



WINNIPEG REGIONAL HEALTH AUTHORITY POSITION DESCRIPTION (NON-MANAGEMENT)

DATE: October 16, 2019

POSITION TITLE: REHABILITATION CLINICIAN

JOB CODE: 30001873

UNION: MAHCP

DEPARTMENT: River East Transcona My Health Team

REPORTS TO: Team Manager

EDUCATION:

- Entry-to-practice academic credential in a relevant health care profession from an approved Canadian university program or the approved/recognized equivalent if internationally educated.
- Physiotherapy preferred.

EXPERIENCE:

- Minimum of three years of progressive clinical experience in rehabilitation services.
- Experience working with persons with various health conditions (e.g. chronic diseases, developmental disabilities, mental health challenges, etc.) and in developing community linkages and relationships an asset.

OTHER:

- Ability to establish and maintain good interpersonal relationships.
- Must have effective written and verbal communication skills.
- Must be able to work cooperatively with other disciplines and demonstrate professional judgment and initiative.
- Knowledge of the physiological, social, cultural and economic aspects of client care.
- Ability to organize and complete assignments with minimum supervision.
- Willingness to adapt to new concepts, techniques and best practice in the academic and clinical fields of health care and education knowledge.
- Computer literacy as appropriate to the setting.
- Records accurate statistical workload data in a timely manner and according to department and professional standards.
- Understands and complies with all relevant regional, facility and departmental policies, procedures and standards.

PHYSICAL DEMANDS AND WORKING CONDITIONS:

- Must be in good physical and mental health and be able to stand or walk for extended periods of time without resting.
- Must demonstrate the use of safe and effective body mechanics while working with clients.
- Must demonstrate adequate motor coordination or dexterity for implementation of therapeutic techniques and manipulation of therapeutic activities as necessary.
- May be required to work evenings or weekends.
- May be required to occasionally work extended hours.
- May be exposed to infectious diseases, blood and body fluids, toxic materials, noise, allergens, physical and emotional stress.
- May encounter aggressive and/or agitated clients/visitors/staff.

LICENCES, REGISTRATIONS:

- Current registration/licensure with the applicable Manitoba health care professional licensing body required.
- Current certification in basic CPR preferred.
- Valid class 5 Manitoba driver's license and access to a reliable vehicle, with ability to travel within Manitoba.

MAIN FUNCTION:

The successful candidate will work within the Access River East Primary Care Clinic; however, the role may also include work within other sites included within the River East/Transcona Partner clinics including community and home visits.

The Rehabilitation Clinician is part of an interdisciplinary team that provides care, teaching, and support to clients with Chronic Diseases. The Clinician plays a central role in ensuring quality service delivery by providing a context that supports Interprofessional collaboration and alignment of existing services. MyHT Clinicians help clients to integrate primary care with other program areas in service delivery with a focus on mental health, continuing care, public health, and healthy living. Inter-professionalism builds capacity, given that a team benefits from a range of expertise to ensure that the appropriate services are delivered by the appropriate provider, thereby increasing accessibility of services to those who need them, when they need them. The Clinician's role will include consultation, assessment, rehabilitation therapy, counseling, and education.

ILLUSTRATIVE EXAMPLES OF ACTIVITIES OF POSITION:

CLIENT CARE (80-90%)

Under the general supervision of the Manager (or designate) the Rehabilitation Clinician:

- Performs assessments, in collaboration with the client, sets realistic client-centered goals and develops treatment programs aimed at improving the physical, mental and psychosocial well-being of the client. Implements and modifies treatment programs as necessary based on reassessment findings and use of outcome measures.

This includes:

- Acute rehabilitation therapy including but not limited to:
 - Cervical, thoracic, lumbar and lumbo-sacral pathology
 - Shoulder, hip, knee, ankle and foot for individual patients
 - May include set up of an exercise and/or rehabilitation program that will focus on the diagnosis and management of these various ailments
- Rehabilitation of post-operative conditions such as:
 - rehabilitation post-operative hip, knee and shoulder replacements
- Chronic disease management focused on:
 - Chronic diseases such as asthma, COPD, Diabetes and CHF
 - Possible extension towards chronic management of dyspnea in conditions such as lung cancer or pulmonary fibrosis to help with breathing management
 - Group teaching of chronic disease management of above conditions
 - A potential focus on obesity management as one possibility (setting up and recommendation of low-impact exercise, basic dietary management and coordination of exercise classes for such groups)
- Pain management :
 - Chronic pain management and ways to help patients in both individual and group settings.
- Adheres to service and professional standards for documentation in the client care record.
- Maintains client confidentiality in accordance with all privacy legislation and maintains communication related to client care with physicians, other healthcare workers, external agencies, client and the client's caregiver where appropriate.
- Educates and motivates the client and caregivers to obtain the maximum benefit from the rehabilitation interventions.
- Coordinates the delivery of rehabilitation care with other members of the healthcare team or educational team within the school system.
- Provides instruction, supervision and receives feedback from rehabilitation support staff (if applicable) in the delegation of specific client treatment programs and other duties.
- Organizes, prioritizes and assumes responsibility for their caseload and maintains a caseload consistent with department standards.
- In collaboration with the client and client's family and/or caregivers, develops and/or coordinates appropriate home and/or community programming to maintain and enhance the functional performance of the client.
- Participates in client discharge plans, including home assessments as required.
- Delivers a consultative service by assessing, problem solving, providing education and recommendations and/or an intervention programs for clients in the community or school setting.
- Discontinues service as appropriate in communication with the client and client care team.

EDUCATION (CLIENT, STAFF, STUDENTS, ETC.) (5-10%)

- Develops educational resources and materials in collaboration with the patient care teams.
- Participates or assists with the clinical education of PT/OT/Kinesiology/Athletic Therapy students and rehabilitation assistant students and evaluates their performance in the clinical experience.
- Develops and teaches programs directed towards preventative and rehabilitative healthcare and wellness.
- Provides group or individualized educational sessions as appropriate.
- Participates in the orientation and mentorship of new staff and students.

QUALITY (5-10%)

- Seeks to improve the processes within the scope of responsibility.
- Participates in the development, implementation and maintenance of quality assurance and quality improvement initiatives in all aspects of patient care.
- Participates in the development, implementation and evaluation of written procedures and standards.
- Records accurate statistical workload data in a timely manner and according to department and professional standards.
- Understands and complies with all relevant regional, facility and departmental policies, procedures and standards.

PROFESSIONAL DEVELOPMENT (5-10%)

- Maintains and updates professional skills and knowledge base through self-examination and the integration of new knowledge acquired through continuing education and professional development opportunities.
- Demonstrates personal growth and development in the areas of clinical reasoning and the use of evidence based practice.
- Maintains knowledge of equipment and treatment resources within the department and facility. May be asked to make recommendations for equipment purchases.

RESEARCH (0-5%)

- Supports the generation of new professional knowledge identifying potential research topics.
- Supports and participates in approved research, clinical studies and program evaluations.
- Contributes to the knowledge base of the Rehabilitation Clinician by sharing expertise, knowledge and practical experience through presentations and publications.

SAFETY (ONGOING)

- Maintains responsibility for personal and client safety during rehabilitation care and maintains awareness of and adheres to safety procedures; acts appropriately in all emergency situations.
- Identifies faulty equipment, removes it from active use and notifies appropriate personnel.
- Adheres to all safety and health regulations and safe work practices.

- Maintains awareness and complies with all Workplace Hazardous Materials Information System (WHMIS) regulations.
- Completes all mandatory safety education sessions and recertification (e.g. CPR and WHMIS).

INTERPROFESSIONAL PRACTICE (ONGOING)

- Seeks out, integrates and values as a partner, the input and ongoing involvement of each patient/client/resident/family/community when designing and implementing care and services.
- Understands one's own role and the roles of other health providers to appropriately establish and achieve patient/client/resident/family/community goals.
- Applies the principles of cultural proficiency, team dynamics and group processes to enable quality patient care and effective interprofessional collaboration to emerge in everyday practice.
- Applies leadership principles that support a collaborative practice model including shared decision-making and accountability for one's own actions.
- Consistently communicates in a respectful, responsive, and responsible person-centered manner.
- Engages self and others, including the patient/client/resident/family/community in a positive manner to constructively address disagreements as they arise.
- Engages in relationships with care, dignity and respect regardless of race, ethnicity, culture, ability or language proficiency.

OTHER (0-5%)

- Provides input into peer performance reviews as requested.
- Participates in the interviews of prospective staff members as requested.
- Represents MyHT on program, facility or regional committees as requested.
- Attends and participates in all departmental or program meetings and inservices.
- Where applicable, may be asked to assume responsibility for departmental caseload management.
- May be required to perform other duties and functions related to this job description not exceeding above stated skills and capabilities.