

Job Title: Lead Physical Therapist (In-Patient and Wound Care)

Department: Rehab Services

Classification: Exempt

Reports to:

1. Rehab Manager
2. Vice President of Operations
3. Chief Executive Officer

Summary

To provide professional physical therapy service by performing evaluations, establishing treatment programs and administering PT procedures (including wound care) to patients in the areas of inpatient/outpatient, birth to geriatrics. Assists in managerial duties as assigned by the Rehab Manager, including supervision of PTs and PTAs.

Essential Functions

- Communicates regularly with the Rehab Manager regarding departmental processes and operations.
- Promotes an interdisciplinary environment among the therapy disciplines through open communication to best serve our patients.
- Supervises support personnel to ensure staffing mix is appropriate to patient needs. Educate and openly communicate with staff to ensure understanding.
- Assists with scheduling and PT/PTA staff coverage.
- Assists with annual review of departmental policies and procedures.
- Ensures compliance with regulatory requirements (Department of Health, CMS, Infection Control, HIPPA, etc.).
- Assists with department quality assurance reviews and analysis to enhance patient care services, department and operational operations.
- Assists with conducting interviews and the onboarding process of new hires.
- Assists with orientation of new staff - documents orientation and sends copies to Education. Supports the clinical educator of students.
- Assists with safe transfer training for nursing staff.
- Participates in community-based education programs as requested.
- Promotes the Rehab department with appropriate marketing strategies.
- Ensures supervisor requirements are met for staff.
- Communicate with other members of the Rehab department routinely regarding caseload and the need for assistance based on daily caseload.
- Document on medical record according to department policies and procedures - evaluation, progress notes, re-evaluations, discharge summaries.
- Ensure all patients have been referred by a physician (designated Licensed Independent Practitioners-per State Board) before rendering PT services.
- Provide detailed assessment; +/- motor and sensory evaluation, +/- analysis of functional status following departmental guidelines.
- Complete assessments in a timely manner per PT policies and procedures.
- Develop a treatment plan and appropriate PT intervention.
- Establish goals that are functional and measurable.

- Provide patient/family goals as component of the treatment plan.
- Complete patient and family caregiver education.
- Administer appropriate treatments and trains patient/significant other in care.
- Monitor patient progress/response to therapy and alter treatment plan as required and also correspond with referral source as required.
- Submit accurate charges based on services rendered according to department policies and procedures.
- Assess the need for and recommend the use of an assistive device(s) to increase a patient's functional independence.
- Fabricate/orders and monitor the use of splints/orthotics as indicated and according to the department policies and procedures.
- Demonstrate knowledge of standards of PT care when implementing PT interventions.
- Demonstrate an active role in acquiring/maintaining a patient caseload that satisfies productivity standards.
- Support concept of team treatment with the use of PTA's as appropriate.
- Provide departmental in-service after attending a continuing education seminar.
- Actively participate in the orientation/clinical supervision of TAH PT dept. volunteers, new staff, and students of clinically affiliated schools.
- Performs other duties as assigned.

Education/Experience

- Must have a degree in physical therapy from an approved school. Must hold a license for physical therapy current in the state of Pennsylvania and/or be working towards getting a license
- Computer skills necessary including word processing and the use of the Internet. Experience in spreadsheets and databases is desired.
- Stroke education required.
- Minimum of 2 years' experience as staff Physical Therapist

Knowledge, Skills and Abilities

- **Required to maintain absolute confidentiality of patient care, patient accounts and hospital related matters.**
- **Required to abide by, and comply with, the provisions of the TAH Corporate Compliance Policy.**
- Must be able to communicate and exchange information effectively:
- Receive and exchange treatment information with physicians, and provide education when necessary.
- Provide explanations to patients, families and/or significant others and visitors for treatment plan, procedure and purpose of the P.T. intervention.
- Provide a means to facilitate effective treatment to patients.
- Communicate in a positive environment to all members of the physical therapy department and Titusville Area Hospital staff.
- Provide instruction to students, volunteers, observers.

- Analytical skills and organizational skills to develop and implement a plan for physical therapy care appropriate to the unique needs of the patient. Problem solving in a timely, efficient manner concerning patient's mental and physical wellbeing to enhance a patient's functional independence.
- Ability to concentrate, prioritize, plan, react calmly and perform as a professional physical therapist to resolve patient care problems, interact with patients, families and other team members, in occasional stressful situations.
- Required to utilize positive Guest Relations principles in all interactions with patients, families, peers, third party payers and all members of the healthcare team.
- Required to establish and maintain the ability to communicate effectively both verbally and in writing with a variety of socioeconomic, religious and culturally diverse populations of patients, clients, families and the general public in order to gain confidence and cooperation and to establish and maintain contact with facility staff and others.
- Required to abide by, and comply with, established Departmental and TAH policies, procedures and standards.
- Required to establish and maintain acceptable level of attendance.
- Required to perform the duties of the position in a safe and efficient manner.
- Required to assist in maintaining the cleanliness of the work areas.
- Ability to remain calm and perform effectively during critical/emergency situations and pending deadlines.
- Ability to adapt to a wide range of physical and emotional situations and to seek assistance in the application of procedures sufficient to overcome problems.
- Ability to adapt working times or methods and perform effectively in order to meet established, critical deadlines.

Work Environment

- Patient care environment, inside climate controlled environment with little exposure noise and dust. Occasional exposure to variations in temperature with moist heat and cold packs, exposure to electrical appliances. Employee may be required to perform onsite consulting for industries and/or businesses.
- May be subject to patient care activities, occasional exposure to communicable diseases. May be required to deal with patient elements.

SPECIFIC JOB DEMANDS

- Strength: Medium Work - Lifting, Carrying, Pushing, Pulling 20 - 50 Lbs. occasionally, 10 - 25 Lbs. frequently or up to 10 Lbs. constantly.
- Stooping: Occasionally - Bending body downward and forward by bending spine at the waist, requiring full use of the lower extremities and back muscles.
- Reaching: Frequently - Extending hand(s) or arm(s) in any direction.
- Handling: Frequently - Seizing, holding, grasping, turning, or otherwise working with hand or hands. Fingers are involved only to the extent that they are an extension of the hand, such as to turn a switch or shift automobile gears.
- Fingering: Frequently - Picking, pinching, or otherwise working primarily with fingers rather than with the whole hand or arm as in handling.

- Feeling: Frequently - Noting attributes of objects, such as size, shape, temperature, or texture, by touching with skin, particularly that of fingertips.
- Talking: Frequently - Expressing or exchanging ideas by means of the spoken word to impart oral information to clients or to the public and to convey detailed spoken instructions to other workers accurately, loudly, or quickly.
- Hearing: Frequently - Perceiving the nature of sounds by ear.
- Near Acuity: Frequently - Clarity of vision at 20 inches or less.
- Accommodation: Occasionally - Adjustment of lens of eye to bring an object into sharp focus. This factor is required when doing near point work at varying distances from the eye.
- Color Vision: Frequently - Ability to identify and distinguish colors.

Positions Supervised

- PTs
- PTAs

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