



TRIBAL PERSONNEL DEPARTMENT

JOB ANNOUNCEMENT

JOB TITLE: **Physical Therapist**
SUPERVISOR: **PCHC Medical Director**
LOCATION: **Peter Christensen Health Center**
POST DATE: **December 29, 2020**
CLOSING DATE: **January 12, 2021**

General Description: The Physical Therapist shall exercise professional judgment in provision of health care services and related services as specified, and shall do all things necessary and reasonably proper to provide and maintain quality patient care and services, including but not limited to the effective use of practice standards and protocols. The Physical Therapist evaluates and conducts medically prescribed physical therapy treatment programs.

Qualifications: Must have proof of degree/s from an accredited, verifiable educational institution.

Salary: Negotiable/ Dependent upon qualifications

How to Apply: Submit your application for employment, and notarized release of information form by the deadline. Applications and detailed job descriptions can be located on our website www.ldftribe.com or are available at the William Wildcat Tribal Center in the Human Resources Department. Please submit your application materials to:

Human Resources Department
P.O. Box 67
Lac du Flambeau, WI 54538
715-588-3303
Email: hr@ldftribe.com

Native American preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, subsection 273 & 274. We are an equal opportunity employer with preference given to qualified Native American applicants in accordance with federal law and tribal policy.

**Lac du Flambeau Band of Lake Superior Chippewa Indians
Exempt Position Description**

A. TITLE OF POSITION: Physical Therapist

B. DEPARTMENT: Peter Christensen Health Center

C. SUPERVISOR'S TITLE: PCHC Medical Director

D. DESCRIPTION OF DUTIES: The Physical Therapist shall exercise professional judgment in provision of health care services and related services as specified, and shall do all things necessary and reasonably proper to provide and maintain quality patient care and services, including but not limited to the effective use of practice standards and protocols. The Physical Therapist evaluates and conducts medically prescribed physical therapy treatment programs. Specific responsibilities include but are not limited to the following:

1. Evaluate and develop rehabilitation treatment plans;
2. Performs initial and on-going assessments of patient's condition;
3. Performs therapy intervention utilizing standard physical therapy techniques and skills as appropriate for the condition of the patient;
4. Provide joint supervision with current PCHC providers in compliance with State and Federal regulations and rehabilitation standards of care for provision of appropriate treatment of PCHC patients;
5. Provide timely written and/or electronic document of patient treatment for all services, examinations, procedures, and instructions given to patients commensurate with standard medical practice, PCHC requirements in compliance with billing regulations to support PCHC billing practices
6. Work collaboratively with PCHC Medical Director, Providers and Clinical Manager to perform any and all rehabilitation services deemed necessary and appropriate;
7. Maintain comprehensive knowledge and skills in current physical rehabilitation health care practices;
8. Provide guidance to clinic staff to assure that the quality and safety of Physical Therapy patient care services meet federal, state, Tribal and other regulatory agency requirements;
9. Develop and discuss written treatment plans options to patients and revises and evaluates a plan of care which is appropriate to problems identified and involves the patient/family;
10. Initiate informed consents with patients and obtain signatures on informed consents;
11. Consult and refer patients to physicians and other health care practitioners as appropriate;
12. Provide continuity of care by developing and implementing patient management plans;
13. Monitor patients' conditions, progress and responses to treatments and reevaluating treatments as necessary;
14. Maintain a safe and clean working environment and practicing medicine in accordance with all applicable Occupational Safety and Health Administration ("OSHA") guidelines, regulations and standards, including, but not limited to, rules pertaining to

blood borne pathogens, and further, cooperating with PCHC in enforcing such guidelines, standards and regulations for all services performed on the premises owned, operated or controlled by PCHC and any organization related PCHC or under contract with PCHC;

