



Job Description

IDENTIFICATION

<i>Position Number</i>	<i>Position Title</i>	
U 02-46, U-03-46	Physiotherapist	
<i>Department</i>	<i>Position Reports To</i>	<i>Site</i>
Rehabilitation Services	Manager, Primary Care & Community Health	Hay River Regional Health Center

PURPOSE OF THE POSITION

Through evidence-informed practice, the physiotherapist prevents, assesses and treats the impact that injury, pain, disease, chronic conditions and /or disorders have on clients' movement, function, quality of life and health status. Physiotherapy services are provided in accordance with the code of ethics of the Canadian Physiotherapy Association, with the standards of practice of a provincial licensing body and the mission values and policies of the Hay River Health and Social Services Authority (HRSSA).

SCOPE

This position may be located at one of the Hay River Health & Social Services Authority (HRHSSA) locations. They include the Hay River Regional Health Center (HRRHC), the Gensen Building, Woodland Manor, Supportive Living Services and/or Náydi Kúę. The HRHSSA is an accredited, integrated health authority that provides the following services: 19 acute inpatient beds (14 Community Support Beds, 1 Family Suite (Palliative), 2 Secure Rooms, 2 Observation beds), Emergency and Ambulatory Care, including dialysis and endoscopy; Midwifery Care and Delivery; 25 Long Term Care beds; Supportive Living Campus, a Territorial campus providing 11 permanent residences; Diagnostic Services (Diagnostic Imaging, Ultrasound, Mammography); Laboratory; Medical and Specialty Clinics including Diabetes programming; Social Programs (Community Counselling, Healthy Families and Child and Family Services)

Community Health and Home Care, Rehabilitation which include Physiotherapy, Occupational Therapy and Speech Language Pathology; and a full range of Support Services.

This position is located in Hay River and is under the direction of the Manager, Primary Care & Community Health. Physiotherapy services are provided to inpatients in a 29 bed accredited hospital and 15 bed long term care facility, and to outpatients for a population of approximately 6,000 people in: Hay River, Hay River Dene Reserve, Enterprise, Kakisa, and Fort Resolution. Home care physiotherapy services are provided to patients in Hay River, Hay River Dene Reserve and Enterprise. The incumbent will work closely with other rehabilitation staff, other hospital departments, home care, physicians, insurers (Workers' Safety and Compensation Commission WSCC) schools, families and staff in health centers to provide a comprehensive service to referred clients.

The responsibilities of the position require an individual with a broad knowledge of the health care field.

RESPONSIBILITIES

- 1. Provides accurate clinical assessment, diagnosis, intervention, and education to patients of all ages with a variety of conditions using a problem solving approach and in accordance with the standards, guidelines and scope of Physiotherapy. Practices client-centered care and only acts with the client's informed consent.**

Main Activities:

- Consults with the client to obtain information about his/her health, associated history, previous health interventions and associated outcomes.
- Collects assessment data relevant to clients' needs and physiotherapy practice
- Analyzes assessment findings
- Establishes a physiotherapy diagnosis and prognosis
- Develops and recommends an intervention strategy
- Implements intervention
- Evaluates the effectiveness of interventions
- Elicits, analyzes, records, applies, conveys and shares information
- Provides education regarding nature of the condition, treatment goals, treatment plan, self-management, and prevention of further problems.
- Liaises with long term care staff, school staff, and rehabilitation aide in the implementation of patient care plans.
- Specifies preventative, long term maintenance and follow-up programs that can be carried out by caregivers and patients and family.
- Modifies treatment goals and plan where indicated through reassessment.
- Reports to the referring physician or relevant agencies.

- Exchanges information with other members of the health care team through written records and/or by direct contact.
- Liaises with health care professionals and community resources
- Completes physiotherapy services, discontinues physiotherapy intervention as planned or upon the client's request

2. Advocates practice environments that have the organizational and resource allocations necessary for safe, competent, ethical and sustainable care

Main Activities:

- Provides input into the planning of Physiotherapy services.
- Adheres to and completes with the facility's safety policies and those stipulated by all appropriate legislation.
- Anticipates, recognizes and prevents hazards in the physical environment(e.g. infection prevention and control, hazardous waste)
- Participates in quality improvement and client safety initiatives (Hospital Accreditation survey)
- Maintains statistics regarding workload on a daily basis to be submitted to the Manager, Primary Care & Community Health for monthly reporting.
- Provides input into evaluation and selection of new equipment and supplies, and maintaining an inventory of all equipment and supplies.
- Assists in developing new Physiotherapy programs to address the needs of the residents of Hay River and the surrounding area.
- Represents the department at appropriate meetings and as a member of appropriate committees.
- Participates in orientation for department and non-department personnel as required.

3. Responsibly uses knowledge and expertise to promote health and well being of individual clients, communities, populations and the profession.

Main Activities:

- Acts as a consultant to other health professionals and the public. e.g. clinical teaching to nursing staff, presentations to community groups, employee education for topics such as: stress management, ergonomics, etc.
- Develops and maintains appropriate resource material for use in the department as learning tools and teaching aids.
- Informs of current developments in Physical therapy practice to develop both clinical and management skills through postgraduate education, journals, communication with peers, participating in NWT therapy in-services/meetings annually, and participating in activities of the Canadian Physiotherapy Association.
- Seeks opportunities to develop skills and knowledge through non-formal

educational activities, e.g. special projects, participation in committee work, and through exchanges with other facilities.

- Provides clinical education for Canadian Physiotherapy and Rehabilitation Assistant students.
- Uses opportunities to communicate the role and benefit of physiotherapy to enhance individual and community health including health promotion and disease prevention
- Participates in research studies or surveys as requested, within capacity of available resources.

