



# Wallowa County Health Care District

**JOB TITLE: Licensed Outpatient Physical Therapist**

**FLSA STATUS: Non-Exempt - Union**

**DEPARTMENT: Therapy Department**

**DATE: February, 2023**

**REPORTS TO: Therapy Supervisor**

**APPROVED BY: Therapy Director/CEO**

## **JOB SUMMARY:**

Functions primarily in planning, providing and evaluating skilled physical therapy care using initiative to implement the plan and utilize all available resources.

## **MISSION, VISION & VALUES:**

The successful candidate(s) must share and demonstrate through job performance (and will be evaluated on) the ability, willingness and successful application of support for the Mission, Vision and Values of the District:

Mission: To provide premier Health Care

Vision: To be a recognized leader in mission focus, quality care, and fiscal strength Values: Compassion, Respect, Integrity, Quality, Stewardship, and Family

## **ESSENTIAL DUTIES & RESPONSIBILITIES:**

Includes the following and other duties may be assigned. Nothing in this job description should be inferred to condone an employee acting out of their scope of license. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Plan, prepare, or carry out individually designed programs of physical treatment to maintain, improve, or restore physical functioning, alleviate pain, or prevent physical dysfunction in patients.
- Perform and document an initial exam, evaluating data to identify problems and determine a diagnosis prior to intervention.
- Record prognosis, treatment, response, and progress in patient's chart or enter information into electronic medical record (EHR).
- Evaluate effects of treatment at various stages and adjust treatments to achieve maximum benefit.
- Administer treatment involving application of physical agents such as iontophoresis, TENS, electrical stimulation machines, paraffin bath, ultrasonic machines, and moist packs.
- Confer with the patient, medical providers, or appropriate others to plan, implement, or assess the intervention program.
- Administer manual exercises, massage, or traction to help relieve pain, increase patient strength, or decrease or prevent deformity or crippling.
- Identify and document goals, anticipated progress, and plans for reevaluation.
- Instructs patients in care and use of wheelchairs, walkers, crutches, canes and prosthetic and orthotic devices.
- Test and measure patient's strength, motor development and function, sensory perception, functional capacity, or respiratory or circulatory efficiency and record data.
- Review physician's referral and patient's medical records to help determine diagnosis and physical therapy treatment required.
- Inform patients and refer to appropriate providers when diagnosis reveals findings outside physical therapy.
- Discharge patient from physical therapy when goals or projected outcomes have been attained and provide for appropriate follow-up care or referrals.
- May treat patients in a variety of settings including outpatient, inpatient, and in-home settings.
- Therapist may be required to drive the company vehicle or personal vehicle in the case of home visit patient coverage.
- Attends regular in-service programs relating to professional and managerial development. Contributes to the development and the periodic evaluation of the in-service program.

*WCHCD- Outpatient Physical Therapist Job Description- Last Review:04/17/2023*



# Wallowa County Health Care District

- Responsible for continuing education requirements for license.
- Participates in case conferences.
- Teach physical therapy students or those in other health professions.
- Provide information to the patient (and family) about the proposed intervention, its material risks and expected benefits, and any reasonable alternatives.
- Provide educational information about physical therapy or physical therapists, injury prevention, ergonomics, or ways to promote health.
- Orders and discontinues rental equipment; recommends, fits, and issues needed devices from third-party supplier as needed and with appropriate physician's orders.
- Supervises the physical therapy assistant as required.
- Participates in Quality Assurance projects pertaining to physical therapy patients.

## **QUALIFICATIONS & EXPERIENCE:**

To perform this job successfully, an individual must be able to perform each essential duty competently.

- Graduate from a Physical Therapist Educational program with a Master's or Doctoral degree. (Prior to approximately the 1990's, one graduated with a Bachelor's degree in Physical Therapy)
- A license from the Oregon Physical Therapist Licensing Board is required biennial.
- A Physical Therapist in Oregon is required to complete 24 hours of continuing education every two years.
- Current CPR certification required.
- Possession of a valid Driver's License.

## **CORE COMPETENCIES:**

- Compassion – Welcomes, mentors and receives new team members. Shows concern for the welfare of others.
- Respect – Manages conflict with respect and dignity for others. Attempts to address issues before escalating.
- Integrity – Owns professional development and seeks self-development. Uses good judgment in resolving job problems. Generates and evaluates alternative solutions and makes effective and timely decisions.
- Quality - Pays close attention to detail. Strives to achieve excellence in all things.
- Stewardship – Careful and responsible management of WCHCD resources. Finds productive work to keep busy during slack periods.
- Family – Creates and participates in a team environment. Applies effective interpersonal and problem- solving skills when responding to coworkers, patients and visitors.

## **POSITION SPECIFIC COMPETENCIES:**

- Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Speaking — Talking to others to convey information effectively.
- Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
- Service Orientation — Actively looking for ways to help people.
- Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- Complex Problem Solving — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.



# Wallowa County Health Care District

- Originality — The ability to come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem.

## **WORK ENVIRONMENT:**

The work environment characteristics described here are representative of those that an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

## **WCHCD CODE of CONDUCT & CONFIDENTIALITY STATEMENT:**

As an employee of Wallowa County Health Care District (WCHCD) you must agree to abide by the following code of Conduct/Confidentiality Statement.

I understand and agree that in the performance of my duties I must hold medical information in confidence. I understand that any violation of the confidentiality of medical information may result in punitive action. I will at all times protect the safety of our patient/residents understanding that they are our “customers” and the reason for our employment. I will avoid any and all personal conflicts of interest as it relates to my position at this facility. I agree to abide by the dress code for WCHCD. I will not use any of the assets of WCHCD for personal use. I will abide to all rules and regulations of the State of Oregon and the United States in relation to the operation of a medical facility. I will treat my co-workers at all times in a professional & courteous manner. I will strive to always work as a team player with my co-workers. I agree to report any perceived medical/facility operation noncompliance issues immediately through the compliance reporting process.

---

I have read and understand the above job description.

---

**Employee Signature**

**Date**