



PHYSICAL THERAPIST

CHARACTERISTICS OF WORK:

This is responsible professional physical therapy work involving administration of all forms of physical therapy treatment, including thermotherapy, electrotherapy, massage, and exercise in a hospital or state facility. Incumbents are responsible for administering the treatments as prescribed by a physician and receive assignments, training, and supervision from physicians or therapists of a higher classification. Supervision may be exercised over technicians and therapy assistants who assist with the physical therapy treatment.

MINIMUM QUALIFICATIONS:

These minimum qualifications have been agreed upon by Subject Matter Experts (SMEs) in this job class and are based upon a job analysis and the essential functions. However, if a candidate believes he/she is qualified for the job although he/she does not have the minimum qualifications set forth below, he/she may request special consideration through substitution of related education and experience, demonstrating the ability to perform the essential functions of the position. Any request to substitute related education or experience for minimum qualifications must be addressed to the State Personnel Board in writing, identifying the related education and experience which demonstrates the candidate's ability to perform all essential functions of the position.

EXPERIENCE/EDUCATIONAL REQUIREMENTS:

Certification, Registration, and/or Licensure:

Licensed Physical Therapist in the state of Mississippi.

Required Document:

Applicant must attach a valid copy of his/her Certificate of Registration as a Physical Therapist by the Mississippi Board of Physical Therapy.

PHYSICAL REQUIREMENTS:

These physical requirements are not exhaustive, and additional job related physical requirements may be added to these by individual agencies on an as needed basis. Corrective devices may be used to meet physical requirements. These are typical requirements; however, reasonable accommodations may be possible.

Heavy Work: May frequently exert force equivalent to lifting up to approximately 50 pounds and/or occasionally exert force equivalent to lifting up to approximately 100 pounds.

Vision: Requires the ability to perceive the nature of objects by the eye.

Near Acuity: Clarity of vision at 20 inches or less.

Midrange: Clarity of vision at distances of more than 20 inches and less than 20 feet.

Far Acuity: Clarity of vision at 20 feet or more.

Peripheral: Ability to observe an area that can be seen up and down or left and right while eyes are fixed on a given point.

Depth Perception: Three-dimensional vision. Ability to judge distances and spatial relationships so as to see objects where and as they actually are.

Ability to adjust focus: Ability to adjust the eye to bring an object into sharp focus.

Speaking/Hearing: Possesses the ability to give and receive information through speaking and listening skills.

Motor Coordination: While performing the duties of this job, the incumbent is regularly required to sit; use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. The incumbent is frequently required to stand; walk; and stoop, kneel, crouch, or bend. The incumbent is occasionally required to climb or balance.

COMPETENCIES:

The following competencies describe the knowledge, skills, abilities, and attributes that lead to a successful employee in this position. An applicant will be expected to exhibit these competencies or the ability to reach competency achievement within a specified time. These competencies are linked to the essential functions of the job. Employees in this position may be evaluated on these competencies as part of the performance appraisal system. Example behaviors are listed below each competency and are used for illustrative purposes only. Specific behaviors may be identified and included later by the hiring agency. It is understood that some of these behaviors might not be acquired until a reasonable time after hire. Failure of an employee to successfully demonstrate some or all of these competencies, as deemed important by his or her reporting official, may result in the employee being placed on a performance improvement plan. If after a reasonable period of time, usually three (3) months, the employee fails to demonstrate successful performance, the employee may be terminated. These competencies include, but are not limited to, the following:

PUBLIC SECTOR COMPETENCIES:

Integrity: Exhibits behaviors showing a strong internal personal commitment to fundamental principles of honesty and fairness dealing in all activities related to job performance.

Work Ethic: Is productive, diligent, conscientious, timely, and loyal.

Service Orientation: Demonstrates a commitment to quality public service through statements and actions.

Accountability: Accepts responsibility for actions and results.

Self Management Skills: Effectively manages emotions and impulses and maintains a positive attitude.

Interpersonal Skills: Shows understanding, courtesy, tact, empathy, and concern to develop and maintain relationships.

Communication Skills: Receives, attends to, interprets, and responds to verbal messages and expresses information to individuals or groups effectively.

Self-Development: Adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles.

TECHNICAL COMPETENCIES:

Therapy and Counseling: Possesses knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical dysfunctions.

Possesses knowledge of all forms of physical therapy treatment, including thermotherapy, electrotherapy, massage, and exercise.

Program Administration: Administers physical therapy program in order to facilitate rehabilitation of patients.

Administers active resistive, active assistive, and passive exercises. Plans and carries out physical therapy program.

Examination and Evaluation: Examines patients, monitors progress, and evaluates outcomes; determines goals and strategies to achieve them.

Evaluates patients utilizing various techniques and assessment factors and compiles reports of findings. Monitors patient progress.

Teaching Others: Helps others learn through formal or informal methods and identifies training needs.

Supervises therapy assistants in the administration of physical therapy treatments. Supervises physical therapy technicians in the performance of their duties. Provides constructive feedback.

Customer Service: Works with clients/customers to assess their needs, provide assistance, resolve their problems, and satisfy their expectations.

Assesses client needs and implements treatment programs specific to the needs of each individual. Selects activities consistent with the needs and capabilities of patients. Ensures adequate and reliable service to clients.

ESSENTIAL FUNCTIONS:

Additional essential functions may be identified and included by the hiring agency. The essential functions include, but are not limited to, the following:

1. Administers physical therapy treatment program after evaluation of patient and determination of goals.
2. Supervises technicians and therapy assistants in therapy department.
3. Documents patient information.
4. Assists in determining patients' needs relating to necessary rehabilitation equipment, e.g., walkers, wheel chairs, braces, etc.

EXAMPLES OF WORK:

Examples of work performed in this classification include, but are not limited to, the following:

Evaluates and plans patient treatment goals.

Administers and monitors physical therapy treatment program.

Administers ultraviolet ray and electrotherapy, and gives thermotherapy, hydrotherapy, and mechanotherapy.

Treats infected burns, wounds, and diabetic wounds in the legs and arms in whirlpool baths.

Treats with heat, massage, exercise, or hydrotherapy.

Administers active resistive, active assistive and passive exercises.

Administers, to convalescent patients, such tests and treatments as muscle testing, grading the relative strength and weaknesses of different muscles, massage and muscle training, guided exercise for weakened muscles and underwater treatment; specialized positions in certain departments may involve application or special treatments of muscle re-education

Supervises therapy assistants in the administration of physical therapy treatments.

Supervises physical therapy technicians in the performance of their duties.

Records necessary information on records and reports.

Performs related or similar duties as required or assigned.

INTERVIEW REQUIREMENTS:

Any candidate who is called to an agency for an interview must notify the interviewing agency in writing of any reasonable accommodation needed prior to the date of the interview.