4. Supervises personnel involved in the delivery of physiotherapy services.

Main Activities:

- Assesses, orients, and provides ongoing feedback and continuing education to personnel involved in the delivery of physiotherapy services.
- Assigns tasks to, and monitors, personnel acting within established regulatory guidelines.
- Accepts responsibility for actions and decisions of those for whom the physiotherapist is accountable.

Position Role in Client & Staff Safety:

The HRHSSA is committed to creating a culture of safety throughout the organization. A culture of safety is necessary to provide optimal care to our clients, and a health workplace for staff. An organization with a culture of safety is characterized by several elements:

- Client-centered care;
- Healthy workplace;
- Open communication; and a
- Blame-free and accountable environment.

All staff throughout the organization shares the responsibility for client and staff safety by:

- Demonstrating a commitment to safety;
- Complying with safety policies, procedures and best practices;
- Identifying and reporting safety issues; and
- Participating in safety initiatives.

Commitment to Client Centered Care

Recognizing that our clients are the experts for their own lives, the Hay River Health & Social Services Authority (HRHSSA) is committed to support our clients as leaders to accomplish the goals that they have set out for us in their personal care. The (HRHSSA) will endeavor to provide client centered care through the following:

- Involving clients in their care by reducing barriers that may inhibit our ability to help them.
- Providing a culture that will ensure clients have a voice and participate in their own personal care.
- Empowering clients through improving client satisfaction, enhancing the quality of care and ultimately the quality of life for our clients.
- Focusing on the experience of the client from their perspective and listening to their needs.
- Fostering collaboration between the client and organization by working together to achieve our goals.
- Providing continuous dialogue with the clients to ensure that each and every client is seen as a unique individual.
- Ensuring staff are provided with the training and tools required to complete the best job possible.

Criminal Record Check

Employment with the Hay River Health & Social Services Authority is contingent on providing a satisfactory criminal record check including the vulnerable sector check to the Human Resources Office prior to the official start date of a position.

KNOWLEDGE, SKILLS AND ABILITIES

- The physiotherapist must possess the essential competencies as outlined by the Canadian Physiotherapy Association in the Essential Competency Profile for Physiotherapist in Canada, 2009.
- Time management and well developed organization skills to manage a large and varied caseload.
- Ability to solve problems through flexibility, adaptability and creativity to work within available resources.
- Ability to communicate through verbal and written means to effectively provide physiotherapy services to a multidimensional patient population.
- Knowledge of cross cultural issues and potential ramifications for treatment planning and implementation.
- Ability to work with a multidisciplinary team.
- Knowledge of and ability to apply supervisory skills.
- Knowledge of and ability to operate word processing applications.
- Registration/Licensure with a Canadian provincial physiotherapy regulatory body.

- Active membership in the Canadian Physiotherapy Association.
- Within the HRHSSA, the health care provider must be able to acquire within a reasonable time frame and remain current in the following training and certifications:
 - WHMIS
 - CPR
 - Standard First Aid Training
- Must be able to acquire within a reasonable time frame and remain current with the Non-Violent Crisis Intervention certification.

This level of knowledge is normally acquired through completion of an entry level Masters Degree or a Baccalaureate Degree in Physiotherapy from a recognized university. Clinical experience of two years or more is strongly recommended.

WORKING CONDITIONS

Physical Demands

Heavy physical effort required for lifting / transferring patients, assisting with exercises and moving equipment on a daily basis. 10%

Repetitive bending and crouching daily. 75%

Lifting, transporting and installing client aids several times a week. 10%

Working in confined or incompatible spaces several times a week. 5%

Manual dexterity required to operate equipment daily. 10%

Report writing requires sitting for long periods at a computer several times a week. 35%

Physical danger from cognitively impaired physically abusive clients several times a week. 10%

Environmental Conditions

Exposure to blood, body fluids and contagious diseases daily. 10%

Risk of exposure to: cleaning substances, laser beams daily. 5%

Risk of burns from hydrocollator & hot packs daily. 10%

Sensory Demands

Hearing, sight and touch are critical in the assessment of clients in order to accurately assess clients and to make intervention recommendations. 75%

Judgment must be used in making a diagnosis and in recommending an appropriate course of action, which will recognize the clients abilities, support and potential. 100%

Mental Demands

Little opportunity to consult with other professionals. 50%

Emotional distress associated with working with geriatric population and terminally ill clients. 25%

Cultural diversity requires modification of treatment programs to accommodate different values and perceptions. 50%

Administrative demands and secretarial tasks compete for therapists direct client time. 50%

Dealing with unpleasant or verbally abusive clients and their families. 50%

Pressures due to high demands and limited resources. 100%

CERTIFICATION

_____ Employee Signature	Primary Care & Community Health Manager Supervisor Title
_____ Printed Name	 Supervisor Signature
_____ Date	11 Oct 2022 _____ Date
I certify that I have read and understand the responsibilities assigned to this position.	I certify that this job description is an accurate description of the responsibilities assigned to the position.

 _____ Director/Chief Executive Officer Signature	03 May 2022 _____ Date
I approve the delegation of the responsibilities outlined herein within the context of the attached organizational structure.	

The above statements are intended to describe the general nature and level of work being performed by the incumbents of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of this position.

Rev: July18,2002
Updated April 2005
Editorial October 2009
April 2011 reports to name change
August 2012 editorial changes

February 2017 – updated scope & commitment statement

April 2020 – updated report to The Manager of Primary Care & Community Health

February 2022 – NVCi & Náydi Kúę location update