

JOB DESCRIPTION

Job Title: Physical Therapist
Site or Department: Rehabilitation Department
Reports to: Rehabilitation Director
FLSA Status: Exempt
UPDATED: 8/12/2020

Job Summary:

The Physical Therapist serves as a member of the PACE Interdisciplinary Team in the planning, implementation and evaluation of care plans that meet the objectives, standards and policies of the PACE model of care. The Physical Therapist consults with the Occupational Therapist and other members of the Rehab and Clinical Teams at the site to provide the best plan of coordinated rehab services for the participants. The Physical Therapist works in concert with all of the members of the IDT to accomplish the Program's Mission of assisting frail elders to remain living in the community for as long as they may do so safely.

Essential Functions:

1. Provides direct supervision to the PTAs and to the Rehab Aides in the absence of the PTAs.
2. Provides strong leadership for subordinates and resolves all staff issues, problems, and concerns in a timely manner.
3. Organizes, prepares and implements policies and establishes departmental goals, in concert with the Rehab Director.
4. Coordinates all Rehab Services as they relate to direct patient care.
5. Conducts initial evaluations and screenings, develops individual treatment plans, and implements appropriate interventions at ADH or at the participants' homes.
6. Prepares for and participates in pre-enrollment, care planning, debriefing, staff meetings and discharge planning. Attends family meetings as necessary.
7. Performs home safety evaluations as requested by the clinical team.
8. Teaches, supervises, and counsels the participant and family regarding physical therapy treatment.
9. Ensures that all duties are accomplished in a fiscally responsible manner adhering to established budgetary constraints.
10. Maintains and communicates all operating policies and procedures to all subordinates on an ongoing basis.
11. Completes all reports, assessments, personnel documents and other documents in a timely manner.
12. Develops mutually agreeable performance goals for all direct reports. Assists direct reports, as necessary, in developing performance goals for their direct reports.
13. Ensures that all interactions with the participants are conducted in a manner that adheres to the highest standards of care for all Element Care participants.
14. Interacts with participants, caregivers and families in a professional and courteous manner.
15. Interacts with other providers and community professionals in a courteous manner.
16. Ability to pass a fit test. Position requires mask where seal is critical. Incumbent is required to not have facial hair that interferes with a tight seal of the respirator.

Additional Responsibilities:

1. Keeps appropriate program staff informed of new Rehab information and protocols.
2. Participates in Quality Improvement projects and assessments, as needed.

3. Participates in Element Care Committees, as required, and communicates relative information, as necessary.
4. Completes the required annual Health Stream trainings in a timely manner.
5. Adheres to all policies and procedures, and supports the Primary Vision Statement.
6. Adheres to the confidentiality policy of Element Care including HIPAA guidelines pertaining to the release of participant information.
7. Flexible to perform other related jobs, as is reasonable.

Essential Job Requirements:

- **EDUCATION / LICENSURES / CERTIFICATIONS**
 1. Graduate of a Physical Therapy curriculum approved by the APTA, the CAHE of AMA or CME of AMA and APTA with a minimum of a Bachelor of Science Degree.
 2. Maintain current licensure in the Commonwealth of Massachusetts.
 3. Current CPR Certification.
- **EXPERIENCE**
 1. Minimum of 1 – 2 years of experience with the geriatric population.
- **REQUIRED SKILLS**
 1. Ability to convey information clearly and succinctly with all employees, so that relevant information is communicated appropriately and in a timely manner.
 2. Ability to lead independently and to be able to work well with others.
 3. Ability to work within a team concept and to be considerate of co-workers and colleagues.
- **PREFERRED SKILLS**
 1. Ability to pay attention to detail, to be a self-starter, and to complete tasks on time.
 2. Ability to be able to quickly recognize situations/problems before they become acute, and to be able to implement effective solutions and understand consequences.

Disclaimer:

The above job description is intended to describe the general nature and level of work being performed by individuals with this job title. It is not construed to be an exhaustive list of all responsibilities, duties, and skills required for this position. All team members may be expected to perform additional duties outside the realm of what is considered usual from time to time, as needed.

Requirements are representative of minimum levels of knowledge, skills and abilities. All job requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Name printed

Signature

Date