

Couchiching Family Health Team

Position: **KINESIOLOGIST - Musculoskeletal (MSK) Programs of Care**
(FULL-TIME 12 MONTH CONTRACT WITH POSSIBILITY OF EXTENSION—NO BENEFITS)
Reports to: **Physical Health Team Lead**

Position Summary:

Using professional knowledge, critical thinking and clinical judgment the Kinesiologist (KIN) will act as the care coordinator for patients with musculoskeletal pain by participating in a collaborative care model providing comprehensive assessment, triage and timely referral as needed. The KIN will provide education, and follow up ensuring the goals and needs of the patient are prioritized and individualized. The KIN develops, implements, monitors, and evaluates services aimed at reducing the onset of chronic diseases and reducing complications among patients who already have a chronic disease diagnosis.

Roles and Responsibilities:**Professional Accountability:**

- Provide Care Coordination through assessment, triage, referral to IHP's, Specialists and follow up and discharge planning of referred patients with acute or chronic musculoskeletal pain (low back, neck, shoulder, hip, and knee)
- Provide lifestyle counselling and programming for FHT patients, through individual and group sessions, and work in collaboration with other IHP programs and services, including but not limited to: Craving Change, Osteoporosis, Metabolic Syndrome, Diabetes, Fitness for Health, Pole Walking, and Water Exercise Therapy
- Implement various goal-oriented intervention plans, including education with the patient and/or family members
- Ensure that all programs and services foster patient self-management and set identified goals
- Develop and manage CFHT programs that include wellness and physical activities and rehabilitation for patients living with pain and/or chronic disease.
- Work within the confines of a Kinesiologist's scope of practice in a multi-disciplinary care setting
- Conduct self within the legal/ethical/professional obligations and requirements as set out from the College of Kinesiologists
- Complete metrics as identified to be needed by the Director of Clinical Services or Team Lead
- Maintains and upgrades knowledge and skills
- Maintains current knowledge of CFHT policies and procedures
- Other duties as required

Communication and Collaboration:

- Establish and maintain effective and timely verbal and written communication with patients, Primary Care Providers, Clinical Program Team, and IHP's

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- Maintain an accurate patient record of health history, assessment, triage, patient education, follow-up and discharge plan through clear, concise notes in the CFHT EMR in a timely manner
- Maintain confidentiality in accordance with the Municipal Freedom of Information and Protection of Privacy Act
- Participate in committee meetings
- Participate in continuous quality improvement
- Ensure patient surveys are completed pre and post treatment

Inter-professional Competencies/Collaboration:

- Describe the CFHT KIN role, responsibilities, and scope of practice clearly to referred patients
- Practice within own scope of practice, code of ethics, standards and clinical guidelines while ensuring the patient receives best practice treatment in a timely manner
- Recognize and respect the role, scope of practice, responsibilities and competence of other IHP's
- Demonstrate respect and trust to ensure collaborative relationships are fostered, including those within the CFHT and community
- Demonstrate effective sharing of information and exchanging of ideas
- Develop and participate in delivery of programming in collaboration with CFHT IHP's or refers patients to established CFHT programs that would assist patients in healthy lifestyle changes, such as weight loss, pain management or improved workplace ergonomics

Assessment, Referral and Treatment:

- Assist in the development of a referral process to the program using the support tools
- Participate in assessing and prioritizing referrals to the MSK Health Program, ensuring patients meet criteria to receive treatment through the program
- Collect and review background information, relevant to the patient's physical health history
- Complete patient assessment using the approved tools
- Collaborate with the patient to identify priorities, short-term and long-term goals
- Inform the patient regarding uses of collected patient personal health information, obtaining consent as required by PHIPA
- Refer patients to CFHT/community programming as needs are determined
- Perform regular follow up with patients receiving treatment to track progress, reassess and revise treatment plan if needed with optimum goal being prevention and/or control of musculoskeletal/chronic pain
- Ensure patients are equipped with the appropriate learning tools to prevent/manage musculoskeletal/chronic pain prior to discharge from the program

Education/Specific Job Requirements:

- A Bachelor Degree in Kinesiology required
- Registered with the College of Kinesiologists of Ontario
- Thorough knowledge of kinesiology practice with an interest in musculoskeletal rehabilitation
- Thorough knowledge of history taking and performing physical examinations on musculoskeletal (MSK) pain patients



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- Proficiency in evidence-based rehabilitation for acute and chronic pain
- Strong interest and experience in program development and implementation of health promotion, disease prevention and chronic disease management, with a specific focus on exercise
- Demonstrated accountability and responsibility
- Strong patient focus and ability to build solid patient/practitioner relationships
- Demonstrated collaboration and teamwork skills with the patient at the centre
- Demonstrated leadership abilities
- Exemplary work history as demonstrated in current and past employment
- Computer skills (e.g. statistics input, word processing, email, etc.)
- Annual Cardio-pulmonary Resuscitation certification (BCLS)
- Physical capabilities to perform the duties of the position
- Work in compliance with Health and Safety laws adhering to safe work practices and procedures established by the CFHT
- Travel may be required within community
- Current Ontario Driver's License and access to reliable vehicle.
- Available to work evenings if necessary
- Provide a Police Record/Vulnerable Sector Check
- It is a condition of your employment that you receive the necessary vaccinations to protect against infection of COVID-19, or any similar infectious diseases, which may be recommended by governmental and public health authorities from time to time.

Experience:

- Minimum 2 to 3 years Kinesiology experience in a Community and/or Primary Health Care setting preferred

The Couchiching Family Health Team supports diversity, equity and a workplace free from harassment and discrimination. The CFHT is committed to an inclusive, barrier-free recruitment and selection process and workplace. If you are contacted to participate in our recruitment process, please advise the interview coordinator of any accommodations. The CFHT has an Accommodation Policy and Procedure to ensure you have access to a fair and equitable process. While we thank all applicants, only those contacted for an interview will be acknowledged.

**Please submit cover letter and resume including position title in subject line
to: careers@cfht.ca**