

Physical Therapist

Performance Review

Employee: _____ Date: _____

TITLE: STAFF PHYSICAL THERAPIST

REPORTS TO: THERAPY DIRECTOR/SUPERVISOR/COORDINATOR

JOB SUMMARY

To provide quality physical therapy services to all patients including evaluation, intervention, treatment planning, discharge planning, completion of related documentation and supervision of licensed physical therapist assistants.

I. Maintain the standards for rehabilitation services in accordance with the Company Mission and Goals

- Be courteous to all patients and respectful of them, their environment and their culture
4 3 2 1 N/A
- Provide quality therapy services at every patient contact, including assessment, intervention, program planning and implementation, discharge planning and related documentation and communication
4 3 2 1 N/A
- Prioritize and maintain a work schedule that is appropriate for the facility and in accordance with your employment
4 3 2 1 N/A
- Assist Therapy management staff in maintaining a positive, productive, and beneficial working relationship with all Facility staff
4 3 2 1 N/A

Comments:

II. Adhere to the policies and procedures necessary for day to day operations of the rehab department

- Screen patients to determine the need for evaluation
4 3 2 1 N/A
- Evaluate patients by applying diagnostic and prognostic muscle, nerve, joint, and functional ability tests
4 3 2 1 N/A

- Interpret evaluation findings
4 3 2 1 N/A
- Develop, document and implement an intervention plan noting goals, treatment modalities and frequencies
4 3 2 1 N/A
- Treat patients to relieve pain and develop or restore function to achieve maximum performance
4 3 2 1 N/A
- Monitor patient response to intervention and re-evaluate and modify the treatment plan, goals, and frequency as needed per the policy of the facility
4 3 2 1 N/A
- Fulfills documentation requirements in a complete, appropriate and timely manner
4 3 2 1 N/A
- Communicate and collaborate with other team members regarding the care of clients receiving therapy services
4 3 2 1 N/A
- Plan for patient's discharge when maximum benefits have been met, prepare discharge summary and recommend any follow-up services per facility policy
4 3 2 1 N/A
- Provide complete and correct billing summaries as required
4 3 2 1 N/A
- Attend in-service education when provided to rehab staff
4 3 2 1 N/A
- Maintain a neat and well-organized therapy department
4 3 2 1 N/A

Comments:

III. Perform administrative duties to assist in the provision of therapy services

- Identify all new rehab admissions and verify insurance coverage in order to determine appropriateness for direct therapy services
4 3 2 1 N/A

- Communicate upcoming patient discharges with Facility staff as required
4 3 2 1 N/A
- Attend appropriate care plan meetings when requested
4 3 2 1 N/A
- Supervise the physical therapist assistant, physical therapist student, aides and volunteers as appropriate
4 3 2 1 N/A
- Provide in-service education to staff when requested
4 3 2 1 N/A
- Provide other job-related tasks and duties as assigned
4 3 2 1 N/A

Comments:

IV. Develop a good rapport with the patient, patient's family members and third party payers and others involved in the total management of the patient

- Communicate weekly updates and discharge planning information to HMO case managers when required
4 3 2 1 N/A
- Provide the patient and family or caregiver with needed information or instructions in the patient's total physical therapy program, role of PT, and benefits of therapy
4 3 2 1 N/A
- Explain all treatment procedures in understandable terms to the patient and family and address any concerns they may have
4 3 2 1 N/A
- Maintain communication between therapy department and interdisciplinary team
4 3 2 1 N/A

Comments:

Employee Comments:

Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____