

Physiotherapist Job Description

POSITION TITLE: Physiotherapist

PROGRAM: Long-Term Care Rehabilitation Services

SUMMARY

Under the direction of the VP Quality Improvement, the Physiotherapist (PT) is responsible for working within a multidisciplinary team providing assessments, recommendations, and therapeutic interventions for Residents referred for Physiotherapy Services. The PT serves as a resource and educator to the Home's staff and Residents/Families for safety, quality, and risk management activities.

STANDARDS OF PRACTICE

BiM Health Physiotherapists will comply with the Standards as outlined by:

- College of Physiotherapists of Ontario
- Ministry of Health and Long-Term Care
- Accreditation Canada

Physiotherapists will adhere to Policies & Procedures of BiM Health and the LTC Home.

RESPONSIBILITIES

- Accept referrals; conduct Physiotherapy Assessments for all new Residents in the Home, or those with a change in function; reassess all Residents on a quarterly basis
- Utilize evidence-based practice and best practice, along with outcome measures
- Create and oversee Resident- and Family-centered Care Plans; establish personalized treatment goals in collaboration with the Resident/Family
- Ensure that PTA has knowledge, skills, and judgment to deliver safe and competent care
- Assign tasks to Physiotherapist Assistants; supervise Resident treatment and progress
- Implement, monitor, and modify treatment to achieve Resident/Family goals in the areas of transfers, ambulation, strength, movement patterns, range of motion, balance, and cardiorespiratory function
- Participate in interdisciplinary care planning, Care Conferences, Falls/Restraints Committees, and other Committees as required
- Educate Residents and Families, using sensitive and simple language
- Work with the LTC Home team for solutions following a fall or change in function, to ensure high quality care and optimal safety
- Communicate effectively with the Resident/Family and LTC Home team regarding Care Plans, functional progress, and rehab equipment
- Document clinical findings and progress in the PointClickCare digital platform
- Prepare documentation and reports according to College and organizational standards
- Achieve established workload targets; accurately enter workload data
- Participate in continuous quality improvement program, including measurable outcomes, satisfaction feedback, and quality improvement planning

- Provide in-house staff education sessions on topics such as body mechanics, rehab equipment and devices, back/neck care, fall prevention, and ergonomic set-up
- Maintain confidentiality pertaining to any information related to the Long-Term Care Home, BiM Health Services Limited Partnership, and Resident information

QUALIFICATIONS

Minimum Qualifications

- B.Sc. Degree in Physiotherapy or equivalent degree
- Eligible for registration or registrant in good standing with the College of Physiotherapists of Ontario
- Professional liability insurance
- Completion of satisfactory Police Vulnerable Sector Check (VSC) upon hire
- Up-to-date on required vaccinations, including 3 doses of COVID-19, influenza vaccine (or commitment to take anti-viral medications), MMR, DTaP, varicella, TB skin test

Required Skills and Attributes

- Adherence to code of ethics and standards of practice as defined by the College of Physiotherapists of Ontario
- Knowledge/experience in evidence-based musculoskeletal, neurological, and cardiorespiratory practice, with a strong emphasis on improving functional outcomes
- Excellent interpersonal, organizational, clinical reasoning, and problem solving skills
- Superior communication skills, both written and verbal
- Flexible and adaptable to changing demands and schedules
- Caring and compassionate in all interactions with Residents and Families

Desirable Skills and Experience

Experience

- Working with individuals with musculoskeletal, neurological, and cardiorespiratory conditions
- Providing rehabilitation for the geriatric/frail elderly population in an integrated care setting, preferably in Long-Term Care Homes, with a Resident-centred approach
- Supervising Physiotherapist Assistants, with understanding of the College's Supervision Standard, to ensure safe service delivery by Physiotherapist Assistants
- Certified Assistive Devices Program (ADP) Authorizer

Tools and Equipment

- Transfer and mobility aids; strengthening, range of motion, and balance equipment
- Pain management modalities, as appropriate

Technical Skills

- PointClickCare documentation platform
- RAI-MDS 2.0 assessment tool