

Employee Name \_\_\_\_\_  
 Physical Therapy Assistant  
 Therapy Services

**Gonzales Healthcare Systems**  
**Job Description/Competency Based Performance Appraisal**

<b>Job Title: Physical Therapy Assistant</b>	<b>Department: Therapy Services</b>
<b>Employee Reports To: Physical Therapist/Director of Therapy Services</b>	<b>Employee Supervises: N/A</b>
<b>Exempt/Non-exempt Status: Non-Exempt</b>	<b>Employment Status: Full Time</b>
<b>Employee Signature:</b>	<b>Approval:</b>
<b>Date:</b>	<b>Date:</b>

Position Summary
Administers physical therapy to patients requiring therapy services. Participates in patient and family teaching and provides leadership by working cooperatively with ancillary services and other patient team personnel. Performs services in accordance with physicians' orders and under the direction and supervision of the Director of Therapy Services.
OSHA Bloodborne Pathogens I.

Position Qualification	
<b>Education &amp; Licensure</b>	Graduate of an accredited Associates Degree program for Physical Therapy Assistants. Texas Physical Therapy Assistant License and a valid Texas driver's license.
<b>Experience</b>	No prior work experience required. Effective oral and written communication abilities and organization skills required. Current CPR Certification required.
<b>Physical Requirements</b>	Intermittent sitting, prolonged periods of standing and walking. Frequent bending, stooping, and reaching. Average lifting of 25# from the floor to waist, 50# surface to surface, 20# overhead. Pushing and pulling with 50# force while assisting patients or moving equipment. Includes all physical tasks as outlined in the discipline's respective practice act.

Technology Requirements		
<b>GHS Information Systems</b>	<b>SOFTWARE:</b> Cerner Office 365 Chrome Adobe Acrobat	<b>WEBSITES:</b> Brightly Health.edu UKG

Access Control	
<b>Physical Access</b>	Standard Employee Access Thrive Access Sievers Medical Clinic Access

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<b>Section 1: Core Behaviors</b>	
<b>A</b>	<b>Organizational Commitment</b>
1	Demonstrates a professional demeanor
2	Is committed to GHS's Mission, Vision, Values
3	Complies with Gonzales Healthcare Systems and departmental Policies
4	Demonstrates commitment to enhancing how GHS is viewed by others
5	Adheres to Attendance & Punctuality Policy
<b>B</b>	<b>Customer Orientation</b>
1	Advocate of the diverse needs & cultural values of ALL
2	Provides attentive service to ALL
3	Demonstrates respect, sensitivity & care in ALL
4	Protects confidentiality and privacy of ALL
5	Adheres to current GHS's Customer Service Standards
<b>C</b>	<b>Performance Focus &amp; Self Management</b>
1	Organizes & prioritizes work duties
2	Works toward the continuing growth/development of staff
3	Sets & tries to surpass personal & work goals
4	Is aware of one's impact on others
5	Is flexible & adapts positively to new, different or changing situations
6	Asks questions, is informed & acts according to GHS's standards
7	Incorporates the PI plan principles into daily activities
8	Adheres to laws and regulations applicable to job function
<b>D</b>	<b>Team Orientation</b>
1	Acts to work cooperatively with & helps other team members
2	Participates in projects & is a good team player
3	Recognizes and acknowledges others for a job well done
4	Considers coworkers views & recommendations
5	Extends team work behaviors to ALL
<b>E.</b>	<b>Interpersonal Communications</b>
1	Effectively communicates with others in an effort to create mutual understanding
2	Works to find resolutions to problems
3	Encourages two way communications
4	Maintains focus on issues rather than personalities

<b>Section 2: Department Specific</b>	
<b>A</b>	<b>Essential Duties &amp; Responsibilities</b>
1	Provides physical therapy services in accordance with the plan of care.
2	Administers physical therapy services.
3	Treats patients to decrease pain, improve or restore function, and achieve maximum therapeutic potential using therapeutic exercise, thermal agents, physical modalities, and manual techniques as appropriate
4	Directs and aids patients in active and passive exercises, muscle re-education and functional training to improve activities of daily living.
5	Gives whirlpool and contrast baths and applies moist hot packs.
6	Observes, records, and reports to the supervising therapist the patient's reaction to treatment and any change in the patient's condition.
7	Instructs the patient in the care and use of wheelchairs, braces, crutches, canes and prosthetic and orthotic devices.
8	Instructs other health team members including, when appropriate, Home health Aides and family members in certain phases of physical therapy with which they may work with the patient.
9	Documents each visit made to the patient and incorporates notes into the clinical record at least weekly.
10	Provides in-service to other GHS personnel as needed.
11	Participates in case conferences as required.

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Physical Therapy Assistant

Therapy Services

12	Provides care appropriate for the neonate and the pediatric, adolescent, and geriatric patients served based on demonstrated knowledge's of the principles of growth and development over the life span.
13	Interprets data provided by the supervising therapist on neonate, pediatric, adolescent, and geriatric patients' status to identify patients' requirements relative to their age-specific needs and provides care needed as stipulated in departmental policy.
14	Performs other duties as assigned.
<b>B</b>	<b>Infection Control Duties and Responsibilities</b>
1	Follows Infection Control guidelines and policies for Gonzales Healthcare Systems.
<b>C</b>	<b>Safety Duties and Responsibilities</b>
1	Follows Safety guidelines for Gonzales Healthcare Systems.