**CORNERSTONE VNA**

**JOB TITLE: Rehab Therapy “PT, OT, OTA, PTA, ST”**

*The purpose of this position is to promote the optimum level of well being, independence and dignity of those living in the community by providing trusted compassionate and expert healthcare.*

**JOB DESCRIPTION:**

Physical Therapists are licensed professionals who evaluate, plan, direct and administer medically prescribed Physical Therapy programs in the home setting to restore or prevent further deterioration in function and to prevent disability following disease, surgery, or injury. Each discipline must adhere to their scope of practice and follow all agency administrative, clinical and personnel policies and procedures. Physical Therapists supervise Physical Therapy Assistants in their provision of patient care and duties.

**ACCOUNTABILITY:** Team Manager

**EQUIPMENT:**  Telephone, lab printer, fax, beepers, copy machines, patient records and small office equipment.

**ENVIRONMENT:** Inside: 80% Outside: 20%

**DUTIES AND RESPONSIBILITIES:**

**Assessment/Planning/Evaluation**

* Reviews record. Establishes and/or follows appropriate plan of care based on clinical best practices
* Able to organize day with attention to setting up visits to minimize travel time.
* The therapist performs a comprehensive medical history assessment and develops a patient centered treatment plan
* The therapist initiates/modifies/evaluates a plan of care is in collaboration with the client, representative, physician, multidisciplinary team and other health care practitioners, to reflect diagnosis and treatment orders
* Implements therapy interventions that will include grading muscle strength, evaluating range of motion, sensation, cognitive levels and home safety
* Performs and utilizes diagnostic and assessment methods to restore function, improve mobility, relieve pain, improve personal safety and prevent and/or limit permanent physical disabilities

**Documentation**

* Relevant data and interventions are documented in appropriate areas of chart (e.g. standardized tests, treatments, and education, etc.)
* Documentation shows functional progress and/or specific interventions to prevent deterioration visit to visit
* Therapist performs therapy re-assessments per regulations
* Therapist performs supervision of assistants in accordance with state licensing laws and agency policy
* Documentation will be done as part of the visit
* Verifies chart and synchronizes according to agency policy

**Case Management/Care Coordination**

* Adheres to scheduling process
* Demonstrates basic knowledge of case management/care coordination concepts to implement into clinical practice
* Communicates effectively with care team and other health care professionals
* Contains costs and promotes efficiencies by appropriately utilizing resources
* Places appropriate interagency referrals for specialties and other disciplines
* Provides care utilizing best practice guidelines
* Identifies appropriate ethical dilemmas on caseload/schedule

**Outcome Assessment Information Set (OASIS)**

* Therapist completes OASIS with accuracy
* Therapist demonstrates positive patient outcomes from 2 different Oasis time-points

**Performance**

* Aware of the agencies Quality Improvement Performance Improvement (QAPI) plan and process for quality improvement projects
* Engages in performance self-appraisal on a regular basis, identifying areas of strength as well as areas for professional development
* Is an effective preceptor to students and new employees
* Follows agency clinical policies and procedures
* Completes/attends assigned in-services, State requirements and other trainings/competencies for position

**SPECIFIC VOCATIONAL REQUIREMENTS:** A person who is licensed as a therapist or therapy assistant in both ME and NH, and has graduated from an approved therapy curriculum by the state in which they live in and by the designated therapy governing board.

**Licensure/Certification Requirements:** Current State of New Hampshire and Maine therapy license.

**Other Training, Skills and Experience Requirements:**

1. At least two years of therapy experience preferred.

2. Home Care experience – minimum of 1 year preferred.

**Judgment**: Work performed under general direction requiring a substantial amount of original thinking

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| --- | --- | --- | --- | --- | --- |
| PHYSICAL DEMANDS | NEVER | OCCASIONALLY | FREQUENTLY | | CONTINUALLY |
| Sit |  |  | X | |  |
| Stand |  |  | X | |  |
| Walk |  |  | X | |  |
| Bend/Stoop |  |  | X | |  |
| Squat |  |  | X | |  |
| Crawl/Climb |  | X |  | |  |
| Twist |  | X |  | |  |
| Reach Above Shoulder Level |  |  | X | |  |
| Kneel |  |  | X | |  |
| Balance |  |  | X | |  |
| Lift, Carry, Push, Pull |  |  | X | |  |
| Maximum 10 Lbs. |  | X |  | |  |
| Maximum 20 Lbs. |  | X |  | |  |
| Maximum 50 Lbs. |  | X |  | |  |
| Maximum Over 50 Lbs. | X |  |  | |  |
| Must Be Able To |  |  |  | |  |
| See |  |  |  | | X |
| Hear |  |  |  | | X |
| Speak |  |  |  | | X |
| Use One Hand |  |  |  | | X |
| Use Both Hands |  |  |  | | X |
|  | | | | | |
| Environmental Conditions | NEVER | OCCASIONALLY | FREQUENTLY | | CONTINUALLY |
| Involves Being |  |  |  | |  |
| Inside |  |  | X | |  |
| Outside |  | X |  | |  |
| Exposed to Temperatures of |  |  |  | |  |
| 32F and less |  | X |  | |  |
| 100F and more |  | X |  | |  |
| Wet & Humid Conditions |  | X |  | |  |
| Noise, Vibration |  | X |  | |  |
| Fumes, Dust |  | X |  | |  |
|  | | | | | |
| Hazards, Exposure | NEVER | OCCASIONALLY | | FREQUENTLY | CONTINUALLY |
| Infectious Wastes | X |  | |  |  |
| Toxic Chemicals | X |  | |  |  |
| Needles/Body Fluids |  | X | |  |  |
| Radiation | X |  | |  |  |
| Chemotherapeutics |  | X | |  |  |

Occasionally = 1% to 33% of the time Frequently = 34% to 66% of the time

Continually = 67% to 100% of the time