

## Physical Therapist

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<b>Job Title:</b>	Physical Therapist
<b>FLSA Classification:</b>	Non-Exempt
<b>Department:</b>	Rehabilitation Services
<b>Supervisor:</b>	Rehabilitation Manager

### Job Summary

Under the supervision of the Rehab Manager, the Physical Therapist provides physical therapy services to participants of Innovative Integrated Health.

### Essential Job Functions

- Participate as a member of the interdisciplinary team (IDT) and completes initial, semi-annual, unscheduled, and annual assessments; attend morning updates and report changes in participants' baseline status to appropriate staff on a daily basis.
- Involved in the development and implementation of quality assessment and performance improvement (QAPI) activities.
- Provide regular updates to team on participants' status in therapy.
- Assess the need for adaptive equipment and durable medical equipment (DME); order and facilitate authorization of such equipment; assess, recommend, and provide follow-through therapy for specialized shoes.
- Participate in meetings as indicated (morning, team, family, nursing facility, assisted living facility, and hospital).
- Provide treatment as indicated.
- Utilize appropriate safety measures when providing care.
- Develop special programs according to participant needs.
- Educate staff, participants, and family on services available through physical therapy staff.
- Develop, instruct, and supervise other staff, and/or family members on therapy program to be carried out by individuals other than a physical therapist.
- Provide initial and ongoing training, education, and supervision for physical therapist assistant(s), including all areas of performance with departmental policies; report as required to supervisor regarding these issues.

- Train and supervise restorative aides as assigned, including all areas of performance consistent with departmental policies; report as required to supervisor regarding these issues.
- Review and revise restorative exercises as indicated.
- Provide orientation and training in regards to body mechanics and lift equipment to newly hired staff monthly and as requested.
- When appropriate, delegate oversight of PT interventions and activities, as determined by IDT on plan of care, to restorative aide in a timely manner.
- Communicate observed staffing needs/changes and further program development needs to supervisor.
- Complete documentation as required.
- Adjust schedule as needed to meet the needs of Innovative Integrated Health participants.
- Maintain confidentiality regarding participant, staff, contractor, and organizational information.
- Performs skilled treatments and assessments to participants at their homes as necessary.

### **Non-Essential Job Functions**

- Attend and participate in staff meetings, in-services, projects, and committees as assigned.
- Adhere to and support the center's policies, practices, and procedures.
- Accept assigned duties in a cooperative manner and perform all other related duties as assigned by supervisor.
- Be flexible in schedule of hours worked, including overtime, scheduled weekends, holidays, and rotating shifts when necessary.

### **Working Conditions and Physical Demands**

The working conditions and physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to access all areas of the center throughout the workday.
- Ability to lift up to 50 pounds occasionally, 25 pounds frequently, and 15 pounds constantly; required to obtain assistance of another qualified employee when attempting to lift or transfer objects over 25 pounds.
- Requires constant hand grasp and finger dexterity; frequent sitting, standing, walking and repetitive leg and arm movements, occasional bending, reaching forward and overhead; squatting and kneeling.

- Ability to taste and smell is required.
- Must have ability to communicate verbally with an excellent comprehension of the English language.
- Work is generally performed in an indoor, well-lighted, well-ventilated, heated, and air-conditioned environment.

### **Experience**

- Minimum of one (1) year of documented experience working with a frail or elderly population as a physical therapist.
- Appropriate clinical placement experience may be substituted.

### **Knowledge, Skills, and Abilities**

- Ability to cope with mental and emotional stress related to the position; and must have personal integrity.
- Ability to function independently and to work effectively and in a collegial manner with all members of the interdisciplinary team, co-workers, and department heads.
- Ability to relate to the public and governmental agencies in a pleasant, patient, and professional manner.
- Well organized, dependable, flexible, and resourceful
- Must have excellent communication skills.

### **Education and Certification**

- Bachelor's degree in physical therapy from an accredited program.
- Maintains current license with the state of California.
- Current CPR is required before engaging in direct participant care/contact.
- Is medically cleared for communicable diseases and has all immunizations up-to-date before engaging in direct participant contact.

### **Core Values**

- **Respect** at the core of our interactions.
- **Honesty and Integrity** with every endeavor
- **Patient – Centered** care aligned with participant values, beliefs, and preferences.
- **Encouragement** that motivates and empowers others to be the best they can be.
- **Quality Care** that is efficient, transformative and innovative.



**Acknowledgment**

**I have read** the above job description and fully understand the requirements set forth therein. I meet all the requirements of this position, and I can perform all essential functions of the job with or without reasonable accommodations. I agree to abide by the requirements set forth in this document.

**I understand** the contents of this job description are presented as a matter of information only and as guidance as to the expectations of Innovative Integrated Health (IIH) for this position. This job description is not intended to give rise to contractual rights or obligations, or to be construed as a guarantee of employment for any specific period of time or for any specific type of work. Furthermore, IIH reserves the right to interpret, amend, modify, or cancel or withdraw any or all sections or provisions of this job description at any time with or without notice.

**I understand** that employment at IIH is “at will”, meaning that employment is for no definite period of time and may be terminated by me or IIH at any time and for any reason.

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Employee Print Name

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Employee Signature

\_\_\_\_\_

Date

We are an Equal Opportunity Employer and do not discriminate against any employee or applicant for employment because of race, color, sex, age, national origin, religion, sexual orientation, gender identity, status as a veteran, and basis of disability or any other federal, state or local protected class.