stretching
Lifting up to 50 pounds unassisted and up to 325 pounds utilizing an assistive device

WORKING ENVIRONMENT
Office environment but flexible with travel for field visits, including weekends. This is a responsible and relatively complex position involving exercise of independent judgment, tact, technical knowledge and
skill, and initiative. Work is not directly supervised. Exposed daily to routine driving hazards and weather conditions. Position does expose incumbent to uncontrolled environments (community activity, travel activities). Although Agency policies and procedures exist designed to educate the incumbent and to minimize the risks, occupational exposures are inherent to this position during visits to facilities (blood borne pathogens, air-borne pathogens, etc.).

CONTINUING EDUCATION REQUIREMENTS

Agency personnel are expected to participate in appropriate ongoing education and training as required by the Agency and the immediate supervisor. CEU credits will be completed as required by State licensure.

It is the responsibility of each clinician to obtain necessary continuing education hours to meet re-licensure standards. Licensure is verified prior to hire and re-licensure is verified and kept in the personnel file. Nurses are expected to know and follow their nurse practice act. Any skill or standard that comes to question will be verified against the current rules of the Texas Board of Nursing.

COMMUNICATIONS POLICY ACKNOWLEDGEMENT

I voluntarily consent to and acknowledge being monitored while using the company’s e-mail, computers, facsimile and all other telecommunications equipment and services as described in the Communications Policy & Procedure.

STATEMENT OF UNDERSTANDING

I have read the above job description and essential functions. I understand and agree to carry out these responsibilities as assigned. I understand and acknowledge that nothing contained in this job description may be construed as limiting the employer’s right to discipline or terminate my employment at any time for failure to perform satisfactorily.

______________________________ Date _____ / _____ / _____
Employee Signature