



Physiotherapist – Allied Health

NEW – Internal posting (1) FT Physiotherapist Position

Job Position: Physiotherapist - Full Time
Reporting to: Manager of Allied Health.
Department: Allied Health
Start Date: May 1st, 2023
Location: Ottawa
Job Group: Unionized – OPSEU
Reference No: OT-23-04-0004
Posting Date: April 12, 2023, Closing Date: April 19, 2023.

Job Summary:

The Physiotherapist is responsible for the provision and management of cost-effective Physiotherapy to individuals in the community. Care is provided within the framework of quality & risk management and the standards and scope of practice set by Carefor and the provincial regulatory body (CPO) for the Physiotherapist. Is responsible for the assessment, treatment, consultation and counseling to clients and their families in the community by: restoring movement/function and pain management; developing personalized exercise programs to develop/restore range of motion, strength, endurance, flexibility and balance; administering chest and cardiac rehabilitation treatments; administering electrotherapy treatments; and prescribing/training clients to use mobility aids, adaptive devices, transfer aids and other equipment.

KEY RESPONSIBILITIES

- Provides complete, relevant assessment of the client and their environment utilizing pre-set procedures
- Develops a care plan with the client and family based on the assessment
- Incorporates discharge planning into the care plan
- Implements strategies or interventions according to the established care plan
- Understands and practices role in relation to Standards of Practice for Physiotherapists and Carefor policies and procedures
- Describes, evaluates and documents client's responses to care plan utilizing established procedures
- Utilizes appropriate interviewing and communication skills to obtain information from the client/family
- Describes and documents client care activity clearly, concisely, accurately and appropriately, according to Carefor standards
- Evaluates client's/families responses to care plan for the achievement of realistic client-centered outcomes and revises plan as required
- Demonstrates evidence of negotiation with client/family during delivery of care

- Demonstrates respect for client's choices and decisions
- Utilizes adult learning principals and established teaching materials to provide health teaching to clients and families
- Analyses and incorporates current research findings into clinical practice
- Reports and discusses client's status on a regular basis with other members of the health care team
- Describes rationale for referrals, for increase/decrease in visits and for discharge based on relevant, sound data and established guidelines
- Provides cost-effective, organized, outcome directed care on an ongoing basis
- Identifies and utilizes tools and resources for work and manages these resources through regular maintenance of equipment etc.
- Demonstrates effective time management, planning and organizing of days work activities
- Delegates care appropriately
- Refers clients to appropriate levels and type of care and to other disciplines utilizing established guidelines
- Promotes client-directed care, self care and independence through teaching
- Works collaboratively within a multidisciplinary team and acts as a clinical resource and mentor for other care providers, staff and students
- Shares knowledge, enabling clients, family and community to make informed choices in determining health and service needs
- Promotes involvement of client/family in determining health and service needs
- Influences policy review and development in health care and standards of practice through involvement in Carefor, professional organizations and/or community organizations
- Practices in accordance with the quality and risk management framework of Carefor
- Articulates knowledge of components of quality and risk management
- Plans, implements, evaluates and adjusts care in accordance with customer focused expectations
- Seeks input from clients to assure that service meets expectations
- Functions as an effective team member
- Participates in decision-making and follows up to promote continuous quality improvement
- Functions in accordance with the Standards of Practice from the College of Physiotherapy of Ontario
- Functions in accordance with the Carefor policies, procedures and strategic direction of Carefor and the branch
- Functions in accordance with applicable legislation
- Maintains competence through continuing education
- Collaborates with management staff and colleagues in the evaluation of own practice
- Functions and reports in compliance with the Occupational Health and Safety legislation, regulations, and Carefor policies and procedures
- Participates in health and safety training including WHMIS and applies this knowledge in the workplace
- Wears or uses any/all protective equipment or clothing provided by the Carefor and does not interfere with protective devices so as to change or negate their functions

- Reports the absence of or defect in any equipment or protective device of which he/she is aware and which may endanger him/herself or another worker
- Reports any violations of the Health and Safety Act or the regulations, or the existence of any hazard
- Does not use or operate any equipment, machine, device or thing, or work in a manner that may endanger him/herself or any other worker
- Ensures all workplace incidents are reported in a timely manner in accordance with legislation, and Carefor policies and procedures for workplace injuries and incidents
- Listening and striving to understand
- Communicating in a clear and effective manner, demonstrating respect, empathy and understanding
- Using clear, factual, audience appropriate language, avoiding jargon
- Maintaining confidentiality
- Consistently focuses on the client/customer
- Approaches a task, carrying it out and taking responsibility for how it turns out
- Protects the safety and welfare of others
- Performs in accordance with the mission, vision and values of the organization
- Uses sound knowledge and skill in work/role performance
- Striving to anticipate and exceed the needs of clients
- Involving clients in decision making
- Monitoring and evaluating results/outcomes
- Advocating the needs of clients
- Participates effectively as a team member
- Values and respects individual contributions
- Shares knowledge and experience
- Shares accountability for team efforts
- On-going work process review and evaluation
- Looks for ways to improve work or care processes, based on results and/or evidence
- Asking questions until understanding is achieved
- Being receptive to new ideas and willing to try new methods and approaches
- Being able to adapt to change as the job requires
- Accepting the challenge of self directed learning
- Respecting others' values and opinions
- Demonstrating genuine regard and compassion for others
- Respecting the confidentiality and integrity of others
- Appreciating and celebrating the contributions and successes of other individuals and groups

QUALIFICATIONS, EXPERIENCE, CREDENTIALS

- Registration with the College of Physiotherapy of Ontario
- Bachelor's of Science in Physiotherapy or Master's of Science in Physiotherapy
- Current certification in CPR
- ADP certification Preferred
- Current and valid driver's license
- Access to vehicle that is insured for business use
- 3 to 5 years Clinical practice experience preferred
- Experience in community health preferred
- Observation
- Independent assessment
- Health teaching
- Communication
- Interpersonal relationship building
- Ability to work collaboratively as a member of a interdisciplinary team

This position description outlines the key responsibilities and the nature of work. It is not a comprehensive inventory of all duties and tasks of the position.