

Northwest Colorado Health

Therapy Team Lead

General Statement of Duties:

Performs physical therapy, evaluates needs, and conducts case and resource management for patients under the direction of a licensed physician.

Supervision Received:

Works under the general supervision and direction of the Director of Home Services.

Supervision Exercised:

Provides supervision to Physical Therapists, Occupational Therapists, and therapy assistants.

Essential Functions:

1. Provides consistently high quality of care to patients including:

- Therapeutic exercise as needed, including ROM evaluation/exercise, coordination evaluation/exercise, balance evaluation/exercise; prosthetic training; modalities, gait training, home safety evaluation, pain management, and chest physical therapy.
- Maintains and enhances therapy skills needed to provide direct care.
- Acts as case manager to coordinate other services; calls other caregivers assigned to client; communicates by phone or in writing with physician as condition warrants; meets with Nurse Manager as required to evaluate other needs.
- Informs family and physician verbally and in writing as needed regarding plan of care, progress, or changes.
- Maintains a professional demeanor and customer service orientation to clients, peers, physicians, etc. as evidenced by feedback from nurses and customers.
- Assesses patient needs and establishes realistic goals.
- Performs yearly competency check off of all PT's and OT's and maintains records of such.
- Oversee and approve all therapy PTO ensuring the therapists can continue to provide quality of care.
- Chart auditing to be performed daily or as needed to confirm correct documentation.
- Education provided to the therapists and nursing on a regular basis.

2. Procedures which may be required of the therapist include but are not limited combination of the following:

- Administer laser treatment
- Application of heat/cold
- Administer massage
- Gait training with no, partial, or full weight-bearing client
- Administer muscle stimulation
- Assist/train cardio-pulmonary exercise
- Train/assist with ambulation using cane, crutches, walker, standby assist

- Range of motion exercises
 - Transfer/assist with patients who are non, partial, or full weight-bearing
 - Strengthening
 - Electrotherapy
 - Prosthetic training
 - Adaptive equipment
 - Home safety evaluation
3. Provides to Agency accurate and timely documentation of care.
- Submits documentation no later than 5 days after each visit.
 - Communicates with other caregivers regarding case(s), documents interdisciplinary communication which is entered into the patient's medical record.
 - Charts accurately, thoroughly and legibly, either hand-written or typed, and meets regulatory agency and/or pay source requirements to include goals, interventions, outcomes, frequency/duration of care, and other required information regarding patient care.
 - Plans ahead for recertification or discharge as notified by appropriate Agency personnel.
4. Effectively manages a caseload at least equivalent to the productivity standard established. In the absence of an established standard, caseload size shall be mutually agreed upon.
- Cases are generally assigned geographically. Full-time caregivers accept all cases in their geographic area unless caseload is full; if caseload is not full, caregiver may be assigned case(s) outside of normal area.
 - Caregiver regularly communicates with Scheduler, via telephone, or in person regarding caseload status.
 - Accepts cases above productivity standard only when able to consistently meet other expectations of quality care and documentation.
 - Attends meetings such as assigned, ad hoc informational meetings regarding safety, policy updates, utilization review, education, etc.
 - Assures continuity of care by seeing patients regularly and following Agency protocols for transferring visits to other caregivers in the event of vacation, time off, etc.

Education: Graduation from a four-year college or university, including completion of a physical therapy education program accredited by the American Physical Therapy Association required. Must have graduation from a PT program approved by The Commission on Accreditation in Physical Therapy Education or any successor organization of the CAPTE.

Experience: At least two years physical therapy experience required, five years preferred; three years home health experience preferred.

Requirements:

1. Active Colorado PT license.
2. If car is used, must provide proof of adequate insurance coverage totaling at least \$300,000 and valid Colorado driver's license.
3. Current CPR certification.

Skills:

1. Psychomotor skills to provide physical therapy, including daily and repetitive reaching, and use of equipment.
2. Daily standing, squatting, walking, bending, and maneuvering in private homes which are not barrier-free.
3. Heavy lifting (>50 pounds) to transfer or turn an adult, with or without assistive devices.

Abilities:

1. Can read and interpret physicians' orders and notes from other caregivers, as well as respond to them, verbally and in writing.

Working Conditions:

1. Equipment to be utilized may include standard or electric wheelchairs, walkers, canes, crutches, transfer benches, ultrasound machines, TENS, etc. as determined by plan of treatment.
2. Work environment is highly variable, as care is performed in private homes. Lighting, acoustics, air quality, temperature, and environmental hazards are not predictable.
3. Home visits are made in most weather conditions.

This description is intended to describe the essential job functions and the essential requirements for the performance of this job. It is not an exhaustive list of all duties, responsibilities and requirements of a person so classified. Other functions may be assigned and management retains the right to add or change the duties at any time.

I, _____ acknowledge that on this date,
(Print Name)

I have received the following job description for my present position.

Signature of Employee: _____

Date: _____