



IDENTIFICATION

Department		Position Title	
Northwest Territories Health and Social Services Authority		Regional Physiotherapist	
Position Number(s)	Community	Division/Region(s)	
48-5846	Inuvik	Rehabilitation Services/Beaufort Delta	

PURPOSE OF THE POSITION

This position provides safe, quality client -centered physiotherapy (PT) in accordance with the Code of Ethics and Rules of Conduct of the Canadian Physiotherapy Association (CPA) and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure patients realize and maintain maximum physical mobility and functional independence.

SCOPE

The NTHSSA is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̨chʔ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłı̨chʔ Community Services Agency will operate under a separate board and Hay River Health and Social Services Agency will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire NWT. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

This position is located in the Inuvik Regional Hospital, which is a 51 bed accredited facility serving the town of Inuvik and 12 outlying communities serviced by the NTHSSA. The NTHSSA provides and supports the delivery of health care services to adults and children on an inpatient, outpatient and outreach basis in order to enhance healthy communities and well-being through excellence, accountability and respect for regional diversity.

Reporting directly to the Regional Manager Rehabilitation, the incumbent independently provides assessment, diagnostic, rehabilitative and preventative services to inpatients and outpatients ranging from pediatrics to geriatrics. The Rehabilitation Department consists of the two Physiotherapists, two Occupational Therapists, two Speech Language Pathologists, and two Rehabilitation Assistants.

This position plans, organizes, delivers and evaluates PT services in the hospital (including the Acute Care ward, Long Term Care ward, and the outpatient clinic), in the community health centers, in the home and in school settings in the Beaufort Delta and the Sahtu regions.

RESPONSIBILITIES

1. Provides direct care to all ages with a wide variety of conditions requiring PT treatment using a clinical problem solving approach and in accordance with the standards, guidelines and scope of PT to facilitate individualized patient care.

- The Physiotherapist determines with the patient the potential value of available PT services and facilitates informed patient decision- making.
- Assesses and reassesses patient's physical status, functional abilities, needs and goals utilizing an evidenced based approach.
- Analyzes findings to formulate a PT diagnosis, determine patient abilities, functional needs and potential for change.
- Establishes and prioritizes with the patient expected health outcomes, general intervention strategies and selected interventions.
- Assists patients with obtaining specific resources required to meet established patient health outcomes (i.e. WCB, NIHB, Extended Health Benefits, etc.).
- Assists patients in realizing and maintaining maximum physical mobility and functional independence. Educate patients about their condition and promote self-management as well as prevention of future problems.
- Implements PT intervention, evaluate effectiveness in relation to identified patient health outcomes and make appropriate adjustments.
- Documents PT assessment, intervention strategy and evaluate results accurately.
- Provides appropriate access to accurate, objective, relevant information about the patient and general PT service.
- Maintains patient confidentiality, respect the autonomy of the patient and demonstrate professional integrity and commitment to the well-being of all patients. Advocate the dignity and self-respect of patients.

- Communicates effectively with patients, relevant others and professional colleagues.
- Demonstrates effective collaboration and interdisciplinary teamwork to ensure a coordinated holistic approach which best meets the needs of the patient.
- Discontinues PT services when PT services are no longer indicated and complete appropriate patient follow up and evaluation. Aids in the coordination of the transfer or discharge of patients.
- Assigns and monitors the work of the Rehabilitation Aide (both delivery of care and post care paperwork).
- Arranges travel clinics/Telehealth videoconferencing to outlying communities of the NTHSSA and Sahtu regions prioritizing need based on severity, risk of delay, and potential for improvement. Coordinates scheduling with community healthcare staff.

2. Develops implements and evaluates educational programs, which emphasize health promotion and the prevention of disability.

- Facilitates individual learning of patients and, where applicable, their families in relation to patient illness or injury (i.e. self-care, health promotion, etc.).
- Provides coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
- Provides support to Community Health Centers in providing educational resources.
- Develops, revises and evaluates on an ongoing basis, educational resources necessary to support patients and health care centers.
- Acts as a consultant to other health professionals and the public.
- Maintains current best practices in PT through continuing education and appropriate research materials.

