LAKE CHELAN COMMUNITY HOSPITAL
HEALTHCARE CLOSE TO HOME

Position Description

INDEX NUMBER: 125.34.4 **DATE INITIATED:** 8/3/1979 **DATE REVISED:** 8/4/11

IDENTIFICATION:
Title: Physical Therapist
Department: Physical Therapy
Reports To: Physical Therapy Manager

Position Status: Hourly ☐ Exempt ☒ Non-Exempt

POSITION SUMMARY
Under the general direction of the department manager, plans and administers physical therapy treatments according to the principles and practices of physical therapy and as indicated by physician (when referral source involved).

PRINCIPLE ACCOUNTABILITIES
1. Plans and implements specific treatment programs for patients according to the principles and practices of physical therapy; collaborates and participates in care conferences with interdisciplinary treatment team.
2. Reviews physician prescriptions for treatment; interviews patient; evaluates patient's physical condition and establishes a plan of care and goals.
3. Prepares written or computer documentation such as patient evaluations, treatment notes patient attendance, progress and discharge reports and other documentation required by the profession and the department in a timely manner.
4. Consults, when appropriate with the physician or other therapists to select the most effective treatment consistent with the needs of each patient.
5. Participates in the department quality program and assists in program development.
6. Communicates observations, facts, and comments with nursing and interdisciplinary team members, individually and through team meeting presentations to ensure efficient coordination of the overall health care plan.
7. Instructs and supervises Physical Therapist Assistant, if one is on staff.
8. Supervises Physical Therapist Aide according to current laws & regulations.

QUALIFICATIONS
1. Requires graduation from a physical therapy program accredited by the American Physical Therapy Association with a minimum Bachelor of Science Degree. Minimum experience is obtained as part of the accredited physical therapy program as an intern.
2. Additional experience in an acute care or rehabilitation facility or outpatient setting is desirable.
3. Requires Washington State licensure. Requires a valid Washington State driver's license. Current CPR certification required. Prefer bi-lingual or multi-lingual skills.

SPECIAL DEMANDS
1. Knowledge of up-to-date clinical professional physical therapy modalities, applications and standards of practice.
2. Knowledge of medical ethics as it relates to the practice of physical therapy and patient care.
3. In-depth knowledge of physiology, anatomy and the disease process.
4. Knowledge of federal and state regulations governing the practice of physical therapy.
5. Knowledge of patient documentation and record-keeping techniques in a legible, accurate manner manually and on-line.

HOSPITAL STANDARDS
1. Provides information and services that enhance others ability to acquire what they need in order to complete the task at hand. Shares information both when requested and when anticipating someone might have a need.
2. Is present and punctual for assigned work days, in compliance with the LCCH policy on attendance.
3. Collaborates willingly with others to meet goals (e.g. pitches in to help even when someone else is responsible for the job).
4. Participates openly and honestly, sharing opinions, knowledge and experience.
5. Addresses concerns of those impacted by a change or decision before taking action.
6. Complies with all LCCH policies and procedures.

7. Attends annual mandated in-services and maintains documentation of attendance.
8. Maintains and upgrades professional and technical competency in area of practice (through in-services, reading, continuing education or other methods and maintains documentation.
9. Maintains confidentiality of patient, customer and co-worker information.
10. Consistently maintains a calm and pleasant tone and appropriate demeanor with others.
11. Is attentive to others needs, concerns and ideas. Asks questions and summarizes to confirm understanding.
12. Addresses conflicts directly and promptly, focusing on problem-solving and a positive outcome. Does not blame or complain to others.
13. Values individuals and their diversity by creating and supporting a climate for success, as evidenced in peer feedback or self-reporting.
14. Consistently demonstrates flexibility by meeting the changing needs of the customer.
15. Manages time effectively to meet deadlines and commitments.
16. Proposes ideas for solving problems, improving processes or providing new services.
17. Demonstrates fiscal stewardship in the use of hospital resources
18. Embodies the Lake Chelan Community Hospital's Planetree values of Personalizing, Humanizing and Demystifying the patient experience.

DISCLAIMER STATEMENT

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel so classified, nor do they address the performance standards that must be maintained.

REVIEWED BY

Carol H. Velasquez, CNO

(Signature and title)

ADMINISTRATIVE APPROVAL

DeLynn Cook, Director of HR

(Signature and title)

EMPLOYEE:

I have read and understand the duties and responsibilities of this position. I have reviewed and agree to the contents of this position description and I am able to perform the job functions and meet the physical requirements without restriction(s):

Employee Signature

Date

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PHYSICAL REQUIREMENTS ANAYLSIS

Department: Physical Therapy **Job Title:** Physical Therapist **Index #** 125.34.4

Mark all responses using the following codes:
N = Never
O = Occasionally, represents 1 to 33% or 1 to 2 hour of an 8-hour workday
F = Frequently, represents 34 to 66% or 2.5 to 5.5 hours of an 8-hour workday
C = Continuously, represents 67 to 100% or 6 to 8 hours of an 8-hour workday

N	O	F	C	PHYSICAL ACTIVITY
		x		Walking
		x		Sitting/Standing
	x			Reaching: Shoulder height
	x			Above shoulder height
	x			Below shoulder height
x				Climbing
	x			Pulling/Pushing: 25 pounds or less
	x			25 to 50 pounds
x				Over 50 pounds
	x			Lifting: 25 pounds or less
	x			25 to 50 pounds
x	x			Over 50 pounds
	x			Carrying: 25 pounds or less
	x			25 to 50 pounds
x				Over 50 pounds
	x			Crawling/Kneeling
	x			Bending/Stooping/Crouching
	x			Twisting/Turning
	x			Repetitive Movement

PHYSICAL EXPOSURE: (mark where applicable with "X")

Unprotected heights _____
Lighting: Bright ___x___
Dim _____
Mechanical hazards ___x___
Hazardous substances _____
Infectious diseases ___x___

Harmful physical agents:
Heat/Cold _____
Noise _____
Ionizing/non-ionizing radiation not likely

ACCEPTABLE MINIMUM PHYSICAL ABILITY:

_____ Good	___x___ Correctable	_____ Blind		**Vision**
___x___ Normal	_____ Impaired			**Color Vision**
___x___ Normal	_____ Moderate Loss	_____ Deaf		**Hearing**
___x___ Good	_____ Fair	_____ Fair		**Manual Dexterity**
___x___ Good	_____ Fair	_____ Mute		**Talking/Speech**