



PHYSIOTHERAPIST – 185R4-23-2
THERAPY SERVICES, HEALTH SERVICES
Full-Time

Applications will be received by Six Nations of the Grand River and Grand River Employment & Training (GREAT) up until **filled**, for the Physiotherapist with Therapy Services, Health Services Department. The Six Nations of the Grand River Application for Employment Form, Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications accepted through <https://www.vscyberhosting.com/sixnations/>. **NO LATE APPLICATIONS ACCEPTED.**

Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.

JOB SUMMARY: The Physiotherapist reports to and receives direct supervision from the Program Supervisor – Community Health & Wellness, Health Services, Six Nations Elected Council.

The Physiotherapist assesses and treats problems of human movement for people with a wide range of conditions that affect their ability to function. Assessment and treatment include the promotion of health and chronic disease prevention and management within the scope of physiotherapy practice. Therapy Services are provided in a clinical setting and/or in clients' homes/long-term care facility, and/or in the community.

Type	Full-Time
Closing Date	Ongoing until filled
Hours of Work	35 hours/week
Minimum Salary	\$75,000 – \$81,000

BASIC QUALIFICATIONS:

- Graduate of a Master's Degree in Physiotherapy or equivalent
- Must be registered with the College of Physiotherapists of Ontario
- High level of computer skills – Microsoft Office, MS Word & Excel.
- Supervisory experience with Physiotherapist Assistants preferred.
- Member of the Canadian Physiotherapy Association (CPA)



SUBMISSION PROCEDURE: (Choose one method ONLY):

Method #1: Online

1. Please visit: <https://www.vscyberhosting.com/sixnations/> to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which include:
 - a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
 - b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
 - c. Copy of your education diploma/degree/certificate and transcript.
3. If you have any questions or need assistance, please reach out to Eniola Owoso, Human Resource Business Partner at 519-445-2223 ext 5716 or via email at HRBP3@sixnations.ca.

Method #2: GREAT – Applications must include all of the following:

1. Printed, filled in and authorized Six Nations of the Grand River Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.
5. Place all documents listed above in a sealed envelope and mail to or drop off at:

PHYSIOTHERAPIST – FULL-TIME – 185R4-23-2

c/o Reception Desk
Grand River Employment & Training (GREAT)
P.O. Box 69, 16 Sunrise Court
Ohsweken, Ontario N0A 1M0



POSITION DESCRIPTION

POSITION TITLE: **Physiotherapist**

REPORTING RELATIONSHIP:

Reports to and receives direct supervision from the Program Supervisor – Community Health & Wellness, Health Services, Six Nations Elected Council.

PURPOSE AND SCOPE OF THE POSITION:

To assess and treat problems of human movement for people with a wide range of conditions that affect their ability to function. Assessment and treatment include the promotion of health and chronic disease prevention and management within the scope of physiotherapy practice. Services are provided in a clinical setting and/or in clients' homes/long-term care facility and/or in the community.

KEY DUTIES AND RESPONSIBILITIES:

1. Technical Functions

- Intake and assessment of clients:
 - o Identification of problems and development of an appropriate plan of care using appropriate standardized and non-standardized tools.
 - o Appropriate use of physiotherapy interventions such as exercises, modalities, manual therapy and education.
 - o Maintaining client records in accordance with the College of Physiotherapists of Ontario guidelines and practice standards established by Six Nations Health Services for documentation in the Electronic Medical Record.
 - o Participate in clinical rounds and case conferences as required.
- Develop and implement community client service plans to community members required by:
 - o Working with the Program Supervisor – Community Health & Wellness to determine case priority.
 - o Deliver services according to standards of care according to the College of Physiotherapists of Ontario
 - o Provide in-service education and support community educational events.
 - o Participate in program development and accreditation activities.
 - o Participate in the discharge planning, development and implementation of client care plans, and client assessments as needed.

Six Nations Elected Council is an equal opportunity employer and will seek to accommodate the needs of individuals with disabilities in a manner that most respects their dignity. All candidates are encouraged to apply. Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community. Based on the need to provide qualified professional services, only those applicants meeting the minimum requirements will be invited for an interview.



- Documentation in electronic medical record on a daily basis in accordance with the policies and procedures established by Six Nations Health Services
- Develop and implement community physical activity programs in collaboration with other members of Six Nations Health Services
 - Assists community agencies in developing and implementing wellness programs.
 - Provides educational experiences for community agencies as requested.
 - Collaborates with other Health Services programs to provide physical activity opportunities within their services/events/programs.
 - Responsible for supporting and/or providing regular group exercise programs for client populations identified (i.e. Falls Prevention, Arthritis, Diabetes, etc).
- Provide supervision of Physiotherapy Support Personnel (Physiotherapist Assistants)
 - Follow established guidelines for the supervision of Support Personnel (PTAs)
 - Assign tasks and client to PTAs as determined appropriate.
 - Monitor and review therapy provided by the PTA.
 - Provide direct on-site supervision of the PTA as stipulated in the supervision guidelines.
 - Conduct scheduled meetings to review cases as needed.
 - Review treatment programs and individual progress to determine continuation or termination of treatment.
 - Ensure that the roles and responsibilities of the PTA and supervising Physiotherapist are clearly defined in written format and available to all personnel in the work setting.
 - Ensure that the training, qualifications, roles and responsibilities of the PTA are clearly outlined for the client.
 - Obtain appropriate consent before allowing a PTA to provide treatment for an individual.
- Comply with established safety precautions and standards, infection control procedures and aseptic and isolation techniques.
- Utilize culturally appropriate, evidence informed practice principles throughout care.

2. Communications Functions:

- Maintains/reviews assigned case files (case management) by:
 - Ensuring that assessment of work required, and actual work performed is duly documented and placed in the electronic medical record.
 - Assisting in the development and maintenance of physiotherapy service standards

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- Assuring that therapy personnel, clients, visitors, etc follow established policy and procedures at all times.
- Ensuring client's safety and comfort while performing duties
- Ensuring therapy is administered in compliance with applicable regulations and standards.
- Attends staff meetings for Six Nations Therapy Services
- Employs appropriate communication skills when interacting with clients, families and other staff.
- Attends case conferences and clinical rounds and provides input in order to coordinate care and optimize client outcomes.
- Follows procedures for reporting hazardous conditions, equipment and incidents.
- Ensures privacy is maintained in accordance with relevant regulations.
- Provides appropriate advocacy for clients and families when necessary.
- Communicates regularly with the Program Supervisor – Community Health & Wellness

3. Administrative Functions:

- Plans weekly itinerary and completing monthly work reports and statistics.
 - Follow established reporting procedures as laid out by the program.
 - Complete necessary monthly report forms and ensure relevant statistics are maintained as required.
 - Review physiotherapy policy and procedure manual, work plans and job descriptions annually.
 - Coordinate and schedule clinical activities.
- Monitors clinic supplies and equipment inventory

4. Other Functions:

- Performs other job-related duties as may reasonably be required by the Program Supervisor – Community Health & Wellness.
- Provides supervision of students and volunteers
 - Follows established College of Physiotherapist of Ontario guidelines for the use of supportive personnel.
 - Provides direct on-site supervision of the student/volunteer as stipulated in the supervision guidelines.
 - Obtain appropriate consent before allowing a student/volunteer to participate in treatment for an individual.
- Provides support to the Six Nations Emergency Measures Plan by ensuring awareness of the Emergency Measures Plan and assistance as instructed by the Director of Health Services.



WORKING CONDITIONS:

Working has a high profile, extensive public contact and is subject to deadlines and interruptions. Work may at times be subject to unscheduled hours and out of office sessions.

WORKING RELATIONSHIPS:

With the Program Supervisor – Community Health & Wellness

Receives direction, guidance, encouragement; discusses plans and priorities.

With Other Staff

Promotes courtesy, co-operation, and teamwork with all staff.

With External Agencies

Represents and promotes Six Nations interests relative to health services; maintains awareness of legislative policy and program changes; seeks to develop close working relationships.

With the Public

Represents and promotes the health services interests of Six Nations; works in a courteous, co-operative positive and proactive manner, provides information and advice.

KNOWLEDGE AND SKILLS:

Minimum Requirements:

- Graduate of a Master's Degree in Physiotherapy or equivalent.
- Must be registered with the College of Physiotherapists of Ontario
- High level of computer skills – Microsoft Office, MS Word & Excel.
- Member of the Canadian Physiotherapy Association (CPA)
- Supervisory experience with Physiotherapist Assistants preferred.

Other Related Skills:

- Familiar with the Six Nations Community and services available in the area
- Relate effectively with clients of all ages and their families/caregivers.
- Strong organizational skills and able to work independently, and work cooperatively with other service providers.
- Strong interpersonal, verbal, and written communication skills. Experience with Electronic Medical Records.
- Understands the importance of Confidentiality. Ability to work with tact and discretion.

IMPACT OF ERROR:

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Errors in judgement and in the conduct of duties could lead to loss credibility, poor public relation, confusion, duplication of effort and misinformation being given to the Director of Health Services, Health Committee, Six Nations Elected Council, Government Agencies and the public.

CONTROL:

Guiding principles set by the Health Services Department and Six Nations Elected Council. Works within the administrative policies and procedures established by the Six Nations Elected Council for the Health Services Department and other legislation provided by the respective government.