3. General departmental maintenance and other duties as assigned.

- Completes daily workload measurement statistics and assist with month end reports. Monitor and strive to improve productivity and quality of care utilizing measurement systems.
- Utilizes effective time management skills to plan PT services.
- Troubleshoots and ensures timely and appropriate maintenance and repairs on therapeutic equipment in areas that include but are not limited to the clinical, work and home environments.
- Manages fiscal affairs appropriately while simultaneously ensuring practice environments that have the organizational and resource allocations necessary for safe, competent and ethical care.
- Adheres to and complies with the facilities policies and procedures and other appropriate legislation.
- Assists with orientation of new employees to the Rehabilitation Department.

WORKING CONDITIONS

Physical Demands

Lifting or transferring patients, forces during assessment and treatment, lifting heavy bags for traveling

(Daily - 5 minutes – Moderate)

Risk of being hit by confused/abusive patients
(Rare - 5 minutes – Moderate)

Awkward work position in Community Health Centers
(2 – 3 days/month - 30 – 60 minutes – Moderate)

Environmental Conditions

Traveling in small noisy aircraft
(+20 * per year - 30 – 120 minutes – Moderate)

Traveling on ice or isolated roads
(+5 * per year - 90 – 120 minutes – Moderate)

Exposure to communicable diseases
(Daily - 30 – 60 minutes – Moderate)

Exposure to moderate noise levels from equipment (i.e. Whirlpool), odors or fumes from cleaning agents and to electromagnetic field
(Daily - 20 – 30 minutes – Moderate)

Sensory Demands

Use of senses during assessment
(10 – 15 * per week - 30 – 60 minutes – Moderate)

Mental Demands

Balancing administrative and clinical duties as well as regional and local roles
(Daily – Daily – Moderate)

Concentrated attention to detail during assessment and intervention sessions
(Daily - 30 – 60 minutes – Moderate)

Dealing with emotional impact of a large case load
(Daily – Daily – Moderate)

Dealing with angry or indifferent parents or their families
(1 – 2 * per week - 30 – 60 min – Moderate)

Dealing with patients with progressive chronic or terminal conditions
(Daily – Daily – Moderate)

Modifying treatment programs to accommodate different cultural values and perceptions
(Daily – Daily – Low)

Resourcefulness and confidence in skills is required when working independently
(Daily – Daily – Low)

Extended periods away from home
(+10 * per year - 1 – 5 days – Low)

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of current PT accepted standards of practice with a broad base of PT experiences.
- Must be sensitive to the cultural, social and regional conditions in order to develop effective programs.
- Must be able to travel to outlying communities via ice road and small aircraft. A valid NWT Driver's license would be considered an asset.
- An ability to educate patients, their families (where applicable) and other health care professionals on appropriate self-management techniques.
- Knowledge of and an ability to network resources within and outside the IRHSSA (i.e. Social Services, WCB, Community Health Nurses, Home Care, etc.) in order to ensure support of patients and their families (i.e. discharge planning).
- Computer skills adequate for administration tasks.

Typically, the above qualifications would be attained by.

This level of knowledge is typically acquired through a university degree in PT at a Bachelor's or Masters level. Preference will be given to candidates with at least 2 years work experience.

ADDITIONAL REQUIREMENTS

Beaufort Delta Regional Requirements:

Within the Beaufort Delta region Physiotherapists must be eligible for membership with the CPA, be professionally licensed in any Canadian province as an active member and have successfully completed a medical clearance and criminal record check.

Within the Beaufort Delta region all health care providers must be able to acquire within a reasonable time frame and remain current with the following training and certifications.

- WHMIS.
- internet and E-mail application.
- CPR.
- Standard First Aid training.
- Fire training.

Position Security (check one)

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred