

Benchmark Title **PHYSIOTHERAPIST – 16P**

Grid Level 16P – Paraprofessional Wage Grid

Job Summary Plans, develops, implements and evaluates individually designed programs of physical treatment to clients with disabilities to maintain, improve or restore physical functioning, alleviate pain and minimize or prevent physical dysfunction.

- Key Duties and Responsibilities**
1. Assesses and evaluates clients' physical abilities using functional ability testing, other tests and procedures, observation, and physician referral notes.
 2. Plans and develops programs of physiotherapy derived from the assessment process. Makes program adjustments based on client progress.
 3. Implements physiotherapy programs such as motor learning, balance and coordination, gait training, exercise programs and prescription of adapted equipment. Uses a combination of supplemental home/work exercise regimes, electro/hydro-therapeutic and other mechanical equipment in individual and group settings.
 4. Encourages clients to adopt ergonomically sound lifting and other movements, exercises and periodic work/exercise breaks to minimize muscle, bone and tendon strain(s) and injury potential.
 5. Prepares and maintains clinical and statistical records. Confers with other health care professionals to ensure coordinated and consistent client therapies.
 6. Counsels and guides families, teachers and other caregivers on home exercises and physical limit cautions for young or mentally handicapped clients.
 7. Keeps current on literature and research in the field. Provides up-to-date best practice information.
 8. Develops and implements group and/or community preventative and information programs to minimize physical injury or strains and encourages client participation in community programs.
 9. Provides consultative and education services to professionals, agencies and the general public.
 10. Performs other related duties as required.

Qualifications *Education and Knowledge*

Master's degree in Physiotherapy, plus registration with the appropriate provincial licensing body.

Training and Experience

Two (2) years recent related experience.

Or an equivalent combination of education, training and experience.

COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN RATING RATIONALE

BENCHMARK TITLE: Physiotherapist

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Requires a Master’s degree in Physiotherapy, plus registration with the appropriate provincial licensing body	7	131
2	Training and Experience – Requires 2 years recent related experience	4	100
3	Physical Demands – Often requires worker to use very fine manual dexterity and motor skills to implement physiotherapy programs	6	42
4	Concentration – Often requires a high degree of precision in implementing physiotherapy programs and operating related equipment	5	42
5	Independence – Guided by physiotherapy standards, applies accepted physiotherapy techniques in different ways to plan, develop, and evaluate individual programs of physical treatment	5	71
6	Judgement – Judgement required to modify physical treatment approaches to develop and evaluate individual physical treatment programs	6	86
7	Leadership/Supervision – Provides leadership and guidance to caregivers on matters such as home exercises and clients’ physical limits	4	80
8	Accountability – Work is evaluated for compliance to physiotherapy standards; errors may result in substantial loss of time in terms of delay in client progress	5	71
9	Communication – Facilitates participation of clients and caregivers in physiotherapy programs by communicating physical treatment methods, ergonomically sound movements, home exercises, and clients’ physical limits	4	57
10	Care of Individuals – Work involves remedial treatments, and providing individualized care plans	4	40
11	Environment/Working Conditions – Often exposed to moderately undesirable working conditions in the form of lifting and carrying heavy weights; may require specific safety precautions	5	42
Total Points			762
Grid Level			16P*

*Note: Benchmark rated 16P as per arbitration decision of Vincent L. Ready on June 27, 2006