

Effective date: March 22, 2021

Customers served (external and internal): all external customers and patients, any member of the Paradigm team, all vendors, suppliers and any other members of the public.

Reports To: Physical Therapist, Supervising

Role Summary: Physical therapist assistants, under the direction and supervision of a physical therapist, may be involved in implementing treatment plans with patients. Physical therapist assistants perform routine support tasks, as directed by the therapist.

Physical therapist assistants (PTAs) may be tasked to help PTs develop fitness and diet plans to help promote healthier lifestyles for patients who wish to prevent loss of mobility. They generally work with patients who have mobility problems, sprains, strains, fractures, amputation, arthritis and sports or work-related injuries.

Principal Accountabilities: (essential job functions)

- Administer traction, using intermittent and static traction equipment.
- Prepare treatment areas and electrotherapy equipment for use by physiotherapists.
- Perform postural drainage, percussions and vibrations, and teach deep breathing exercises to treat respiratory conditions.
- Instruct, motivate, safeguard and assist patients as **they perform exercises** and functional activities.
- Confer with physical therapy staff and others to discuss and evaluate patient information for planning, modifying, and coordinating treatment.
- Per physical therapist POC, administer active and passive manual therapeutic exercises, therapeutic massage, and heat, light, sound, water, and electrical modality treatments.
- **Observe patients during treatments to compile and evaluate data on patients' responses and progress, and report these observations to physical therapist.**
- Measure patients' range-of-joint motion, body parts, and vital signs to determine effects of treatments.
- Secure patients into or onto therapy equipment.
- Fit patients for orthopedic braces, prostheses, and supportive devices, such as crutches.
- Train patients in the use of orthopedic braces, prostheses, and supportive devices.
- Transport patients to and from treatment areas, lifting and transferring them according to positioning requirements.
- Monitor operation of equipment and record use of equipment and administration of treatment.
- Clean work area and check and store equipment after treatment.
- Assist patients to dress, undress, and put on and remove supportive devices, such as braces, splints, and

slings.

Essential Skills and Experience:

Knowledge of:

Therapy and Counseling -- Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.

English Language -- Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Education and Training -- Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

Customer and Personal Service -- Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Medicine and Dentistry -- Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

Psychology -- Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

Public Safety and Security -- Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

Education/Equivalent:

Physical therapist assistants must have completed an accredited physical therapy assistant education program and passed the required licensure exam.

Certification to practice in New Mexico as evidenced by current licensure as a physical therapist assistant by the New Mexico Board of Physical Therapy Examiners.

Ability to: perform assigned duties with a minimum of supervision; identify problems and implement or recommend solutions; interpret and apply policies and procedures within limits of authority; use tact and discretion; interact effectively with supervisors, patients, employees, and the general public; learn and adapt to new technology as it relates to office practices and procedures; maintain confidentiality of information; pay attention to detail; work effectively despite interruptions; plan, organize, and prioritize work; proofread documents and other work; use a computer and related software.

Beneficial Skills and Experience:

1. Experience working in high performance teams and performing as a proven strong team player
2. Commitment to company values

Physical Challenges:

1. The job can be physically demanding because therapists and therapist assistants often have to stoop, kneel, crouch, lift, and stand for long periods. In addition, physical therapists and physical therapist assistants move

heavy equipment and lift patients or help them turn, stand, or walk.

2. Regular and consistent use of keyboard and mouse.
3. Ability to climb stairs on occasion.
4. Must be able to occasionally lift up to 75 pounds.
5. Consistent standing for many hours at one time. Majority of day (80%+) is spent standing or walking.
6. Additional challenges may arise, at which time Paradigm may revise this job description.

Reporting to the position are:

May supervise PT technicians/aides

This job description does not represent an inclusive list of all duties encompassed in this position, but rather serves as a tool to assist the employees in this position. The existence of this job description, or any other job description, does not in any way negate "at will" employment status. The President of Paradigm is the only person who may elect to modify or delete this job description at any time upon giving notice to the HR Rep to do so.

I understand the responsibilities associated with this job and I agree to fulfill them to the best of my ability.

Employee Signature

Date

**ONCE SIGNED, PLEASE SEND ORIGINAL TO HR DEPARTMENT
TO BE ADDED TO THE EMPLOYEE'S PERSONNEL FILE.**

FLSA Status: Exempt

Essential Skills and Experience to Qualify For Promotion:

1. Proven success in all areas listed above.
2. Commitment to Paradigm's strategic plan and vision for the future.
3. Recommendation from immediate supervisor or other member of Executive Team.