



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Rehabilitation Physiotherapist	
Position Number(s)	Community	Division/Region(s)
67-13928	Fort Smith	Allied Health Services/Fort Smith

PURPOSE OF THE POSITION

To provide assessment, diagnostic, rehabilitative and preventative services to patients of the Rehabilitation Unit in accordance with the code of ethics and rules of the Canadian Physiotherapy Association (CPA) and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) ensuring that patients realize and maintain maximum physical mobility and functional independence.

The Physiotherapist within NTHSSA provides functional expertise and direction to other health care providers on the delivery of Physiotherapy to clients and the incumbent must have advanced knowledge in all areas of physiotherapy as opposed to a specialization in one area.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̄ch̄q regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłı̄ch̄q Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will

set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

The NTHSSA – Fort Smith Region is responsible for the effective delivery of Primary and Emergent Health Care, Social Services, to approximately 2,500 residents of Fort Smith and surrounding area. The Regional Facilities include one Type C Health Facility and a 28 Bed Long Term Care Facility.

This position with the Northwest Territories Health and Social Services Authority (NTHSSA) is located within the Fort Smith Health Centre and reports directly to the Regional Manager of Allied Health Services. The incumbent independently provides assessment, diagnostic, rehabilitative and preventative services to in and out patients ranging from pediatrics to geriatrics.

The duties of the position are carried out in accordance with the standards, guidelines and scope of professional physiotherapeutic practice, and policies and procedures of the Northwest Territories Health and Social Services Authority and Accreditation Canada Standards and Required Organizational Practices.

RESPONSIBILITIES

1. Provides direct care to children and adults with a wide variety of conditions requiring physiotherapy using a problem solving approach and in accordance with the standards, guidelines and scope of Physiotherapy to facilitate individualized patient care.

- The Physiotherapist evaluates patients' physical function and need for physiotherapy services.
- The Physiotherapist will assess, prescribe, implement, document and evaluate care and modify as necessary to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assists patients in realizing and maintaining maximum physical mobility and functional independence.
- The Physiotherapist provides direct treatment (i.e. implements, provides interventions, etc.), monitors the delivery of treatment delegated to family or other health care providers and provides functional direction and monitors delivery of care delegated to members of the Rehabilitation team.
- Advocates the dignity and self-respect of patients.

- Advocated for patients with other agencies (i.e. WCB, NIHB, etc.) so that needs relating to the impairment are met (i.e. income, equipment, etc.).
- Promotes the autonomy of patients and helps them to express their health needs and values to obtain appropriate information and services.
- The incumbent independently manages a caseload.
- Safeguards the trust of patients that information learned in the contact of a professional relationship is shared outside the health care team only with the patient's permission or as legally required.
- Applies and promotes principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs, and
- Acts in a manner consistent with their professional responsibilities and standards of practice.

2. The Physiotherapist facilitates implements and modifies patient and family education/teaching based on the needs of patients.

- Uses holistic approach to facilitate individual learning of patients and, where applicable, their families upon transfer, discharge or during appointments in relation to patient illness or injury (i.e., self-care, health promotion, etc.).
- Assesses the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Develops, revises and evaluates on an ongoing basis, educational resources necessary to support patients
- Aids in the coordination of transfer or discharge of patients. This includes explaining and ensuring that the patient understands the discharge plan (established by the Health Care Team for the patients care and treatment) as it relates to their mobility needs.

3. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical care.

- Collaborates with physicians, nurses and other members of the health team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting.
- Provides coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standards of care.
- Monitors delivery of therapeutic services delegated to the Rehabilitation Therapists and community health care staff.
- Orientation of new employees to unit specific programs and mandate.
- Provides information and recommendations on capital expenditures, and
- Participates in committees, task teams, and research projects.
- Remains up to date with electronic documentation

WORKING CONDITIONS:

The incumbent carries out duties at the Fort Smith Health Center, Northern Lights Special Care Home and occasionally may be required to do a home visit.

Physical Demands

Approximately 80% of the incumbent's day will be spent providing physically demanding services to clients (i.e. supporting, modeling exercises, etc.). Extensive hand and upper extremity use involved in provision of assessment and therapy techniques are required. The incumbent moves and lifts heavy therapeutic equipment during patient assessment care. This often requires lifting equipment above shoulder height.

Environmental Conditions

During their shift an incumbent may be exposed to communicable diseases, blood and body fluid that can result in potential health risk to the incumbent.

During home visits, the incumbent may be exposed to unsanitary conditions, cigarette smoke and loud noises.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight and hearing during assessment and provision of care in a variety of settings that vary from controlled (i.e. Health Centre) to uncontrolled (i.e. patient's home). Uncontrolled settings may be more distracting for both of the incumbent and the patient (noise level, visual commotions, etc.).

The Physiotherapist must be constantly aware of patients' physical and emotional needs (mood, etc.) while providing care (80% of the workday).

Mental Demands

The Physiotherapist has the opportunity to develop relationships with the clients of the Rehabilitation Services Unit. The Physiotherapist is expected to remain calm, controlled and professional, regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

The Physiotherapist is required to be motivated and innovative in the areas of continuing education and practice to encourage the professional growth of self and others.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of cognitive and functional development and impairment related to physiotherapy including anatomy, physiology and pathology in all age groups

- An ability to apply therapeutic processes (assessment, planning, implementation and evaluation) to ensure that the patients' physical, emotional, psychosocial, educational and day-to-day living needs are met.
- An ability to educate patients, their families (where applicable) and other health care professionals on appropriate self-care methods and techniques.
- Knowledge of biological, physical, behavioural and mental health sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside the NTHSSA (i.e. Social Services, WCB, Registered Nurses, Home Care, etc.) in order to ensure support of patients and their families (i.e. discharge planning).
- Knowledge of and an ability to operate a desk top computer in order to send and receive electronic mail and conduct research over the internet.
- Knowledge of and ability to operate word processing applications (i.e. Microsoft Word) in the completion of reports, training materials and presentations.

Typically, the above qualifications would be attained by:

The level of knowledge is typically acquired through the successful completion of a Master's Degree in Physiotherapy and the successful completion of the National Physiotherapy Competency Examination plus two years clinical experience. Experience in acute care, long-term care and pediatrics an asset.

Within the Fort Smith Region Physiotherapists must be a member of the Canadian Physiotherapy Association (CPA), be professionally licensed in any Canadian province and have completed a satisfactory criminal record check.

ADDITIONAL REQUIREMENTS

Within the Fort Smith Region, all health care providers must be able to acquire within a reasonable time frame and remain current with the following training and certifications:

- WHMIS
- CPR
- Mask Fit Testing

Position Security (check one)

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- French required (must identify required level below)
- Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) Intermediate (I) Advanced (A)

READING COMPREHENSION:

Basic (B) Intermediate (I) Advanced (A)

WRITING SKILLS:

Basic (B) Intermediate (I) Advanced (A)

French preferred

Aboriginal language: To choose a language, click here.

Required

Preferred