



POSITION DESCRIPTION

POSITION TITLE:	PHYSIOTHERAPIST
DEPARTMENT:	ALLIED HEALTH SERVICES OR PRIMARY CARE, MY HEALTH TEAM (MYHT) OR PROVINCIAL PAIN CARE PROGRAM – OUTPATIENT CLINIC
CLASSIFICATION:	PHYSIOTHERAPIST
UNION:	MGEU – PROFESSIONAL TECHNICAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	REGIONAL DIRECTOR, ALLIED HEALTH OR CLINICAL TEAM MANAGER – PRIMARY CARE & MYHT STEERING COMMITTEE OR CLINICAL TEAM MANAGER – OUT PATIENT CLINIC
POSITIONS SUPERVISED:	N/A

POSITION SUMMARY

Under the direction of the program manager, the Physiotherapist is responsible for the coordination and provision of physiotherapy services to clients in facilities and communities within the Interlake-Eastern Regional Health Authority (“IERHA”). In collaboration with the multidisciplinary team and external agencies/ services the physiotherapist is primarily involved in the assessment, intervention, planning and implementing a program for the client, discharge planning and follow up of referred clients. In addition, the Physiotherapist is involved in education of clients, family, other health care staff and auxiliary staff with regard to physiotherapy treatment, the management of the client’s health problems, and preventative techniques. The primary goals are the promotion of health and the preservation or restoration of function needed by individuals of all age groups and with varying health problems to maintain or increase independence within their home or community. The Physiotherapists’ practice will be based upon a client centered approach that emphasizes the involvement of clients in defining what optimal health and functioning means to them. The position of Physiotherapist functions in a manner consistent with, and supports the Mission, Vision and Values of the Interlake-Eastern Regional Health Authority.

POSITION SUMMARY: FOR PAIN CLINIC ONLY

Under the direction of the Outpatient Clinic Program Manager, the Pain Management Clinic Physiotherapist serves as an integral member of the Pain Clinic Interdisciplinary Team and is

responsible contributing to the therapeutic environment which addresses the biopsychosocial needs of the chronic pain patient to promote optimal health status. In collaboration with the multidisciplinary team and external agencies/ services the physiotherapist is primarily involved in the assessment, intervention, planning and implementing a program for the client, discharge planning and follow up of referred clients. In addition, the Physiotherapist is involved in education of clients, family, other health care staff and auxiliary staff with regard to physiotherapy treatment, the management of the client's health problems, and preventative techniques. The primary goals are the promotion of health and the preservation or restoration of function needed by individuals of all age groups and with varying health problems to maintain or increase independence within their home or community. The Physiotherapists' practice will be based upon a client centered approach that emphasizes the involvement of clients in defining what optimal health and functioning means to them. The position of Physiotherapist functions in a manner consistent with, and supports the Mission, Vision and Values of the Interlake-Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

- Accepts, organizes, prioritizes, and schedules client referrals from community, facility, and/or partner organizations for the efficient delivery of services.
- Accepts, organizes, prioritizes, and schedules client referrals received into the Pain Care Clinic Program – *applicable to Pain Care Clinic only*
- Participates in the initial intake and assessment of the patient into the Pain Care program – *applicable to Pain Care Clinic only*
- Understands and is sensitive to the needs of a diverse population and adjusts interactions appropriately to foster fair treatment and opportunity for all.
- Applies clinical skills and knowledge in the assessment of the client's skills, functioning level, and abilities and in collaboration with the client/family develops an individualized therapeutic treatment plan that incorporates training and education and where possible emphasizes the principles of health promotion and client participation in the home environment.
- Investigates and explores alternative resources to meet the needs of the client where applicable and makes recommendations to assist in the effective management of the client.
- Assists clients with the implementation of the program plan through education and counseling to the client/family and other staff who may be monitoring the plan in outlying facilities.
- Monitors and evaluates the plan on an ongoing basis and changing client needs.
- Advocates on behalf of the client to successfully achieve the goals.
- Utilizes evidence based practice and techniques within the scope of physiotherapy and critical thinking skills to guide decision making.
- Communicates, consults, and collaborates with other health care professionals of the multidisciplinary team in the implementation of the treatment plan.
- Attends care conferences, discharge planning, and multidisciplinary meetings on a regular basis.
- Provides education and direction to health care providers who may be responsible for ensuring the treatment plan is followed by clients.

