



Community Physical Therapy

The CPT Recruiter

CPT's Philosophy on Patient-Centered Care

Our mission: CPT will be the leader in rehabilitation services by focusing on learning, teaching, research, outcome studies and patient focused care involving all employees at all levels. We will foster a professional, ethical and legal environment for the practice of physical, occupational, speech and respiratory therapies, while promoting these professions as an essential component of health care.



Patient-centered care is described as “providing care that is respectful of and responsive to individual patient preferences, needs, and values and ensuring that patient values guide all clinical decisions.” Patient-centered care is asking your patients what their issues are, exploring their motivations and helping them to come to a solution on their own, because when patients are at the center of their own care, they are motivated to do things not just because you told them to, but because they understand that their actions have a direct impact on how they feel. Patients have more

information today about their diseases or injuries and their treatment options than ever before. Because of this, patient-centered care has become a topic at the forefront of medicine, and is now a widely used method of treatment. The benefits of this method include patients' adherence to medical advice, improved clinical status, and reduced malpractice litigation.

You can see by our mission statement at the left that CPT strives to keep our therapists at the top of their game by “focusing on learning, teaching, research, outcome studies and patient focused care...” This desire to have top-level professionals serving our patients benefits both the patient and the therapist. The therapists have the benefit of all the latest

techniques, which in turn gives the patient the best care possible.

CPT is constantly reinforcing the concept of patient-centered care through our mentoring program, continuing education courses, and patient satisfaction surveys. We know that you entered this field because of your love of helping people to the best of your ability. We are here to foster that love and enable you to be at your best to help our patients achieve the outcomes that they desire. Come join us today and experience

Experts agree that it is the patients who in reality make the important choices that affect their health and well being, and indeed it is the patient who is in control and experiences the consequences of his or her choices.





Resume Tips for Healthcare Professionals



Healthcare has changed significantly throughout the past 20 years, which has caused healthcare organizations to become more and more focused on cost control and productivity. The funding sources for these organizations have minimized allowable expenses and reimbursement. Your resume must show that you are aware of these changes, show evidence of your skills and experience, and your commitment to quality as well as an ability to evaluate yourself, your peers and your department. There are different ways to sell your best points in a resume. It is important to create the resume that perfectly conveys these points to get you into the interview room.

Which Format Will Work for You?

Resume: A resume is preferred for healthcare professionals pursuing positions in administrative operations. When pursuing a management position, reverse-chronological resumes are preferred, as your experience and skills can be easily evaluated with the operation's needs.

Curriculum Vitae (“Course of One’s Life”): CVs are used primarily by people in medical, academic and scientific professions. CVs should have a tone of understated modesty. All the credentials should be listed, but not necessarily boasted about (as in a resume). Typical headings include education/degrees, internships, professional experience, awards and honors, publications (books, articles, reports, journals), speaking engagements, conferences and professional affiliations.

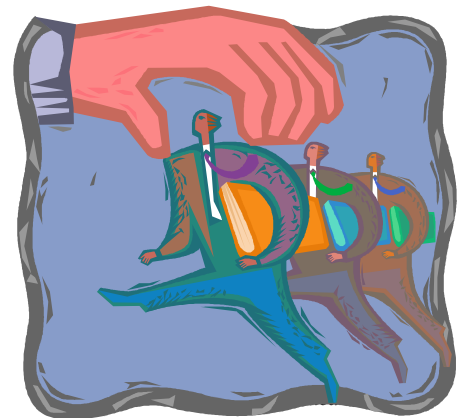
Getting Interviews

When describing your experience and accomplishments, make sure to include the following keywords if at all possible:

Caseload: If you’re staying in a similar healthcare field, describe the types of patients you have treated and the successes you have had..

Computer/Tech Skills: Include software and program knowledge, especially if it’s related to healthcare.

Continuous Quality Initiatives (CQI): Quality improvement initiatives that show an understanding of systems and process analysis and problem identification. *(continues on page 4)*





What Do Our Employees Think?

An interview with Tresa Burda, PTA Therapy Supervisor at Alden Evanston

How long have you been employed with Community Physical Therapy (CPT)?

I have been with CPT since February of 1995. IN my ten years at CPT I have taken on several different positions with the company. From 1995 to 1997 I worked in home health with my territory encompassing the north shore of Chicagoland area. In 1998 I began working at Alden Estates of Evanston as a full time physical therapist assistant. By the year 2000 I became the department supervisor and maintain that position today.

Why did you choose CPT?

I chose CPT for numerous reasons. First and foremost, the CPT management believes in their therapists while continually seeking best practices in the field of

healthcare. Through educational mentoring, employee surveys and continuing education programs, CPT management expects their therapists to be on the leading edge of healthcare. Also, CPT recognizes that I have two young boys and I am able to meet the needs of my children through flexible hours and more importantly a priority on family.

Why do you like working for CPT?

I appreciate that CPT management has given me the opportunity to create a fun, upbeat, yet professional atmosphere at Alden Estates of Evanston. The patients at Alden Estates of Evanston continually comment about how comfortable they feel when they are in the therapy department. In fact, some patients request

coming down to therapy hours before they are scheduled simply because they enjoy hanging out with the therapists.

What is your job now?

Right now I am the supervisor at Alden estates of Evanston. Currently, there are 4 physical therapists, 2 occupational therapists and 1 speech therapist that are employed through the therapy department. Some of my responsibilities include scheduling of patients, maintaining their RUG categories, and communicating with CPT/Alden/rehab staff.

What is the best part of your job?

I love having the ability to treat patients in a rehabilitation department where the main priority is the patient. CPT management and my colleagues at Alden Estates of Evanston also share in a patient first philosophy.





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Research/Publications:

Employers are generally impressed by a notable list of publications. And/or research projects you have participated in.

Regulatory/Government

Agencies: Include your knowledge in regulatory compliance with agencies and programs such as HCFA, JCAHO, Medicare

and Medicaid.

Interdisciplinary Teams:

Comment on your ability to work with different groups of professionals, both on a daily basis and during special projects.

Who is CPT?

Community Physical Therapy & Associates is a therapist owned practice, founded in 1986 by Bob Tripicchio, PT, MS. CPT was devoted exclusively to the delivery of home care services until 1996 when we expanded to include and on-site, Medicare certified out patient clinic and a skilled nursing facility division. CPT has remained a practice which creates value for patients, payers and employees by creating new approaches to healthcare delivery which are based upon current knowledge and past experience. Currently, we employ a staff of over 350 therapists and 20 office support personnel to over 30 different home care agencies and 20 different SNFs. We would love to talk to you! To find out what we can do for you, please contact Rosy or Heather in the Human Resources Department.

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