



Goodland Regional Medical Center

Job Description

Job Title: Physical Therapist
Classification: Exempt/Salary
Reports To: Physical Therapy Director
Position Type: Full-Time
Hours Worked/Shift: Monday – Friday, weekend as needed
Date Last Reviewed: August 3, 2023

Summary: Responsible for evaluation, planning, directing, and administering physical therapy treatment for inpatients, outpatients self-referred or referred by a licensed physician, physician assistant, or ARNP. Administers therapeutic exercise, functional training, and physical agents after referral by a physician in an effort to restore function, relieve pain, and reduce or prevent disability following injury or disease.

Essential Functions:

1. Responsible for direction of the Physical Therapy Department certified staff, including Physical Therapist Assistants and Physical Therapy Aides.
2. The physical therapist coordinates, delegates, and supervises responsibilities assigned to supportive staff including PTAs and aides.
3. Ability to observe and evaluate treatment effects and recommend changes to physicians as needed.
4. Ability to perform an appropriate assessment of all patients as related to the therapy requested and provide documentation and reassessments as per policy. This includes adolescent and geriatric patients in the general patient population.
5. Formulates a teaching plan based upon identified learning needs and evaluates effectiveness of learning with family included in teaching as appropriate.
6. Demonstrates knowledge of physical therapy modalities and exercise equipment.
7. Treats patients and their families with respect and dignity. Identifies and addresses psychosocial, cultural, ethnic, and religious/spiritual needs of patients and families.
8. Manages and operates equipment safely and correctly and maintains department cleanliness and safety.
9. Interacts professionally with patient/family and involves patient/family in formation of the plan of care.
10. Communicates appropriately and clearly to physicians, staff, and administrative team.
11. Maintains records pertinent to personnel and operation of the department.
12. Maintains a good working relationship both within the department and with other departments.
13. Documentation meets current standards and policies.
14. Assists with orientation and in-service training for certified department staff members, participates in guidance and education programs.
15. Provides evaluation of certified staff including interviewing, hiring, evaluating and termination.
16. Adheres to dress code, appearance is neat and clean.
17. Completes annual education and licensure requirements.
18. The physical therapist supervises operational aspects of the department, maintains performance quality and improvement activities within the department, and is responsible for managing the department budget.
19. Work directly with providers regarding plan of care, consult regularly with regards to any significant changes with patients' condition that may warrant further care, imaging, referrals.

Competencies:

1. Excellent communication skills.
2. Sincere desire to help people and improve their quality of life.
3. Ability to work independently while still being a team player.
4. High degree of professionalism, a good motivator and/or advocate and a good problem solver.
5. Able to clearly communicate in writing and have good verbal communication.
6. Knowledge of basic computer skills.

Position Qualifications:

Minimum Education: BS degree or greater from approved school of Physical Therapy. Current state license for Physical Therapy.

Minimum Experience: Outpatient/Inpatient experience preferred; new grads welcome.

Certifications/Licensures: Current state license for Physical Therapy.

Working Environment: Mostly sedentary work within a medical office setting with some minor lifting and/or carrying involved in normal course of work duties. Clinic reception personnel are asked to assist in keeping work areas clean and uncluttered at all times to provide a positive image for incoming patients and family members.

Physical Demands: **

Stand:	Occasionally	Lift/Carry:		Push/Pull:	
Walk:	Occasionally	0-10 pounds:	Occasionally	10-25 pounds:	Never
Sit:	Occasionally	10-20 pounds:	Occasionally	25-50 pounds:	Never
Squat/Kneel:	Occasionally	20-50 pounds:	Never	50-100 pounds:	Never
Bend:	Occasionally	50-100 pounds:	Never	100+ pounds:	Never
		100+ pounds:	Never		

Reasonable accommodations may be made to enable individuals with disabilities to perform the position accountabilities without compromising patient care or departmental efficiency. However, should it be determined that the employee cannot meet the position accountabilities with or without accommodation, it is the right of GRMC to release the individual under Kansas "Employment at Will" doctrine

Professional Requirements: Adheres to policies, procedures, and always maintains confidentiality. Attends annual in-services completes annual education in a timely manner. Represents GRMC in a positive, professional manner on the job, electronically and in the community. Complies with all hospital policies regarding ethical business practices; communicates the mission statement & core values of GRMC both on and off the job.

Acknowledgement:

I hereby acknowledge that I have received a copy of this position description and that I have both read and understand its contents. I hereby accept responsibility for fulfilling position expectations. I also acknowledge that the Administration or governing body of GRMC may modify the requirements of this job or eliminate it at any time, if deemed necessary. I acknowledge that this position description is representative of overall job requirements but not necessarily comprehensive in its description of all aspects of the job, and I agree that other duties not explicitly mentioned herein may nevertheless be reasonable job expectations on the part of Goodland Regional Medical Center.

I have received, read, and understand this job description for my position at GRMC.

Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____

Human Resource Signature: _____ Date: _____