

BRIGHAM AND WOMEN'S HOSPITAL

Job Title: Physical Therapist Resident (Women's Health)

Date: January 2013

Job Code: 701S

Grade: 255R

FLSA Status: Exempt

Department/ Unit/ Section: Rehabilitation Services

Reviewed By: Linda Arslanian

Reports To: Director/Coordinator Women's Health/Clinical Supervisor

Date revised:

GENERAL SUMMARY/ OVERVIEW STATEMENT: Summarize the nature and level of work performed.

The Resident is a therapist with a minimum of one year clinical experience who has strong clinical knowledge and skills and is pursuing a residency in women's health physical therapy. The resident will acquire advanced evidence-based clinical knowledge and clinical skills while working with clinical specialist physical therapists and advanced practitioners. The residency program is a twelve month outpatient experience with some inpatient exposure. The residency is designed to advance the knowledge and skills of the resident physical therapist through higher continuing education, evidenced based practice, and management of diverse areas of women's health physical therapy through mentored experiences. In addition to providing direct patient care, the resident has clinical and nonclinical tasks and responsibilities delegated to them that include didactic course work, clinical research, and teaching, in their area of clinical subspecialty.

Primary Assigned Clinical Area (Circle appropriate area(s)):

Outpatient and Inpatient Acute Care

Outpatient Ambulatory Care

PRINCIPAL DUTIES AND RESPONSIBILITIES: Indicate key areas of responsibility, major job duties, special projects and key objectives for this position. These items should be evaluated throughout the year and included in the written annual evaluation.

For all positions that include direct patient care, indicate with an "X" the age(s) of all patient populations served

No Direct Patient Care			
All age groups		Adolescence (13 to 17 years)	X
Neonates (birth to 1 month)		Young Adult (18 to 25 years)	X
Infant (1 month to 1 year)		Adult (26 to 54 years)	X
Early Childhood (12 months to 5 years)		Senior Adult (55 to 64 years)	X
Late Childhood (6 to 12 years)		Geriatric (65 years and up)	X

1. Examines and evaluates patient's physical therapy needs. Formulates a physical therapy diagnosis, and develops a treatment plan with treatment goals directed towards maximizing function.
2. Demonstrates competency in all clinical knowledge and skills specific to the patient case type(s) in assigned area of care.
3. Acts as a clinical or non-clinical resource, in area of subspecialty expertise.
4. Consults with other members of the health care team to insure coordination and effectiveness of therapies provided.
5. Is assigned additional tasks and responsibilities which may include, but not be limited to: orientation of new staff, participation on committees, involvement in QI activities, supervision of students and aides, and involvement in developing/revising practice standards and research activities.
6. Participates in implementation of quality assurance program for clinical service, in area of subspecialty expertise.
7. Assists in implementation of triaging, prioritizing, monitoring admissions, referrals, and discharges to and from the service as assigned.
8. Participates in departmental activities in order to promote staff education and program development, in area of subspecialty expertise.
9. Assists in proper care and distribution of department supplies and equipment, making recommendations for adequate inventory and appropriate and new equipment.

10. Participates in departmental meetings, which help to formulate policies, procedures and program development.
11. Performs other duties as assigned.

QUALIFICATIONS: (MUST be realistic, neither overstated nor understated, and related to the essential functions of the job.)

1. Must be a graduate of an accredited physical therapy program.
2. Must possess a current unrestricted license to practice physical therapy from the Commonwealth of Massachusetts.
3. Must have a minimum of 1 year of clinical experience and a performance record that consistently exceeds expectations.
4. Must have completed Pelvic Health Level 1 (PF1) and Obstetrics Fundamentals (OBF) from the Section on Women's Health or their equivalency with certificates as evidence of completion.
5. Must agree to do all paperwork necessary and register to sit for the specialty exam within a year following completion of their residency.

SKILLS/ ABILITIES/ COMPETENCIES REQUIRED: (MUST be realistic, neither overstated nor understated, and related to the essential functions of the job.)

1. Must possess communication and interpersonal skills sufficient for effective training of assigned personnel and working relationships within the department and assigned unit, in addition to those skills required of a staff therapist to manage a diverse patient population (up to 90% of work time).
2. Must possess analytical abilities and sound knowledge in Physical Therapy to act as an education and clinical resource, in order to assist with development and implementation of programs, policies, and procedures and for orientation and training of new staff therapist (up to 90% of work time).
3. Work requires up to three months orientation to acquire necessary familiarity with department and hospital policies and procedures, and the specific quality standards of care, competencies and procedures unique to the assigned patient area.
4. Must possess effective communication skills (written and verbal) to interact with patients (up to 70% of work time), rehabilitation and medical team (up to 20% of work time), and patients' families (up to 10% of work time).
5. Work requires prolonged walking and standing (up to 95% of work time); lifting, transferring, and positioning of patients and equipment (10% - 50% of work time), and the transportation of patients (up to 10% of work time).
6. Work with critically ill and/or medically complex patients (up to 50% of work time) produces a high level of stress and mental fatigue.
7. Must be able to work with patients with complex psychosocial issues that may produce a moderate level of stress and mental fatigue (up to 10% of work time).
8. Must be able to work with adolescents (up to 10%) to the oldest old (up to 10% of the work time). The majority of patient care (70% of work time) is the 18 to 65 year olds.
9. The individual in this position must demonstrate appropriate knowledge of the principles of growth and development, which would include adolescents to the oldest old. In addition, the therapist must demonstrate competency in assessment and treatment relative to age specific needs for the patient population for which they provide therapy, and as described in the department's practice standards.

