

## PHYSICAL THERAPIST SERIES

<b>Code No.</b>	<b>Class Title</b>	<b>Occ. Area</b>	<b>Work Area</b>	<b>Prob. Period</b>	<b>Effective Date</b>	<b>Last Action</b>
4146	Physical Therapist	01	444	6 mo.	11/15/11	Rev.
4141	Physical Therapy Specialist	01	444	6 mo.	11/15/11	Rev.
4136	Coordinator of Physical Therapy Services	01	444	6 mo.	11/15/11	Rev.

### *Promotional Line: 152*

#### Series Narrative

Employees in this series are responsible for the provision of physical therapy services within his or her individual scope of clinical competence as well as upholding professional standards and promoting quality in practice. At the higher levels of the series, they supervise or coordinate physical therapy programs, teach in the clinical and academic setting, participate in scholarly activities including funded research, and are responsible for administrative tasks related to departmental functioning.

#### DESCRIPTIONS OF LEVELS OF WORK

##### **Level I: Physical Therapist**

**4146**

Employees at this level are responsible for the provision of physical therapy services within his or her individual scope of clinical competence including: examination, evaluation, diagnosis, prognosis, development and implementation of a plan of care that includes direct intervention, communication, collaboration and patient education and the evaluation of outcomes. They work under general supervision from an assigned supervisor.

A Physical Therapist typically –

1. examines, evaluates, and tests individuals who may have mechanical, physiological, or developmental impairments, functional limitations, disabilities, or other health and movement-related conditions
2. classifies patients' disorders
3. determines rehabilitation prognosis and plan of therapeutic intervention
4. assesses the on-going effects of the therapeutic interventions
5. alleviates impairments, functional limitations, or disabilities by designing, implementing, and modifying therapeutic interventions such as therapeutic exercises, mobility activities, balance exercises, modalities, and spinal and joint mobilization
6. instructs patients in therapeutic exercise, ambulation—including the use of ambulatory aids, and in the application of prosthetic or orthotic devices
7. adapts equipment enabling patients to participate in treatment or to maintain a level of achievement
8. maintains patients' treatment records according to departmental standards
9. gives instruction to and oversees non-professional personnel as assigned

10. gives instruction to and oversees students in the clinical fieldwork
11. performs administrative tasks related to the patient care services they provide, and required for regulatory compliance
12. interprets the referrals from physicians, advanced practical nurse, physician's assistant, etc.
13. works with other healthcare professionals to provide the best and most congruent care to patients
14. assists with administrative duties of section or unit as needed
15. participates in clinical and academic teaching within discipline and in other programs
16. participates in departmental continuous quality improvement (CQI) projects
17. performs related duties as assigned

**Level II: Physical Therapy Specialist****4141**

In addition to the duties of a Physical Therapist, employees at this level coordinate the delivery of Physical Therapy services provided in the section they are assigned. After a designated amount of time determined by the assigned supervisor, employees at this level should identify a clinical specialty in the section to which they are permanently assigned. They provide advanced knowledge in a clinical specialty area (e.g., wound care, neurologics, pediatrics, geriatrics, orthodontics, etc.).

A Physical Therapy Specialist typically –

1. plans and schedules assignments of student physical therapists through various clinics; counsels students; makes evaluation reports on their progress
2. assists in organizing and directing in-service training programs for staff and student physical therapists
3. is responsible for maintaining supplies and equipment, as required
4. provides advanced knowledge in a clinical specialty area
5. recommends supply/equipment purchases, space requirements, supplies, and need for additional personnel
6. recommends procedures and policy changes
7. participates in departmental CQI projects
8. teaches and/or performs clinical research in area of specialty
9. performs duties at the lower level of this series
10. performs related duties as assigned

**Level III: Coordinator of Physical Therapy Services****4136**

In addition to the duties of a Physical Therapist and Physical Therapy Specialist, employees at this level assist in coordinating the delivery of physical therapy services provided by the university's Physical Therapy Department.

A Coordinator of Physical Therapy Services typically –

1. develops, implements, and administers programs of physical therapy at a section level
2. organizes and directs in-service training programs for staff and student physical therapists
3. reviews evaluation reports of clinic assignments of student physical therapists; counsels students and evaluates their progress
4. is responsible for overall effectiveness of physical therapy treatment programs and maintenance of up-to-date, evidence based, clinical practices; recommends changes in departmental policies and operational procedures
5. is responsible for the supervision and evaluation of lower level Physical Therapists and non-professional staff
6. recruits, interviews, and orients new employees to department
7. coordinates CQI projects, including the interpretation of results and provides recommendations on departmental changes based on results
8. performs duties at the lower levels of this series
9. performs related duties as assigned

**MINIMUM ACCEPTABLE QUALIFICATIONS REQUIRED FOR ENTRY INTO:****Level I: Physical Therapist****4146****CREDENTIALS TO BE VERIFIED BY PLACEMENT OFFICER**

1. **Current licensure or eligibility for licensure** as a Physical Therapist from the Illinois Department of Financial and Professional Regulation at time of employment (if not licensed at time of employment, passing score on examination for licensure is needed within two months)

**KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)**

1. Knowledge of physical therapy evaluation and treatment with specific skills related to the individual scope of practice
2. Knowledge of the operation of equipment generally found in a physical medicine and rehabilitation department
3. Knowledge of the principles of evidence based practice

4. Knowledge of age specific and culturally relevant physical therapy roles and needs
5. Skill in conducting patient education and articulating physical therapy's role in the delivery of patient care, in accordance with current practice concepts
6. Skill in administering the evaluation procedures and treatment interventions relevant to the defined area of practice
7. Skill in utilizing online resources to access evidence for clinical decision making
8. Skill in oral and written communication
9. Ability to establish and maintain supportive interpersonal relationships with patients and families, peers, subordinates, superiors, and students
10. Ability to articulate physical therapy's role in the delivery of patient care, in accordance with current practice concepts
11. Ability to work effectively on a team
12. Ability to give and receive constructive feedback to superiors, peers, and students
13. Ability to teach clinical knowledge and skills to others
14. Ability to lift up to 50 pounds

**Level II: Physical Therapy Specialist****4141**

## CREDENTIALS TO BE VERIFIED BY PLACEMENT OFFICER

1. **Current** licensure as a Physical Therapist in Illinois from the Illinois Department of Financial and Professional Regulation at time of employment
2. **Three (3) years (36 months)** of professional clinical experience with a minimum of two years in their clinical specialty area

## KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

1. Knowledge of physical therapy evaluation and treatment with specific skills related to the individual scope of practice
2. Knowledge of the operation of equipment generally found in a physical medicine and rehabilitation department
3. Knowledge of the principles of evidence based practice
4. Knowledge of age specific and culturally relevant physical therapy roles and needs
5. Knowledge of the legal and financial regulations affecting the practice and/or payment for their section

6. Advanced knowledge in a clinical specialty area (e.g., wound care, neurologics, pediatrics, geriatrics, orthodontics, etc.)
7. Skill in conducting patient education and articulating physical therapy's role in the delivery of patient care, in accordance with current practice concepts
8. Skill in administering the evaluation procedures and treatment interventions relevant to the defined area of practice
9. Skill in utilizing online resources to access evidence for clinical decision making
10. Skill in oral and written communication
11. Skill in the use of word processing software and computerized spreadsheets
12. Ability to use good personal judgment and maturity
13. Ability to establish work priorities, assess work flow, and assign and evaluate the work of others
14. Ability to evaluate clinical knowledge and teaching skills of others
15. Ability to establish and maintain supportive interpersonal relationships with patients and families, peers, subordinates, superiors, and students
16. Ability to articulate physical therapy's role in the delivery of patient care, in accordance with current practice concepts
17. Ability to work effectively on a team
18. Ability to give and receive constructive feedback to superiors, peers, and students
19. Ability to teach clinical knowledge and skills to others
20. Ability to lift up to 50 pounds

**Level III: Coordinator of Physical Therapy Services****4136**

## CREDENTIALS TO BE VERIFIED BY PLACEMENT OFFICER

1. **Current** licensure as a Physical Therapist in Illinois from the Illinois Department of Financial and Professional Regulation at time of employment
2. **Five (5) years (60 months)** of professional clinical experience with a minimum of two years in the setting they are overseeing comparable to that gained as a Physical Therapy Specialist

## KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

1. Knowledge of physical therapy evaluation and treatment with specific skills related to the individual scope of practice

2. Knowledge of the operation of equipment generally found in a physical medicine and rehabilitation department
3. Knowledge of the principles of evidence based practice
4. Knowledge of age specific and culturally relevant physical therapy roles and needs
5. Knowledge of the legal and financial regulations affecting the practice and/or payment for rehabilitation services
6. Knowledge of systematic processes and procedures for problem analysis, development and implementation of solutions, and evaluation of results
7. Knowledge of principles of effective instructional design and assessment of learning, including constructing and grading written examinations and assignments
8. Advanced knowledge in a clinical specialty area (e.g., wound care, neurologics, pediatrics, geriatrics, orthodontics, etc.)
9. Skill in conducting patient education and articulating physical therapy's role in the delivery of patient care, in accordance with current practice concepts
10. Skill in administering the evaluation procedures and treatment interventions relevant to the defined area of practice
11. Skill in utilizing online resources to access evidence for clinical decision making
12. Skill in oral and written communication
13. Skill in the use of word processing software and computerized spreadsheets
14. Ability to lead, motivate, develop, and direct people as they work, identifying the best people for the job
15. Ability to used good personal judgment and maturity
16. Ability to establish work priorities, assess work flow, and assign and evaluate the work of others
17. Ability to evaluate clinical knowledge and teaching skills of others
18. Ability to establish and maintain supportive interpersonal relationships with patients and families, peers, subordinates, superiors, and students
19. Ability to articulate physical therapy's role in the delivery of patient care, in accordance with current practice concepts
20. Ability to work effectively on a team
21. Ability to give and receive constructive feedback to superiors, peers, and students

22. Ability to teach clinical knowledge and skills to others
23. Ability to analyze data results to establish programs and policies
24. Ability to lift up to 50 pounds