- Documents in a timely manner, following assessment of the client, utilizing the appropriate documentation formats.
- Completes required documentation including statistical reporting, as required and within established timelines.
- Liaises, consults, and exchanges verbal and/or written format with external agencies as it relates to the client's care.
- Maintains confidentiality in accordance with *The Personal Health Information Act* ("PHIA"), *The Freedom of Information and Protection of Privacy Act* ("FIPPA"), IERHA policies, and any other applicable legislation.
- Provides directional assistance for the rental and/or purchase of equipment as determined by the client assessment in collaboration with the client, family, and facility.
- Prepares and provides education to staff and/ or community partners as it relates to client care and Physical Therapy best practices.
- Participates in the orientation and mentoring of therapy support staff, students, and interns.
- Participates in the development of departmental procedures and guidelines, and reviewing and revising as deemed necessary.
- Participates in client safety and quality risk management initiatives at an individual, program, and regional level, as required (ie. MSIP, Safe Patient Handling, Fall Prevention, etc.).
- Participates in health promotion activities throughout the region.
- Acts as a representative in all aspects of the program, ex. Communicates with facility and community services/ programs and other sectors, participates on regional working groups, on facility meetings and on community committees.
- Attends staff meetings.
- Pursuant to the Regional Health Authority Act, Interlake- Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

OTHER

- Performs duties in accordance with the Standards of Practice and Code of Ethics for Physical Therapists.
- Assumes accountability for his/her own practice within a legal and ethical framework.
- Identifies and addresses own learning needs through continuing education, clinical research, and/or other academic pursuits at a facility, regional, or provincial level as available.
- Performs other duties as assigned.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Baccalaureate of Medical Rehabilitation or Masters Degree in Science Rehabilitation required or equivalent education from an approved University program.
- Current registration and a member in good standing with the College of Physical Therapists of Manitoba required.
- Eligible to practice and maintain licensure in Manitoba.
- Membership with the Canadian Physiotherapy Association preferred.

REQUIRED KNOWLEDGE:

- Knowledge of computer systems and current and related software applications.

- Knowledge of Indigenous historical experience and cultural safety an asset.

EXPERIENCE REQUIRED:

- Demonstrated ability to participate in a program of rehabilitation medicine involving institutional and community therapy services.
- Recent experience working with patients experiencing chronic pain an asset – *applicable to Pain Care Clinic only*

SKILLS/COMPETENCIES:

- Skilled ability in the assessment, identification, and treatment of clients of varying ages and with diverse diagnoses.
 - Strong organizational, interpersonal, problem solving, verbal, and written communication skills.
 - Ability to build and maintain positive working relationships and to work in a multi-disciplinary team based working environment.
 - Excellent organizational and prioritization skills.
 - Ability to work independently in a self-directed manner and as a team member in a variety of environments.
 - Mental and physical health to meet the demands of the job required.
 - Province of Manitoba Class V driver's license and access to a vehicle to provide service within the IERHA required – *not applicable to Pain Care Clinic*
 - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
 - Proficiency of both official languages is essential for target and designated bilingual positions
 - Completes and maintains a satisfactory pre-employment security check.
 - Satisfactory employment record.
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WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
 - Will be required to travel throughout the region as duties may require – *not applicable to Pain Care Clinic*
 - No hazardous or significantly unpleasant conditions.
 - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
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WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules

and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.

- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.

Created: August 4, 2011
Date

Revised: April 2023
Date

Approved by: _____
Regional Manager/ Supervisor Date

Approved by: _____
Regional Lead/ CEO Date

Reviewed by: _____
Regional Lead, Human Resources Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.