



Position: Physical Therapist	
Department: Physical Therapy	
Reports To: CEO	
FLSA Status:	OSHA Exposure Category:
Effective Date: 8/2007	Revised: 8/2012, 7/2016, 01/2017

Job Objective: Plans and implements specific and individualized treatment programs to patients according to the principles of physical therapy. Services pediatric, adult, and geriatric populations.

Qualifications:

1. Current Montana Physical Therapy license required.
2. Graduate of an accredited program of physical therapy.
3. Must have BLS certification or obtain with-in six months of hire.
4. Ability to make independent judgments under stressful situations at times. Must work in a planned manner without direct supervision.
5. Ability to communicate effectively and maintain cooperative relationships with providers, staff members and patients. Ability to work effectively in a team environment.

Job Duties:

1. Develops, implements, revises and provides individualized, goal directed physical therapy through a skilled process of evaluation and ongoing assessment of each patient of all diagnosis.
2. Performs a Physical Therapy Evaluation on admission, according to standards and other orders of consulting physicians.
3. Demonstrates the ability to effectively plan, communicate, supervise and delegate to provide therapy services in a competent and efficient manner.
4. Performs necessary technical skills as delineated by education, experience and as evaluated in the organizations Clinical Competency Checklist.
5. Performs patient treatments according to established therapy standards, department policy, plan of care, and state practice guidelines.
6. Understanding of CMS regulations and Conditions of Participation as it pertains to physical therapy.
7. Completes all required documentation in a timely manner according to payer guidelines (Medicare, Private Insurance, Medicaid) and Montana practice guidelines for physical therapy.
8. Exhibits excellent customer service and communication techniques at all times to customers.

9. Ability to enhance rehabilitation services by participating in projects within the department, the facility and the community.
10. Demonstrates the ability to effectively plan, communicate, supervise and delegate to provide therapy services in a competent and efficient manner.
11. Travels to outreach clinics/sites to perform therapy services as needed.

Disclaimer – Not all inclusive – other duties as assigned. Every effort has been made to make this position description as complete as possible. However, it in no way states or implies that these are the only duties required. The omission of specific statement of duties does not exclude them from the position if the work is similar, related, or is a logical assignment to the position.

Mission: Northern Rockies Medical Center provides quality healthcare that serves our communities in a private, safe and caring environment.

Vision: Northern Rockies Medical Center will be the provider of choice, setting the standard for quality healthcare in the region.

Values: Values PEOPLE

- The needs of the patient come first.
- Patients, families, and staff will be treated with courtesy and compassion.

Values QUALITY

- Excellence through continuous improvement in safety and care.
- Teamwork through the unity of all departments to serve our communities and each other.

Values OWNERSHIP

- Doing what is right for those we serve.
- Having pride in our work.
- Holding ourselves accountable for efficient management of NRMC resources.

Schedule: Primarily weekdays (Eight (8) to ten (10) hours shifts). Occasionally may be required to adjust schedule hours to include weekends. During periods of low census, may be required to take unpaid leave or may choose to use Paid Time Off Benefits.

Compliance Plan and Code of Conduct: Northern Rockies Medical Center Inc. is dedicated to the highest ethical standards as it is essential to meeting our commitment to our mission and vision. Individual responsibilities include adhering to our organizational Compliance Plan and Code of Conduct.

- (A) Maintains awareness and understands the organization-wide compliance plan. Familiar with and adheres to NRMC's published Code of Conduct which provides guidance and expectations regarding confidentiality, conflict of interest, billing, controlled substances, Emergency Medical Treatment and Labor Act (EMTALA), payments for referrals, gifts, anti-kickback laws, safety and health, waste disposal, and compliance with antitrust laws, advertising and marketing, discrimination, insider trading and government requests.
- (B) Reports any violation or suspected violation of this Code or other hospital policies or procedures to supervisor, Compliance Officer or through the compliance hotline.
- (C) Attends and/or completes mandatory training regarding organizational compliance.

Work Environment: Acute care hospital, professional office setting. Area is well lit and ventilated. Possible exposure to marked changes in temperature, humidity, and noise.

OSHA Exposure Category: (I) Tasks that involve exposure to Blood/Body fluids or Tissues. All procedures or other job-related tasks that involve an inherent potential for mucous membrane or skin contact with blood, body fluids, or tissues, or a potential for spills or splashes of them, are Category I tasks. Use of appropriate protective measures is required for every employee engaged in Category I tasks.

Dress Code: Must comply with Northern Rockies Medical Center Dress Code Policy Admin.0012 and departmental guidelines.

Physical Demands: Requires repetitive bending, pulling, pushing, kneeling, walking and lifting up to 50 lbs. Visual acuity within normal limits; must be able to read charts, orders, notes, and office reports. Wear personal protective equipment as needed.

Employee Certification: I have read the above JOB DESCRIPTION and accept the responsibilities as outlined. I know of no reason that will keep me from performing the duties as described without reasonable accommodations being made by Northern Rockies Medical Center (NRMC). I agree to inform my supervisor immediately if I am unable to perform as expected.

Employee Signature

Date