15. Maintain accurate patient records, assuring confidentiality thereof, and complying with all requirements of the Health Insurance Portability and Accountability Act (HIPAA) of 1996, its implementing regulations, the Standards of Privacy of Individually Identifiable Health Information at 45 C.F.R. Parts 160 and 164, Subparts A and E (Privacy Rule); and 45 C.F.R. Parts 160 and 164, Subparts A and C (Security Rule); and the Health Information Technology for Economic and Clinical Health Act (HITECH Act), Title XIII, Subtitle D of the American Reinvestment and Recovery Act of 2009, Pub. L. No. 111-5, 123 Stat. 115 (2009) (AREA);
16. Participate in establishing policies, procedures, and guidelines designed to assure provision of adequate, comprehensive services and be responsible for monitoring clinical and quality assurance;
17. Participate as a team member of PCHC to facilitate the orderly and efficient operations of clinic services and departments; provide periodic educational offerings;
18. Oversees activities of physical therapy assistants, students, and other support personnel;
19. Assure all licenses/registrations/certifications are current and valid as required by state, federal and clinic guidelines;
20. Maintains a safe and clean working environment;
21. Understands the principles of Quality Improvement and participates in appropriate QI projects;
22. Works toward maintaining requirements of AAAHC certification and conducts appropriate follow-up;
23. Understands and practices the principles of HIPAA and participates in related mandatory training and enforces standards and regulations of HIPAA with all employees;
24. Participates in all training, meetings and committees as requested;
25. All other duties as requested.

E. POSITION RELATIONSHIPS:

1. **Internal:** Frequent contact with PCHC Staff and departments
2. **External:** Frequent contact with patients, community partners, and other tribal programs. Contact with tribal governing bodies, Health & Wellness Advisory Committee and the Lac du Flambeau Tribal Council, as needed.

F. SUPERVISORY RESPONSIBILITIES: Any P/T assistants, students or support personnel as deemed appropriate.

G. SUPERVISION RECEIVED: PCHC Medical Director

H. EDUCATION: Must have proof of degree/s from an accredited, verifiable educational institution.

I. EXPERIENCE: None required.

J. SKILLS & REQUIREMENTS:

1. Possess and maintain an unrestricted license in the State of Wisconsin, credentialing from the Wisconsin Physical Therapy Examining Board obtained prior to hire date required.
2. Provide training documentation from the American Physical Therapy Association and/or Wisconsin Physical Therapy Association, if applicable.
3. Possess current, valid Board Certification in licensed field prior to the commencement of duties, if applicable.
4. Must remain eligible for participation in and reimbursement from federal and state health care programs, including, but not limited to, Medicare, Medicaid and IHS, and shall accept and treat Medicare and Medicaid patients and patients enrolled in other state and federal health programs as applicable.
5. Maintain a current Basic Life Support certification.
6. Annually accumulate Continuing Education Credits sufficient to maintain current Wisconsin licensure.
7. Critical thinking skills, decisive judgment and the ability to work with minimal supervision.
8. Ability to multi-task in a busy work environment.
9. Excellent attention to detail.
10. Ability to work with patients and staff in a professional manner under stressful situations and must be able to participate in conflict resolution.
11. Ability to work with providers as part of the healthcare team.
12. Ability to communicate with other healthcare professionals and patients in a professional manner.

K. WORKING ENVIRONMENT:

1. **Work Conditions:** Fast-paced clinical environment, often with high treatment demands.
2. **Exposure to Hazards:** Exposure to hazards in the health care field.
3. **Physical Requirements:** Prolonged standing with frequent walking. As part of privileging, must have signed Statement of Health. Must be physically and mentally be able to perform duties set forth above with reasonable accommodations.

L. BEHAVIOR: The vision, goals and objectives of the Lac du Flambeau Band of the Lake Superior Chippewa Indians requires the Physical Therapist to perform in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any attitude or behavior that will tarnish the name or reputation of the Lac du Flambeau Tribe will not be tolerated and is subject to disciplinary action.

M. OTHER: Must submit to a drug test prior to commencing employment and random testing thereafter. Criminal background check required applicable to the job description. Employee must provide proof of vaccines or of immunity to measles, mumps, rubella and varicella at time of employment and submit to a TB skin test. As an employee of the Tribe, he/she will be subject to the Policies and Procedures of the Lac du Flambeau Band of Lake Superior Chippewa Indians.

