



## **Rehabilitation Lead**

<b>Job Title:</b>	Rehabilitation Lead
<b>FLSA Classification:</b>	Non-Exempt
<b>Department:</b>	Rehabilitation Services
<b>Supervisor:</b>	Center Director

### **Job Summary**

Under the supervision of the Center Director (Acting Rehabilitation Manager), the Rehabilitation Lead provides therapy services to participants and provides assistance with the supervision of rehabilitation staff.

### **Essential Job Functions**

- Participates as a member of the Interdisciplinary Team (IDT) and completes initial, semi-annual, unscheduled, and annual assessments.
- Develops individualized plan of care in collaboration with IDT.
- Provides regular updates to IDT regarding participants' status in therapy, service delivery requests and identified incidents.
- Assesses the need for adaptive equipment and durable medical equipment (DME); order and facilitates authorization of such equipment; assesses, recommends, and provides education for care and use of DME.
- Participates at coordinated care meetings with IDT, families/caregivers, referral specialists, skilled nursing facilities, rehabilitation teams and other providers, as needed.
- Provides skilled therapy treatments to participants, as indicated, exercising safety measures.
- Educates staff, participants, and family/caregivers on skilled rehabilitation services, exercise programs, facilitated by non-rehab staff, and related safety measures.
- Assists Rehabilitation Manager to provide initial and ongoing training, education, and supervision for physical and occupational therapists, therapist assistant(s) and rehab aides, including all areas of performance with departmental policies.
- Facilitates program approved training, provides training and supervision to restorative aides, as assigned.



- Assists the Rehabilitation Manager to enforce rehabilitation standards for performance and to ensure follow-through with quality improvement initiatives, policies and procedures, and regulatory compliance.
- Reviews and revises restorative/maintenance exercises of participants as indicated and approved by Rehabilitation Manager, Medical Director and IDT as needed.
- Assists Rehabilitation Manager to execute new hire orientation and training regarding body mechanics and lift equipment.
- Delegate's oversight of non-skilled interventions and activities to rehabilitation aide in a timely manner.
- Documents the provision of skilled services and other participant encounters in the electronic medical record (EMR) by close of business on the day that the service is provided.
- In collaboration with Rehabilitation Manager, adjusts department schedule, as needed, to meet the needs of the participants.
- Performs skilled treatments and assessments in participant homes and other healthcare settings as necessary.
- Assists Rehabilitation Manager with supervisory activities including monitoring for time and attendance compliance and performance evaluations.
- Assists Rehabilitation Manager in tracking and reporting department performance outcomes.
- Provides assistance, coaching and support to rehabilitation staff..
- Communicates observed staffing needs/changes and further program development needs to supervisor.
- Demonstrates professional standards of conduct that promote the organizational core values of respect, honesty, integrity, encouragement, patient-centeredness and quality care.

### **Experience**

- Minimum of one (1) year of documented experience working with a frail or elderly population as a physical or occupational therapist.

### **Education and Certification**

- Bachelor's degree in physical or occupational therapy from an accredited program.
- Maintains current license with the state of California as a Licensed Physical Therapist or Occupational Therapist.
- Current CPR certification
- Is medically cleared for communicable diseases and has all immunizations are 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 Fresno PACE 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, Fresno PACE 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 Fresno is “at will”, meaning that employment is for no definite period of time and may be terminated by me or Fresno PACE at any time and for any reason.

Employee Print Name

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.