

# Job Description - Employee

|   |  |  |                             |                     |                          |           |
|---|--|--|-----------------------------|---------------------|--------------------------|-----------|
| <b>Job Code:</b>  | BA56   | <b>Title:</b>  | Physical Therapist Level II |                     |                          |           |
|   |  |  |                             |                     |                          |           |
| <b>Grade:</b>   | 53   | <b>Exempt/Non:</b>   | Exempt                      | <b>Salary Plan:</b> | BHS                      |           |
| <b>Career Path:</b>   | P05  | <b>Level:</b>  | 02                          | <b>CID Code:</b>    | Select Uniform Code      |           |
| <b>Company:</b>   | BMC  | <b>Dept. ID:</b>   | B910                        | <b>Dept Name:</b>   | Rehab-Inpatient Services |           |
| <b>Reports to Job Code:</b>   | B111   | <b>Reports to Title:</b>   | Manager Rehabilitation      |                     |                          |           |
| <b>Analyst:</b>   |  | <b>Approval Date:</b>  | 6/25/2014                   |                     |                          |           |
| <b>Physical Demands Form Updated/Completed:</b>   |  | <input type="checkbox"/> Please check to acknowledge update/completion.<br><a href="#">Go To Physical Demands Form</a> |                             |                     |                          |           |
| <b>Summary Description:</b>   |  |  |                             |                     |                          |           |
| <p>One to three paragraphs describing job function. In addition to job qualifications this will be used for posting. This section should include tie to line of sight and employee engagement – how this job relates to our vision and mission. (Do not use bulleted text.)</p> <p>Assists patients in reaching maximum physical performance while adjusting to disabilities or recovering from injuries. Treats patients using standard physical therapy procedures. Determines patient's capabilities needs interests and goals and prepares individually tailored programs consistent with the physician's diagnosis. At this level incumbent is expected to function independently. This description covers the essential functions of the position. Incumbent is expected to perform other similar and related duties as assigned. Observe all health and safety requirements. Management has the right to change or add to the job responsibilities at any time.</p> <p>Adheres to system and department compliance policies, and any and all applicable laws and regulations. Performs other duties as assigned.</p> |  |  |                             |                     |                          |           |
| <b>Job Requirements:</b>  |  |  |                             |                     |                          |           |
| Expansion of the summary description. Specific job related responsibilities that will be used to measure performance. Please check which job responsibilities are "Essential Functions" as defined by the Americans With Disability Act. <a href="#">View ADA Requirements</a>  |  |  |                             |                     | Essential Function?      | % of Time |
| 1.  | Identifies, evaluates, treats and follows up clients on an inpatient, outpatient, homecare and contract basis. Provides age-appropriate care to patients as assigned. Demonstrated knowledge of developmental stages for the following age groups (infant/child, adolescence, adult and older, geriatrics) and applies developmental theories and concepts when planning and implementing care for patients. |  |                             |                     | ☒                        |           |
| 2.  | Evaluates all assigned patients, develops plan of treatment, provides assessment and assists in discharge planning as appropriate for each discipline. Applies treatment plan to patients within established procedures and time frames, as determined by each discipline.   |  |                             |                     | ☒                        |           |
| 3.  | Completes necessary documentation to comply with professional standards department procedures for initial consult, progress notes, clinical conference notes, and dictate reports  |  |                             |                     | ☒                        |           |
| 4.  | Provides information and consultation to patients, families, caregivers, and other health care personnel involved with patient management.   |  |                             |                     | ☒                        |           |
| 5.  | Completes department operational procedures, including scheduling, billing, equipment usage, time-off requests and caseload coverage assignments.  |  |                             |                     | ☒                        |           |
| 6.  | Demonstrates relevant knowledge and application of clinical skills in evaluation, treatment and counseling.  |  |                             |                     | ☒                        |           |
| 7.  | Meets productivity expectations as determined by the department standards.   |  |                             |                     | ☒                        |           |

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|--|---|--|-------------------------------------|
| <b>Job Code:</b> BA56  |   | <b>Title:</b> Physical Therapist Level II  |                                     |
| 8.   | Maintains safe and clean working environment by complying with procedures, rules, and regulations   | <input checked="" type="checkbox"/>  |                                     |
| 9.   | Protects patients and employees by adhering to infection-control policies and protocols   | <input checked="" type="checkbox"/>  |                                     |
| 10.  | Conveys information obtained from continuing education programs to physical therapy staff by developing and conducting in-service training programs | <input type="checkbox"/>   |                                     |
| 11.  | Assists with on-the-job orientation and training for student interns  | <input type="checkbox"/>   |                                     |
| 12.  |   | <input type="checkbox"/>   |                                     |
| 13.  |   | <input type="checkbox"/>   |                                     |
| 14.  |   | <input type="checkbox"/>   |                                     |
| 15.  |   | <input type="checkbox"/>   |                                     |
| 16.  |   | <input type="checkbox"/>   |                                     |
| 17.  |   | <input type="checkbox"/>   |                                     |
| 18.  |   | <input type="checkbox"/>   |                                     |
| 19.  |   | <input type="checkbox"/>   |                                     |
| 20.  |   | <input type="checkbox"/>   |                                     |
| <b>Qualifications</b>  |   | Unless otherwise required by certification, licensure, or registration, an equivalent combination of education and experience which provides proficiency in the areas of responsibility listed in this description may be substituted for the minimally required education and/or experience listed in the Qualifications section below. |                                     |
| <b>Minimally Required Education:</b> <i>If none required select "none required".</i><br>Bachelor's Degree Graduate of accredited PT Program  |   | <b>Preferred Education:</b>  |                                     |
| <b>Minimally Required Experience:</b> <i>If none required select "none required".</i><br>3-5 years experience as PT. Successfully meet career ladder requirements for Level II.  |   | <b>Preferred Experience:</b>   |                                     |
| <b>Skills/Competencies:</b><br>Mid-Level PT skills, Physiological Knowledge, Health Promotion and Maintenance, Creating a Safe, Effective Environment, Motivating Others, Legal Compliance, Quality Focus, Bedside Manner, Clinical Skills, Pain Management, Persistence, Energy Level |   |  |                                     |
| <b>License:</b>  | Commonwealth of MA -<br>Allied Health Professions<br>Physical Therapist   | State  | <b>Required/Preferred?</b> Required |
| <i>Please provide industry accepted acronym &amp; description. i.e. CDL – Commercial Driver's License and State Requirement (MA or CT).</i>  | _____   | State  | <b>Required/Preferred?</b>          |
|  | _____   | State  | <b>Required/Preferred?</b>          |
|  | _____   | State  | <b>Required/Preferred?</b>          |
| <b><i>Any job requiring CPR must have a minimum of Health Care Provider CPR training (CPR and AED) unless otherwise specified in the Certification section.</i></b>  |   |  |                                     |
| <b>Certification:</b>  | CPR   | State  | <b>Required/Preferred?</b> Required |
| <i>Please provide industry accepted acronym &amp; description. i.e. CPR – Cardiopulmonary Resuscitation and State Requirement (MA or CT)</i>   | _____   | State  | <b>Required/Preferred?</b>          |
|  | _____   | State  | <b>Required/Preferred?</b>          |
|  | _____   | State  | <b>Required/Preferred?</b>          |