

**FULTON COUNTY MEDICAL CENTER
POSITION DESCRIPTION**

POSITION TITLE: STAFF PHYSICAL THERAPIST
REPORTS TO: DIRECTOR OF PHYSICAL THERAPY
REVISION DATE: DECEMBER 2004

I. POSITION SUMMARY:

To provide quality physical therapy services including assessment, intervention, program planning and implementation, discharge planning and documentation, and communication between other disciplines. Service provision may include direct, monitored, and consultative.

II. EDUCATION REQUIREMENTS/LICENSURE/CERTIFICATION/REGISTRATION:

Graduate of an accredited Physical Therapy program with successful completion of the National Certification Examination administered by the American Board of Physical Therapy. Licensed or possess a temporary license in the Commonwealth of Pennsylvania.

III. CUSTOMER FOCUSED EXPECTATIONS (MISSION, VISION, VALUES):

While performing the essential functions of this position, the staff member must strive to keep the mission, vision, and values of the Fulton County Medical Center, and be committed to the improvement and best interests of the facility and the services provided. Physical therapists prevent, diagnose, and treat movement dysfunctions and enhance the physical health and functional abilities of members of the public.

IV. TYPICAL PHYSICAL DEMANDS (Subject to modification or accommodation as required)

1. Requires sitting, standing, bending, reaching, kneeling, stooping.
2. Occasional lifting and/or moving patients.
3. Manual dexterity and eye/hand coordination. Normal range of hearing and vision.
4. Knowledge and/or ability to operate simple to complex machinery.

V. TYPICAL MENTAL DEMANDS: (Subject to modification or accommodation as required)

Ability to respond quickly and appropriately, adapt to diverse situations, compensate when necessary, and react with sensitivity to the needs and problems of the patient. The capability to receive, comprehend, and carry out instructions, think abstractly, and process thoughts and information in a timely manner. There is continuous collaboration and communication with other disciplines.

VI. WORKING CONDITIONS:

The noise level in the work environment is moderately quiet. However, exposure to noise distractions and unpredictable behaviors will be experienced. Conveys a professional and positive image and attitude, and demonstrates commitment to professional growth and development. There is exposure to infectious and physical hazards.

VII. EQUIPMENT USED:

1. Beeper
2. Computer
3. Telephone System
4. Printer
5. Facsimile machine
6. Copier
7. Calculator
8. Understanding of evaluation tools, exercise equipment, modalities, calibrated equipment , measuring tools, medical supplies and equipment.

VIII. FACILITY WIDE COMPETENCY REQUIREMENTS (See Attached)

IX. ESSENTIAL FUNCTIONS (See Attached)

X. NON-ESSENTIAL FUNCTIONS (See Attached)

Signature

Date

- Mid Probation** 45 days after hire
- End Probation** 90 days after hire
- Annual**



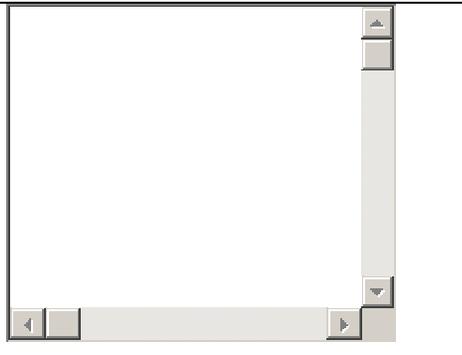
Employee Name: <input style="width: 95%;" type="text"/>	Department: <input style="width: 95%;" type="text"/>	Current Title: <input style="width: 95%;" type="text"/>	Supervisor Name/Title: <input style="width: 95%;" type="text"/>
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Methods of Measurement Include the Following:		AGES SERVED	
<input type="checkbox"/> Direct Observation	<input type="checkbox"/> Documentation	<input type="checkbox"/> Neonates (< 30 days)	<input type="checkbox"/> Adults (> = 18 years and < 65 years)
<input type="checkbox"/> Feedback from staff or patients	<input type="checkbox"/> PI Reports	<input type="checkbox"/> Infants (> 30 days and < 1 year)	<input type="checkbox"/> Geriatrics (> = 65 years)
Period Covered by this Evaluation: <input style="width: 95%;" type="text"/>		<input type="checkbox"/> Pediatrics (> = 1 year and < 13 years)	<input type="checkbox"/> Not Applicable
		<input type="checkbox"/> Adolescents (> = 13 years and < 18 years)	

	Rating			
	D	M	E	
FACILITY WIDE COMPETENCY				<div style="border: 1px solid gray; height: 400px; width: 100%;"></div>
INSTITUTIONAL AND/OR PROFESSIONAL STANDARDS				
<ul style="list-style-type: none"> Comply with regulatory agencies, and institutional and operating systems. Adhere to all Hospital Policies and Procedures as they apply to the area. Knowledge and adherence to Infection Control and Environment of Care Guidelines and Procedures as they are described in the annual education module. Protect patient/customer confidentiality. Comply with HIPAA regulations as they apply to the job. 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
PERFORMANCE IMPROVEMENT				
<ul style="list-style-type: none"> Adhere to current organizational Performance Improvement priorities Participate in quality studies through data collection Make recommendations and take actions to improve structure, system or outcomes 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
CUSTOMER SERVICE				
<ul style="list-style-type: none"> Demonstrate the values of the organization: respect, honesty, integrity, compassion, fairness, innovation and stewardship of our resources. Demonstrate commitment to serving the customer. Demonstrate excellence in communication with the customer. Create a welcoming environment for the patients, family and other interdisciplinary team members 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

ESSENTIAL FUNCTIONS	D	M	E	Comments
1. Complete an initial evaluation for all patients referred for physical therapy services and provide appropriate documentation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Prepare and implement a patient treatment plan according to the evaluation results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. Modify treatment techniques as indicated by patient response.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. Respond to acute changes in the patient's physiological state and modify treatment as appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5. Review and revise patient's treatment plan and goals according to patient's status and facility policy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. Create a therapeutic treatment area.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. Complete discharge summary upon patient discharge from physical therapy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8. Complete all other required documentation per facility policy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. Supervise occupational therapy students and volunteers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10. Participate in continuing education to pursue professional growth and development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11. Participate in facility wide quality improvement process.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
12. Provide education/inservicing to the facility staff and community as indicated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
13. Attend and participate in committee meetings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
14. Function according to APTA's Code of Ethics (APTA) and Standards of Practice (APTA, 1992).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
15. Perform other job duties as assigned or required.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Non Essential Functions:	D	M	E	Comments
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1. Participates in professional development activities: a. In-service classes or on-line courses. b. Shares knowledge with others. c. Reads in-house communications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Work Habits: a. Complies with attendance policies. b. Dresses according to the departmental dress code c. Organizes times, sets priorities d. Spends free time in a constructive manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. Initiative and judgment: a. Makes necessary work related judgments based upon factual information b. Completes assignments with minimal directions and in a timely manner c. Adapts to a changing work load	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

D= Does Not Meet Expectations	M= Meets Expectations	E= Exceeds Expectations
Comments: 		
Future Plans and Actions: 		
Employee Comments: 		
<p>To update our files, please answer the following questions:</p> <p>Have you received a higher education degree in past 12 months: Yes___ No___</p> <p>Please forward to Human Resources</p> <p>Have you received a certification in the past 12 months: Yes___No___</p> <p>Please forward to Human Resources</p>		

I have reviewed this Performance Evaluation

Employee Signature

Evaluator Signature

Department Head or Designee Signature

Date

Date

Date