

EMPLOYMENT OPPORTUNITY

The Salvation Army

Ontario Central –East Division

POSITION: **Physiotherapy Coordinator**

FACILITY: **Meighen Health Centre**



Giving Hope Today

POSITION SUMMARY: Physiotherapist reports to the Director of Care. The position is part of a multidisciplinary team of staff responsible for assessments for admission to the program, discharge, re-admission and evaluation for all high risk residents.

Physiotherapist develops and manages all physiotherapy programs at the Meighen Health Centre. The position is accountable for synchronizing 1:1 physiotherapy programs. This position also integrates physiotherapy group exercise plan and activation program to benefit the maximum number of residents for the best possible quality of life. In addition Physiotherapist manages and supervises Physiotherapy Support Personnel.

RESPONSIBILITIES:

General Strategy:

- Ensures that physiotherapy services include assessment, clinical impressions and treatment provided to improve, develop and restore physical function and to promote mobility when mobility is lost or impaired as a result of de-conditioning, disease, pain, injury or surgical procedure and/or to prevent a decline in functional/clinical status
- Ensures that physiotherapy services are provided in accordance with a resident's plan of care or assessed need for an episode of care; and be of a level of complexity that requires the clinical knowledge, skills or judgment of a physiotherapist to perform and/or supervise components of these services assigned to a duly qualified physiotherapy support personnel in accordance with the standards of professional practice of the College of Physiotherapists of Ontario
- Performs assessment, reassessment, quarterly assessment, and coding as scheduled in RAI MDS and updating the plans of care for each resident
- Addresses referrals: such as admission assessment, post fall assessment, post hospitalization, transfer assessments, use of assistive devices such as wheelchairs, walkers, cushions, assistive aids, PASDs and other referrals
- Attends care conferences and addressing concerns from families and residents
- Participates in the best practice committee meetings
- Monitors residents who have fallen and on fall prevention program
- Provides physiotherapy treatments to residents: pain management, muscle strengthening, balance exercises, stroke management, chest physiotherapy, Gait training, coordination exercises, bed mobility and etc.
- Provides reports for the PAC Meetings

Operations:

- Ensures accurate documentation and record keeping of the physiotherapy provided to each Resident in the special project section in the RAI-MDS as per the College of Physiotherapists standards

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Leadership:

- Provides education and support to Activation Department staff and Restorative Care staff for the success of the implementation of the exercise programs as mandated by the MOHLTC

Financial Accountability:

- Ensures that the resources given to the Home by the MOHLTC are used appropriately for the benefit of the residents

Human Resources:

- In conjunction with the Director of Human Resources works on an effective recruitment, orientation, and performance management process in accordance with Meighen Health Centre's standards for employees within the physiotherapy department
- In conjunction with the Director of Human Resources, supervises, delegates, coaches, motivates, evaluates, recognizes, disciplines and terminates staff in accordance with facility policy
- Demonstrates understanding of and compliance with legislative knowledge of the Employment Standards Act, Human Rights Act, Collective Agreement (if applicable) and MOHLTC Act as it applies to the physiotherapy staff
- Provides In-service/education to staff: back care, fall prevention, restraints, PASD, and nursing restorative care

Health and Safety:

- Demonstrates understanding of, and compliance with, workers' responsibilities under the Occupational Health and Safety Act and Regulations, WSIB policy and Meighen Health Centre's Health and Safety plans, policies and procedures. Attending Health and Safety in-services and taking action to address unsafe conditions and/or procedures, to ensure a healthy and safe work environment.
- Assesses staff and provides education on transfer techniques

Community Relations:

- Promotes a positive working environment with the service providers working with MHC
- Establishes and maintains positive communication between the MHC and the community

Family and Resident Relations:

- Models and fosters an environment of positive customer service in all aspects of care
- Responds promptly to concerns of residents and family members, mediating a satisfactory response to concerns and implements action plans to avoid reoccurrence of similar issues
- Facilitates communication in complex care issues to foster positive resident outcomes
- Establishes and sustains care in a manner that is resident centred and fosters evidence based best practice

Quality Management:

- Participates in the implementation of quality and risk management program for the physiotherapy department
- Ensures that all risk areas identified are addressed in a timely manner and according to MHC policy and applicable legislation

Ministry of Health Compliance:

- Fosters good working relationships with relevant persons within the Ministry of Health and Long Term Care (MOHLTC)
- Knows and interprets MOHLTC legislation, regulation and process
- Maintains effective liaison with consultants and physicians
- Ensures that systems and processes are in place to achieve and sustain compliance
- Understands all components of related legislation for staff, residents and families

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QUALIFICATIONS:

- BSc, current Certificate of Registration as a Physiotherapist with the College of Physiotherapists of Ontario
- CPR designation
- Education in gerontology is an asset
- 2 years' experience in physiotherapy with a minimum 1 year experience as physiotherapist in a long term care facility
- Supervisory experience
- Knowledge and familiarity with computer operations and software applications, including resident records
- Knowledge of and experience with the Ministry's RAI/MDS application
- Demonstrated skill in leadership
- Current knowledge of issues and trends including best practices in physiotherapy and best practices in the enhancement of quality of life
- Knowledge of current quality improvement and risk management concepts and approaches with special emphasis on the prevention of falls and least restraint policies
- Excellent written and verbal communications skills in English

HOURS: Monday to Friday 8:30a.m. to 5:00p.m.

Interested applicants are asked to contact Evita Whiteside by August 9, 2013:

Email: evita_whiteside@can.salvationarmy.org

INTERNAL APPLICANTS: Your management supervisor must be aware of your intentions prior to submitting your application for this position

**We thank all applicants, however, only those candidates to be interviewed will be contacted
PLEASE NO PHONE CALLS**