



## UNION JOB DESCRIPTION

**JD5250**

<b>JOB TITLE:</b>	Physiotherapist, Practice Support	<b>JOB DESCRIPTION NO.:</b>	5250
<b>CLASSIFICATION:</b>	Physiotherapist P2BE - Education	<b>GRID/PAY LEVEL:</b>	H-J-P2E
<b>COLLECTIVE AGREEMENT:</b>	Health Science Professionals	<b>HSCIS NO.:</b>	37904
<b>UNION:</b>	HSA	<b>JOB/CLASS CODE:</b>	37904
<b>PROGRAM/DEPARTMENT:</b>	Restorative Health	<b>BENCHMARKS (If Applicable):</b>	
<b>REPORTING TO:</b>	Manager or designate		
<b>FACILITY/SITE:</b>	Vancouver Island Health Authority (Royal Jubilee Hospital, Victoria General Hospital, Saanich Peninsula Hospital, Gorge Road Hospital, Cowichan District Hospital, Lady Minto Hospital, Nanaimo Regional General Hospital, West Coast General Hospital, Tofino General Hospital, North Island Hospital (Comox Valley Campus; Campbell River & District), Port McNeill Hospital, Port Alice Hospital, Port Hardy Hospital)		

### JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health), patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Manager and designate and in collaboration with the regional Coordinators, Therapy Services, is accountable for the establishment and implementation of practice standards for inpatient and outpatient Physiotherapists through the assessment, development and provision of clinical and educational strategies that support and improve patient care across Island Health. Provides regional and individualized clinical practice support while utilizing a systems approach to promote a coaching and mentorship culture to advance care physiotherapy practice within Island Health.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of Island Health in accordance with the service assignment and may require the use of a personal vehicle.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. Completes assessment of the practice support needs of Physiotherapists (PTs), and assigned Rehabilitation Assistants (RAs) from a regional, Island-wide perspective, in collaboration with the Restorative Health (RH) Leadership and Coordinators, Therapy Services:

- Develops Island-wide practice standards and guidelines.
- Identifies learning needs of therapy (including PT and RA) staff and coordinates and develops education opportunities, strategies, and programs for RH clinicians across the Island.
- Supports individual staff to develop their clinical learning plans, when need identified by staff themselves and/or by Coordinators, Therapy Services.
- Contributes to practice and documentation review through gathering of collateral information, when need identified by Coordinators, Therapy Services.

- Assists staff in the identification of research initiatives and projects related to patient care and/or discipline practices, disseminates findings, and assists in applying and implementing research findings into practice.
2. Develops and implements of Island-wide learning and performance support tools and quality initiatives in collaboration with Coordinators, Therapy Services, including:
    - Updates and revises clinical practice documents/resources/ guidelines (e.g. PIC tools, AAAG etc.) as needed.
    - Creates process improvement presentations and documentation as needed.
    - Supports and collaborates with RH Leadership and Site Coordinators by developing QI initiatives, implementing processes and procedures when authorized by RH Leadership and in collaboration with Coordinators, and evaluating outcomes.
  3. Supports new staff orientation when need identified by the Coordinators, Therapy Services, including:
    - Supports the development and completion of Island-wide orientation and site-specific orientation plans.
    - Supports staff in achieving and acquiring E.H.R. training and clinical documentation skills.
    - Participates in the creation of a regional orientation schedule in conjunction with Coordinators, Therapy Services.
    - Assists staff with their identified learning/orientation needs for further education and follow-up.
    - Provides coaching on locating resources via intranet, shared drive, library, vendors etc., provides education and guidance regarding resources/opportunities to support staff service delivery, and provides information regarding other Island Health programs and third party resources.
    - Supports implementation of peer mentorship for PTs within the Restorative Health program.
    - Supports conditional PTs through their transition into the workplace.
  4. Supports the process of student placements in collaboration with the Coordinators including:
    - Completes/supports HSPnet management in collaboration with Coordinators, Therapy Services.
    - Supports practice orientation through a regional lens.
  5. Participates in and supports the roll out of any large-scale change initiatives in collaboration with RH leadership and Coordinators, Therapy Services, and reviews such initiatives from a regional perspective.
  6. Provides day-to-day clinical Physiotherapist practice support to staff through team-based and 1:1 teaching, coaching and mentorship including:
    - Provides and / or arranges opportunities for education with regard to skills, processes, patient care needs, and specialty topics; e.g. assessment and treatment of physical motor and sensory function and dysfunction, seating, positioning, cervical collars, caseload triage, etc.
    - Provides guidance on complex assessment, treatment, caseload management, prioritization, and discharge planning.
    - Escalates any workload and performance related issues to Coordinators, Therapy Services.
    - Provides patient care support through a practice support lens, such as supporting staff with unfamiliar procedures/resources and support with patient care and discharge planning.
  7. Provides equipment support, including updating of new developments in equipment best practice, helping with clinical evaluation, assisting staff in selection and justification of new purchases for Coordinator approval, and orienting and teaching staff on new equipment.
  8. Supports Coordinators, Therapy Services, and RH Leadership by performing other related duties as required.
  9. Arranges and / or attends meetings in support of the above duties and responsibilities.

## **QUALIFICATIONS:**

### **Education, Training And Experience**

- Graduation from a recognized university program in Physiotherapy.
- Current practicing full registration with the College of Physical Therapists of British Columbia (CPTBC).
- Three years recent relevant experience including creating educational materials, implementing education strategies, utilizing knowledge translation abilities, and experience supervising students.
- Eligible for membership in the Canadian Association of Physiotherapists (CPA).
- Valid Class 5 Driver's License.

### **Skills And Abilities**

- Utilizes an evidence-based approach to practice support and learning strategies.
- Utilizes a team approach that includes use of a consultative approach, collaboration, patient/customer focus, goal orientated, and interdisciplinary approach and based on clear, effective relationships.
- Utilizes excellent communication skills including: active listening, effective written skills, conflict management skills, advanced computer skills and use of electronic resources.
- Utilizes change agent skills at all levels of practice.
- Utilizes formal and informal facilitation techniques with staff to achieve goals of position.
- Embraces and demonstrates a quality improvement approach to role.