

PART I	HAWAII HEALTH SYSTEMS CORPORATION	6.321
	STATE OF HAWAII	6.322
		6.332

Class Specifications
for the classes:

PHYSICAL THERAPIST III, IV and V
SR-20; SR-22; SR-24
BU:13; BU:23

SERIES DEFINITION

Positions in these classes perform and/or supervise professional physical therapy services, or perform professional work as a program/staff specialist in support of a physical therapy program. Physical therapy involves the assessment of needs and provision of treatment techniques that promote the ability to move, reduce pain, restore function and prevent disabilities. Physical therapy interventions include therapeutic exercise to increase strength, endurance, coordination and range of motion; functional training in self-care and home management (including activities of daily living) and in community and work integration or reintegration; manual therapy, such as mobilization, manipulation and massage; use of devices and equipment, such as assistive, adaptive, orthotic or prosthetic devices; electrotherapeutic modalities stimuli to facilitate motor activity; and application of physical agents and mechanical modalities such as heat, cold, ultrasound and electrical stimulation to relieve pain or improve the condition of muscles.

PHYSICAL THERAPIST III 6.321

Duties Summary:

This class reflects the fully independent journey worker level which performs the full range of professional physical therapy services to individuals and groups. Under general supervision, prepares treatment plans and administers all physical therapy procedures for the full range of cases falling within the scope of a program for the treatment or prevention of physical disability or disease; performs evaluations and prepares testing summaries; may provide all physical therapy services for a clinic, hospital, facility or school district; and performs other related duties as assigned.

Distinguishing Characteristics:

Positions in this class are required to plan and organize their own activities so as to meet the needs of assigned patients/clients. The work may involve the provision of all physical therapy services for a unit center or facility; however, work performance is generally

limited to providing and evaluating direct patient evaluations and treatment services. A high degree of professional judgment is exercised in determining goals and selecting treatment techniques for each patient or client.

Incumbents in this class receive general supervision from a higher level physical therapist or physician, or professional consultation from other technically qualified professionals through conferences and review of reports. At this level, decisions on routine aspects of evaluation and treatment services are made as part of the regular assignment. Positions may work as a member of a multidisciplinary team.

Examples of Duties:

Selects, administers and interprets appropriate standardized and non-standardized tests and evaluations in assessing patients/clients' motor skills and functioning; develops and implements treatment programs/plans/interventions to increase strength, endurance, coordination and range of motion; reduce pain; improve the condition of muscles; restore function and prevent disabilities; assesses effectiveness of treatment plans and makes modifications as necessary; maintains case records by writing progress notes and reports of patients'/clients' response to treatment plans; prepares correspondence, reports, case histories, treatment plans and other material; collaborates with physicians, members of multi-disciplinary teams, and other member of the health care team relative to patient/client treatment and progress; provides evaluation and progress reports on patients/clients'; offers and receives recommendations, suggestions and expertise concerning the patient/client and treatment plan; designs, produces and instructs others in the use of adaptive equipment, wheelchairs, positioning chairs; utensils, splints and other orthotic and assistive devices; determines supplies needed for patient/client treatment, and submits requisitions and request to purchase supplies, as necessary; provides consultation to parents, caregivers, teachers, employers and others to provide information regarding patients'/clients' abilities, limitations, progress and needs; also provides instruction/training regarding how they may assist/facilitate the patients'/clients' progress/functioning; instructs and directs the work of paraprofessional physical therapy personnel in the implementation of treatment plans; makes suggestions on the use of effective therapeutic techniques; provide orientation and conducts in-service training for new physical therapists, occupational therapy assistants, other health care professionals and volunteers regarding physical therapy treatment services; supervises student physical therapists that are in a degree program who need to complete clinical affiliations; and provides orientation, mentors and guides students' performance, and evaluates their competency.

Knowledges and Abilities Required:

Knowledge of: Anatomy, neuroanatomy, physiology, kinesiology and related sciences; principles and practices of physical therapy; the technical procedures and modalities of physical therapy; current treatment techniques including use and modification of appropriate therapy equipment and appliances; and available physical therapy resources in the community.

Ability to: Independently plan and administer physical therapy treatments based upon medical diagnosis; test for and evaluate clients' physical limitations; explain physical therapy treatments and instruct clients and others in the application of the physical therapy procedures; deal effectively with patients; set up treatment schedules and determine when therapies should be discontinued; keep records and prepare reports; supervise sub-professional physical therapy personnel.

PHYSICAL THERAPIST IV

6.322

Duties Summary:

This class reflects responsibility as: (A) Plans, organizes, and directs a small to moderate sized program of physical therapy services or (B) a program specialist responsible for developing and evaluating policies, procedures and standards and conducting studies concerning the provision of physical therapy services and performs other related duties as assigned.

Distinguishing Characteristics:

Positions at this level receive general supervision, which is primarily administrative in nature, from a higher level physical therapist, physician and/or other administrative position. The supervision may involve advice on policies, procedures, etc.

Positions in this class reflect significant involvement in the supervisory and program development and evaluation aspects of professional physical therapy work. Recommendations pertaining to administrative and technical aspects of physical therapy services as well as decisions on treatment procedures and routine administrative matters are made at this level. Positions in this class are typically of the following general types:

Type A. A Physical Therapist responsible for supervising, planning, organizing, coordinating, and coordinating a comprehensive program of physical therapy services for a facility, center, institution or a sub-program of a large division level physical therapy program where the scope of the services is considered small to moderate. The scope of such a program is based on the number of professional and paraprofessional subordinate staff, the size and scope of the program within the hierarchy of the agency's total physical therapy program, the limited specializations within the physical therapy program of services, the availability of supervisory guidance or lack of such guidance, etc. A position in this class may be the sole professional Physical Therapist in a facility or program, or may supervise a small staff (1 to 8 positions) of subordinate professional, paraprofessional and/or allied health services positions. The primary consideration however, is that the position is responsible for the program of physical therapy services and is significantly involved in planning, organizing, coordinating and conducting such a program, including the development and maintenance of operational policies and procedures and necessary coordination of services with other disciplines. Positions of this type may also provide direct services to patients/clients for a significant portion of the time.

Type B. A Physical Therapist that functions as a program specialist responsible for program planning and evaluation activities including the development, revision, and evaluation of policies, procedures, and standards in a physical therapy program area and provides advice and assistance to line personnel in public and/or private treatment facilities or program(s). Such functions may be performed as the physical therapy representative of an interdisciplinary team established to monitor and evaluate ongoing private and/or public physical therapy treatment programs and may involve coordination of the team's activities.

Examples of Duties:

Type A: Plans, organizes, coordinates, supervises and evaluates the provision of physical therapy services; schedules, assigns, reviews and evaluates the work of physical therapists, other health care professional, paraprofessionals and student interns, in the provision of services; provides assistance and direction to staff in the implementation of daily activities; attends conferences and staff meetings for cooperative planning of programs or treatment services; oversees the maintenance of case records containing progress notes and reports of patients'/clients' response to treatment plans; develops and revises operational policies, procedures and standards for the work unit; conducts studies of operations, program problems and activities and makes recommendations for modification and expansion of existing services or initiation of new

services; interviews and recommends selection of applicants, orients new employees, approves/disapproves leave requests and recommends approval/disapproval of personnel actions, and counsels and disciplines employees as necessary; develops and implements staff development activities; prepares requisitions for and maintains inventory of physical therapy supplies and equipment; develops and recommends operating budget and other resource requirements; updates policies and procedures manuals; prepares correspondence, reports and other written material; and provides professional physical therapy services.

Type B: Identifies physical therapy service needs for a target population/community; conducts research on physical therapy methodologies and techniques; develops plans, policies and standards to provide service; updates policies and procedures manuals; develops community support for the program's activities; applies for, administers and monitors grant funds; coordinates and evaluates services and modifies plans as necessary; provides advice, assistance and/or training to peers, team members, personnel in public and/or private treatment facilities and/or programs on the characteristics and modalities that may be used to treat certain types of conditions; provides advisory and consultative services and program information to teachers and other school officials, operators of private treatment facilities, parents, other therapists, diagnostic team members, family members, etc.; conducts studies of operations, program problems and activities, and makes recommendations for modification and expansion of existing services, or initiation of new services; develops and recommends operating budget and other resource requirements; and prepares correspondence, reports and other written material.

Knowledges and Abilities Required:

Knowledge of: Anatomy, kinesiology, neuroanatomy, physiology, neurophysiology, and related sciences; principles and practices of physical therapy; physical therapy diagnostic evaluation and testing procedures; various treatment techniques; trends and developments in physical therapy; available physical therapy resources in the community; and, for some positions, principles and practices of supervision.

Ability to: In addition to that specified for the prior levels, interpret and formulate operating policies and procedures, and plan, coordinate and conduct a physical therapy program; advise and counsel staff effectively; prepare a program budget; explain the program of services offered to clients and the public; maintain cooperative working relationships with clients, staff members and the community; and, for some positions, supervise the work of others.

PHYSICAL THERAPIST V

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Duties Summary:

This class reflects responsibility as a supervisor of a large program of physical therapy services including the supervision of a large staff of Physical Therapists and allied therapy personnel; and performs other related duties as assigned.

Distinguishing Characteristics:

Supervises a large physical therapy unit with responsibility for planning, organizing, coordinating, directing and evaluating a program of physical therapy services. Supervision is exercised over a large physical therapy staff (10 or more positions). In addition to the performance of supervisory functions, a position in this class is responsible for the development and maintenance of operating policies, procedures and guidelines and the implementation of the physical therapy program. The work of a position in this class is complicated by the coordination of services of a large staff and the responsibility for program planning and direction and integration of services with other disciplines.

Examples of Duties:

Duties performed are similar to Physical Therapist IV, Type A above; however, activities are more intense because of the larger size of the program and the need for a greater degree of coordination/integration of services with others.

Knowledges and Abilities Required:

Knowledge of: In addition to the knowledges required at the previous level, an extensive knowledge of both private and public physical therapy; and related health care services available in the community.

Ability to: In addition to the abilities required at the previous level, the ability to develop physical therapy and other related health service programs, projects, policies, procedures, plans and budgets; and establish and maintain effective and cooperative working relationships with other staff members, representatives of other departments, community groups and the general public.

This is an amendment to the class specifications for the classes PHYSICAL THERAPIST II, III, IV delete level II and to update language, effective November 6, 2013.

This is an amendment to the class specifications for the classes PHYSICAL THERAPIST II, III, IV approved on March 28, 1967, and a change in title and amendment to the class PHYSICAL THERAPIST VI, approved on September 30, 1983. The class PHYSICAL THERAPIST V, 6.331, approved on March 28, 1967, is hereby abolished.

This class is adopted from the State of Hawaii, relative to the transfer of classification and compensation jurisdiction to the Hawaii Health Systems Corporation, effective July 1, 1998, pursuant to Act 262, Session Laws of Hawaii, 1996.

DATE APPROVED: November 6, 2013

PAUL TSUKIYAMA
Director of Human Resources