



Career Service Authority
Physical Therapist

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GENERAL STATEMENT OF CLASS DUTIES

Performs physical therapy to restore function and prevent disability following disease, injury, or loss of body parts.

DISTINGUISHING CHARACTERISTICS

This classification is located at Denver Health Medical Center and is being maintained for promotional purposes.

Guidelines, Difficulty and Decision Making Level:

Guidelines are generally numerous, well established, and directly applicable to the work assignment. Work assignment and desired results are explained by general oral or written instructions.

Duties assigned are generally repetitive and restricted in scope but may be of substantial intricacy. Employee primarily applies standardized practices.

Decisions or recommendations on non-standardized situations are limited to relating organizational policies to specific cases. Problems that are not covered by guidelines or are without precedent are taken up with the supervisor.

Level of Supervision Received and Quality Review:

Under general supervision, the employee receives assignments and is expected to carry them through to completion with substantial independence. Work is reviewed for adherence to instructions, accuracy, completeness, and conformance to standard practice or precedent. Recurring work clearly covered by guidelines may or may not be reviewed.

Interpersonal Communications and Purpose:

Contacts with the public or employees where explanatory or interpretive information is exchanged, gathered, or presented and some degree of discretion and judgment are required within the parameters of the job function.

Level of Supervision Exercised:

By position, performs lead work.

ESSENTIAL DUTIES

Assists in the planning and directing of treatment programs to identify and treat patients with physical problems; instructs patients and their families on necessary procedures.

Performs therapeutic intervention which includes using exercise, massage, heat, water, light, and electricity utilizing therapeutic equipment.

Evaluates patients or clients for the purpose of identifying problems and establishing treatment goals which may include the utilization of diagnostic and prognostic muscle, nerve, joint, and functional ability tests.

Gives whirlpool and contrast baths as required; applies moist packs to reduce inflammation.

Directs and aids patient in active and passive exercise, muscle re-education, and functional training using pulleys, weights, steps, and inclined surfaces.

Assists patients and/or families through education, discharge planning, and referrals to community resources.

Evaluates records and reports on patient's progress for review by other members of the rehabilitative team, and attends patient care staffing meetings.

Maintains established departmental policies and procedures, quality improvement, safety, environmental and infection control standards.

Assists in the development of departmental budget.

By position, assists in program development as assigned.

Performs other related duties as assigned or requested.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

MINIMUM QUALIFICATIONS

Competencies, Knowledge, & Skills:

Integrity/Honesty - Contributes to maintaining the integrity of the organization, displays high standards of ethical conduct, understands the impact of violating these standards on an organization, self, and others, and is trustworthy.

Reading - Understands and interprets written material including technical material, rules, regulations, instructions, reports, charts, graphs, or tables and applies what is learned from written material to specific situations.

Writing - Recognizes and uses correct English grammar, punctuation, and spelling, communicates information in a succinct and organized manner, and produces written information which may include technical material that is appropriate for the intended audience.

Self-Management - Sets well-defined and realistic personal goals, displays a high level of initiative, effort, and commitment towards completing assignments in a timely manner, works with minimal supervision, is motivated to achieve, and demonstrates responsible behavior.

Interpersonal Skills - Shows understanding, courtesy, tact, empathy, and concern, develops and maintains relationships, may deal with people who are difficult, hostile, and/or distressed, relates well to people from varied backgrounds and situations, and is sensitive to individual differences.

Oral Communication - Expresses information to individuals or groups effectively taking into account the audience and nature of the information, makes clear and convincing oral presentations, listens to others, attends to nonverbal cues, and responds appropriately.

Problem Solving - Identifies problems, determines accuracy and relevance information, and uses sound judgment to generate and evaluate alternatives and to make recommendations.

Planning and Evaluating - Organizes work, sets priorities, determines resource requirements, determines short or long-term goals and strategies to achieve them, coordinates with other organizations or parts of an organization, monitors progress, and evaluates outcomes.

Decision Making - Makes sound, well-informed, and objective decisions, perceives the impact and implications of decisions, commits to action even in uncertain situations to accomplish program goals, and causes change.

Reasoning - Identifies rules, principles, or relationships that explain facts, data, or other information, analyzes information, and makes correct inferences or draws accurate conclusions.

Teamwork - Encourages and facilitates cooperation, pride, trust, and group identity, fosters commitment and team spirit, and works with others to achieve goals.

Customer Service - Works with customers to assess needs, provide assistance, resolve problems, and satisfy expectations, knows products and services, and is committed to providing quality products and services.

Flexibility - Is open to change and new information, adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles, and deals effectively with ambiguity.

Conflict Management - Manages and resolves conflicts, grievances, confrontations, or disagreements in a constructive manner to minimize negative personal impact.

Information Management - Identifies a need for and knows where or how to gather information and organizes and maintains information or information management systems.

Knowledge of therapeutic principles and practices sufficient to be able to treat persons with physical disabilities.

Knowledge of equipment and testing procedures sufficient to be able to provide diagnoses and prognoses for patients/clients.

Knowledge of safety hazards and necessary safety precautions sufficient to be able to establish a safe work environment.

Knowledge of various therapeutic techniques, exercises and functional training specific to patients/clients sufficient to be able to direct and aid patients/clients in an exercise regime.

Knowledge of community services and resources sufficient to be able to provide patients/clients with alternative resources to meet basic human needs.

Knowledge of budgeting principles and practices sufficient to be able to assume budgetary responsibilities as required.

Physical Demands (Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs):

Balancing: maintain body equilibrium to prevent falling over.
Eye/hand/foot coordination: performing work through using two or more.
Feeling: perceiving attributes of objects by means of skin receptors.
Fingering: picking, pinching, or otherwise working with fingers.
Handling: seizing, holding, grasping, or otherwise working with hand(s).
Hearing: perceiving the nature of sounds by the ear.
Reaching: extending the hand(s) and arm(s) in any direction.
Standing: remaining on one's feet in an upright position.
Talking: expressing or exchanging ideas by means of spoken words.
Lifting: raising or lowering an object more than 50 pounds.

Working Environment:

Exposure to patient elements.
Contact with patients under wide variety of circumstances.
Exposure to unpleasant elements (accidents, injuries, and illness).
Subject to many interruptions.
Subject to varying and unpredictable situations.
Occasional pressure due to multiple calls and inquiries.

Education Requirement:

Bachelor degree in Physical Therapy.

Experience Requirement:

None.

Education/Experience Equivalency:

Additional appropriate experience may be substituted for the minimum education requirement.

Licensure and/or Certification:

License to practice physical therapy issued by the State of Colorado at time of application, or in lieu of the license, is required by completion of the probationary period.

CLASS DETAIL

FLSA CODE: Exempt

ESTABLISHED DATE: 09/16/1995

ESTABLISHED BY: Jean Canfield

REVISED DATE: 11/15/2009

REVISED BY: Melissa Fisher

CLASS HISTORY 2009: The class spec was updated and placed into the new class spec format.