

Couchiching Family Health Team

Position: **Permanent Full-Time (1.0 FTE) Physiotherapist – Geriatric Outreach Team**

Reports To: **Team Lead—Complex Care Team**

Position Summary:

The Couchiching Family Health Team (CFHT) is currently seeking a Physiotherapist (PT) to join its growing team of health care professionals. As a key member of CFHT, and an integral part of an interdisciplinary health care team, you will provide Physiotherapy services for individuals and groups with a primary focus on the geriatric population.

The Physiotherapist will act as primary agent to identify and improve patient movement and function with physical difficulties resulting from illness, injury, disability, or ageing. The position will help promote patient health and wellbeing and assist the rehabilitation process by developing and restoring body systems. Key responsibilities include the development and review of treatment programs, comprised of manual therapy, movement therapy, and therapeutic exercise. Physiotherapists also work to help maintain and/or increase motor skills, balance, coordination, overall physical fitness.

Roles and Responsibilities:

Patient Education

- Educates and counsels family members and caregivers regarding the impact of disability, injury, or disease on the individual and their potential role within the recovery process
- Educates and counsels to promote function and independence including health promotion and injury prevention, particularly falls injury prevention

Assessment

- Assesses physical, emotional, and cognitive functioning with environmental considerations
- Provides evaluation and follow-up services for adults/older adults who have physical, behavioral and/or psychological challenges
- Conducts home assessments to determine possible need for equipment, modifications and/or supports
- Conducts Comprehensive Geriatric Assessments (CGA's)
- Participates in the completion of coordinated care plans

Treatment/Management

- Responsible for the delivery of physiotherapeutic care provided to clients with a wide variety of possible conditions, such as injuries and fractures, orthopaedic and joint issues, stroke, post-surgical rehabilitation, intensive care or terminal illness, abdominal conditions, obstetric/gynaecological issues, chest conditions, posture and movement issues, neurological conditions, learning difficulties and mental illness
- Provides individualized, evidence-based patient exercise and fitness treatment plans based upon a variety of different factors including the patient's age and injury. Treatment should help to develop, maintain, or augment functioning, working with patients to achieve the highest quality of life possible while reducing pain where able

Family Health Team

- Treatment techniques involving the encouragement of exercise and movement using manual and mechanical techniques, such as therapeutic movement and exercise therapy, massage, manipulation, and electro and/or hydrotherapy
- Use effective interpersonal skills to communicate complex and sensitive information with patients who may be vulnerable and at risk, and using those skills with families and colleagues
- Build relationships with the caregiver(s) of the patient (if applicable) to ensure that the patient is continuing to practice their suggested program
- Cooperate with families and other members of the professional team in the planning and delivery of programs for clients
- Educate patients/caregivers (if applicable) about how to improve and/or maintain their current condition and advise them on recuperative activities
- Assess, prescribe, and monitor assistive devices for mobility
- Responsible for the physiotherapy equipment, ensuring that safety is maintained

Referrals/Collaboration

- Collaborates with other health care professionals and community service providers to promote comprehensive and coordinated care
- Shares results of assessment and intervention with referring physicians and other team clinicians as requested within a specified timeframe
- Recommends and arranges for specialist referrals and appointments in consultation with primary care practitioners
- Facilitates referrals to other services as well as communication and networking between the primary care practice and hospital or home care
- Maintains relationships with networks, related professional organizations, and other related service providers

Programs and Services

- Participates as a clinical team member in the development and delivery of targeted programs with the Geriatric Outreach Team
- Actively participates in clinical programs and services
- Participates in the development, planning, and evaluation of the programs and services of the CFHT
- Undertakes home visits when required in accordance with CFHT Home Visit Policy

Related Considerations/Duties

- Models the values and philosophy of the CFHT
- Provides mentorship and additional skills training for co-workers and students where required
- Maintains current knowledge of accepted operating policies and procedures
- Collects data as required for statistical/reporting purposes
- Provides timely and informative reports as directed and requested by the Director of Clinical Services, Chief Executive Officer, and/or Physician Lead
- Participates in team building, program development, and improvement activities
- Participates in staff meetings



- Participates in established performance evaluation process and professional development goals
- Develops, updates, and maintains education resources

Skills/Knowledge Requirements:

- Outstanding problem-solving and conflict resolution skills
- Familiar with home assessments
- Familiar with physical testing and complex geriatric assessments
- Ability to take a collaborative patient history
- Has experience in a geriatric setting and understands related issues
- Understanding of community resources
- Knowledge and understanding of Continuous Quality Improvement
- Strong problem-solving, decision-making and time management skills
- Superior interpersonal skills
- Exhibits an ability to be open and non-judgmental
- Ability to work within a team or independently
- Knowledge and proficiency in current, evidenced-based methods/ practices with geriatric focus
- Prior experience and knowledge of electronic medical records
- Willingness to update knowledge and skills through various means including technology-based opportunities, courses, workshops and conferences
- Work in compliance with Health and Safety laws adhering to safe work practices and procedures established by the CFHT
- Other duties as required

Computer Skills

- Familiarity with a PC OS environment
- Experience with scheduling and electronic medical record keeping using a clinical management system (Telus Practice Solutions) is an asset

Education/Specific Job Requirements:

- Graduate of a post-secondary program in Physiotherapy
- Registration in good standing with the College of Physiotherapists of Ontario
- Membership in the Canadian Physiotherapy Association and/or Ontario Physiotherapy Association is an asset
- Additional training or experience in chronic disease management and geriatrics is preferred
- Basic CPR
- Current Ontario Driver's License and access to reliable vehicle for travel to various communities
- Provide evidence of a clean driver abstract and proof of insurance
- Able to work flexible hours including evenings if required
- Police Record/Vulnerable Record Check
- It is a condition of 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



Couchiching /

Family Health Team

Experience:

- Minimum 2-3 years experience and familiarity with geriatric care

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

March 2024