



EXAMPLE OF POSITION DESCRIPTION FOR A PHYSIOTHERAPIST WORKING IN A PRIMARY CARE TEAM

Please note that this position description is general in nature and should only be used as a guide. We recognize that physiotherapists in a Primary Care Team (PCT) will be hired for specific programming, reflecting the needs of the community; therefore, additional responsibilities and qualifications may be required.

JOB SPECIFICATIONS

Hours of work will generally correspond to PCTs hours of operation but may vary based on the needs of the patients and program requirements (such as programming for education, out- reach etc.) A contract will be negotiated to specify expectations of hours of work and all financial arrangements.

KEY RESPONSIBILITIES

Summary Statement:

Physiotherapists have the knowledge, skills and competencies to support individuals and populations across the continuum of care, including health promotion and illness prevention, self-management, treatment and rehabilitation.

Physiotherapists assess the impact of injury, disease or disorders of movement and function, and promote, restore and prolong physical independence by enhancing a patient's functional capacity.

Physiotherapists assess and treat individuals across the life-span who have illness, injury or disability affecting the neuro-musculoskeletal, cardiopulmonary, vascular, and neurological systems; they also promote wellness and increased quality of life through education, specialized programming and a holistic approach to care.

The role of the physiotherapist in the PCT includes, but is not limited to:

- *Assessment* of clients with actual or potential impairments, pain, functional limitations, disabilities or other health related conditions using detailed history taking, as well as specific tests and measures for screening, establishing a diagnosis and monitoring change.
- *Diagnosis* resulting from assessment findings and clinical reasoning to determine abilities, functional needs and potential for change.



- *Planning intervention strategies* that address prognosis and follow-up and incorporates the application for selected approaches and techniques supported by the best evidence available and then communicating the plan to the patient and interdisciplinary team. Physiotherapy intervention typically includes the development of a client management program that encourages independence and uses various methods, techniques and education to produce changes in the client's functional status consistent with assessment findings, diagnosis and prognosis.
- *Implementing selected interventions* safely to relieve pain; achieve and maintain health and fitness, functional independence and physical performance, and manage the identified impairments, disabilities and limits to participation.
- *Evaluation* of health status as a baseline for monitoring or to determine the result, impact or effectiveness of physiotherapy intervention.
- *Screening* for chronic and secondary conditions to promote prevention and early intervention.
- *Education* of the profession, other health professionals, the public and clients with the intention of transferring knowledge and skills and developing understanding, independence and competence.
- *Consultation* that provides professional advice and solutions as part of the interprofessional team collaboration.
- *Integration* with local community resources and services to enhance coordination and access to care.
- *Program development, delivery and evaluation* to support health and wellness for individuals, groups and communities.
- *Research* that encompasses the application of critical inquiry, as well as participation in or assessment of findings from research activities.
- *Case management* related to planning, directing, organizing and monitoring service delivery and effective utilization of resources.
- *Communication* with clients, team members and others to achieve collaboration and service coordination.

EDUCATION, EXPERIENCE, AND SPECIFIC JOB REQUIREMENTS

Credentialing

Registration as a physiotherapist in good standing with the College of Physiotherapists of Ontario.

Education



ONTARIO PHYSIOTHERAPY ASSOCIATION

Entry Level Degree in Physical Therapy (or equivalent). Post graduate education in health promotion, disease prevention and chronic disease management is considered an asset.

Relevant Experience

At least one year, ideally three or more years of community, hospital or private practice experience is required. Must demonstrate ability to conduct assessments, identify and implement care plans, document health records and communicate and collaborate with an interdisciplinary care team.

Bilingualism is considered to be an asset.

Computer Skills

Basic skills related to Word processing, spreadsheets and PowerPoint; experience with, or willingness to receive training in electronic medical record software; and familiar with internet- based literature searching databases and using the internet to assist with physiotherapy research.

Other key competencies include the ability to work in an interdisciplinary team environment; ability to prioritize, manage time effectively and be flexible in a very active work environment; compliance with practice standards from the College of Physiotherapists of Ontario; ability to critically appraise primary literature; and ability to use best practice health care literature databases.

Credit for information: This mock position description is a slightly altered resource that was created by the College of Physical Therapists of Alberta and the Canadian Physiotherapy Association on Primary Health Care. To access the document, visit the following link: http://www.physiotherapyalberta.ca/files/primary_health_care_1.pdf (page 25-27).