WORKING CONDITIONS: Describe the conditions in which the work is performed.

1. Works in hospital environments where there is some exposure to blood/body fluids/hazardous materials, communicable diseases (10% - 25% of work time) and unpleasant odors (up to 25% of work time).

2. Work requiring physical effort for lifting, transferring, and positioning of patients and/or equipment (up to 50% of work time) may result in musculoskeletal strain or injury with improper body mechanics.
3. Work requires use of sharp and/or electrical equipment (up to 20%), which could result in, cuts or burns with improper safety.

SUPERVISORY RESPONSIBILITY: List the number of FTEs supervised.

Assists with supervision and education of staff therapists, assistants, and aides.

FISCAL RESPONSIBILITY: Indicate financial "scope" information, i.e.: size of budget, volume, revenue, etc.

1. Patient charges are entered in an accurate and timely manner as appropriately supported by the medical documentation.
2. Hospital and department equipment is managed in an appropriate and cost efficient manner.

HOSPITAL WIDE RESPONSIBILITIES: These are required of all staff, regardless of position. Do not remove these standards.
Works within legal, regulatory, accreditation and ethical practice standards relevant to the position and as established by BWH/Partners; follows safe practices required for the position; complies with appropriate BWH and Partners policies and procedures; fulfills any training required by BWH and/or Partners, as appropriate; brings potential matters of non-compliance to the attention of the supervisor or other appropriate hospital staff.

APPROVAL:

(NAME)
 Department Mgr. _____ Title: _____ Date: _____

(NAME)
 Other, As Appropriate _____ Title: _____ Date: _____

The above is intended to describe the general contents and requirements of work being performed by people assigned to this classification. It is not intended to be construed as an exhaustive statement of all duties, responsibilities or skills of personnel so classified.



Job Title: ____ Resident

Department ID: BR _ _ _ _

PHYSICAL/ENVIRONMENTAL REQUIREMENTS OF JOB

Indicate requirements and frequency by placing an "X" in the appropriate box.

Work Environment:

Activity	Amount of Time Spent				
	None	1 - 25%	25 - 50%	50 - 75%	Over 75%
Outdoor weather conditions		X			
Extreme cold (non weather)	X				
Work in high place(s)	X				
Work in confined space(s)		X			
Risk of electrical shock		X			
Risk of radiation exposure		X			
Exposure to blood borne pathogens				X	
Flammable/explosive gases				X	
Toxic / caustic chemicals		X			
Dust or other irritants		X			
Grease or oils		X			
Hazardous specimens	X				
Exposure to lab animals	X				
Infectious / contagious disease				X	
Cleaning agents/chemicals					X
Hot equipment			X		
Noisy equipment		X			
Humid or wet conditions (non -weather)	X				
Other					

Lifting/Carry Requirements of this job

No Lifting required								
No Carrying required								
Number of pounds	Amount of Time							
	1 - 25%		25 - 50%		50 - 75%		Over 75%	
	Lift	Carry	Lift	Carry	Lift	Carry	Lift	Carry
Up to 10 pounds							X	X
Up to 25 pounds							X	X
Up to 50 pounds				X			X	
Up to 100 pounds	X	X						
Over 100 pounds	X	X						

Push/Pull Requirements of this job:

No Pushing required								
No Pulling required								
Number of pounds	Amount of Time							
	1 - 25%		25 - 50%		50 - 75%		Over 75%	
	Push	Pull	Push	Pull	Push	Pull	Push	Pull
Up to 10 pounds							X	X
Up to 25 pounds							X	X
Up to 50 pounds			X	X				
Up to 100 pounds	X	X						
Over 100 pounds	X	X						

Physical Activity requirements of this job:

Activity	Amount of Time Spent				
	None	1 - 25%	25 - 50%	50 - 75%	Over 75%
Stand					X
Walk					X
Sit				X	
Use of hands requiring fine motor skills and sense of touch					X
Move / rotate / bend wrist(s)					X
Type / use keyboard or other data entry device			X		
Reach with hands & arms					X
Climb stairs		X			
Climb ladder or other equipment		X			
Drive / operate motor vehicle	X				
Balance					X
Stoop, kneel, crouch, bend, crawl					X
Speak					X
Hear					X
Taste	X				
Smell	X				
Other					

Vision Requirements of this job:

Vision Requirement	Required	Not Required
Close vision	X	
Distance vision	X	
Color vision	X	
Peripheral vision	X	
Depth perception	X	
Ability to adjust focus	X	
Other		

Safety equipment used while performing this job:

Safety eye glasses	X	Gowns	X
Filter lens (welding/soldering)		Scrubs	
Face shields	X	Boots	
Ear plugs or Mufflers		Hard hat	
Surgical mask / dust mask	X	Coveralls	
Self contained breathing apparatus (SCBA)		Gloves	X
Other			

Level of noise typical in this work environment:

Very quiet	
Quiet	
Moderate	X
Loud	
Very loud	