



## Job Description: Physiotherapist

<b>Job Title</b>	Physiotherapist
<b>Reports to</b>	Health Director
<b>Status</b>	Full Time
<b>Hours</b>	8:30am to 4:30pm
<b>Wage</b>	\$109,200 annually, plus a comprehensive health and wellness package

### Key focus of Laichwiltach Family Life Society

Our vision is to empower and promote healing and education in our communities from an Aboriginal perspective, nurturing and encouraging cultural awareness and self-sufficiency. We envision and celebrate a thriving, proud, respectful and inclusive community.

### About this role

Working as part of an integrated team-based care approach, the Physiotherapist plays a key role in promoting health and well-being within our Indigenous Community Health Care Centre. The Physiotherapist will provide culturally safe, client-centered support to patients, caregivers and families with a focus on rehabilitating physical ailments caused by illness, injury, disability, or aging. The Physiotherapist will assess, diagnose and treat a variety of physical conditions and injuries, such as acute and chronic injuries, diseases and movement disorders and work collaboratively to develop treatment plans that promote, heal, or restore physical movement. Reporting to the Health Director, the Physiotherapist works one-on-one with patients to deliver culturally safe and humble care based on respectful caregiving relationships. This means the Physiotherapist will work with patients to understand their health needs and goals and develop and implement physical therapies that enhance the patient's physical abilities in the short and long-term.

### What you will do: Primary responsibilities

Working in a trusted care giving relationship with patients - and, if they choose, caregivers and family- your primary responsibilities in this trusted role include:

#### 1. Patient Care:

- a) Provide direct patient care by assessing and evaluating patients' physical abilities, limitations, and rehabilitation needs
- b) developing customized treatment plans which integrate a holistic approach to treatment and recovery. This includes building strong therapeutic relationships that are safe, welcoming and respectful of all patients at all times.
- c) Patient care may include: individual or group exercise sessions or other treatments within the scope of practice for a Physiotherapist.
- d) Monitor clients' progress and modify treatment plans as necessary

#### 2. Patient-Centred Treatment Planning, Implementing, Monitoring and Coordination:

- a) Work directly with patients to set goals, determine treatment plans, identify necessary supports, including referrals.



- b) Utilize a variety of treatment modalities, including manual therapy, exercise prescriptions, and education to facilitate recovery and promote physical independence.
- c) Monitor clients' progress and modify treatment plans as necessary, advocating for ongoing adjustments based on their feedback and outcomes.
- d) Documenting all care and treatment in the patient's health file and ensuring seamless collaboration with other clinical team members.
- e) Facilitates referrals to appropriate health care providers and community resources to support comprehensive care for clients

### 3. Education and Outreach:

- a) Engage and connect with both patients and caregivers, as well as clinic staff to promote understanding related to functional independence and overall physical wellness and mobility.
- b) Educate clients and their families on injury prevention, wellness strategies, and self-management techniques that promote sustained physical health
- c) For patients and caregivers, this includes supporting patient education that deepens a patients health literacy and advances their own self-management.
- d) Conduct community workshops and educational sessions focused on topics such as healthy living, physical activity, and rehabilitation program.

## How we will work: Team responsibilities

1. **Collaborative Support:** The Physiotherapist works closely with all clinic staff, including Family Physicians (FPs), Registered Nurses (RNs), Social Workers, Dieticians, Occupational Therapists (OTs), and the broader clinical team to ensure a coordinated, patient-centred treatment plan to support patients and their caregivers and/or family.
2. **Professionalism and Adaptability:** The Physiotherapist demonstrates respect and professionalism for the team by:
  - Holistically considering the treatment and care needs of each patient and how each clinic staff member contributes to the treatment plan.
  - Practicing clear written and verbal communications; and
  - Carefully documenting clinical chart information, treatment plans, progress reports and external requests made on behalf of the patient.
3. **Confidentiality:** As the team grows, the Physiotherapist will work with the Health Director to support the onboarding of new team members and establishing a shared understanding of the Physiotherapist's scope of work and integration within the broader team.
4. **Training and Role Updates:** As the team grows, the Role will work with the Health Director to support the onboarding of new team members and establishing a shared understanding of the Role's scope of work and integration within the broader team.

There will be other responsibilities that emerge, and this job description will be reviewed and updated annually in partnership with the Physiotherapist and the broader team promote a collaborative work environment.

## Cultural competencies



Culturally safe and appropriate care is critical to who we are and how we work. We are seeking team members who are committed to a lifelong journey of learning and unlearning so that we can bring humility, kindness and safety to every health care experience. This means that all team members must:

- Recognize the importance of First Nations and Indigenous cultural identities as part of a healthy and balanced person and community. Specific to this role, this includes an understanding (or willingness to learn) about traditional wellness, the social determinants of health, and the role of cultural identity and family/community systems as part of wellness and health.
- Understand and honour First Nations cultural principles, protocols, and healing approaches that may differ from traditional Western medicine.
- Work with patients, caregivers and families to integrate traditional wellness and ways of being from assessment, treatment, and evaluation.
- Promote a culturally safe environment by implementing practises that respect and incorporate Indigenous ways of knowing and being.
- Understand (or seek to better understand) the communities we serve, their unique strengths and challenges, and how culture supports wellness and health.

## What you bring to the role

### Qualifications, Education, Training and Experience

- A Master's Degree in Physical Therapy and is currently practicing as a registered physiotherapist with the College of Physical Therapists of British Columbia.
- A minimum of two (2) years of recent and related clinical experience, including experience working with First Nations patients.
- Should have a training in cultural safety and humility and/or trauma-informed practice.
- Direct work experience in primary care centre or public health is required as is a strong understanding of the scope of practice of other health care disciplines.

### Skills And Abilities

- Experience in delivering integrated holistic Indigenous approaches with Western approaches to medicine and wellness in a holistic care plan.
- Current CPR Certification.
- Training in anti-Indigenous racism response, including cultural safety and humility and being trauma informed in the delivery of care.
- Demonstrates knowledge of current Physiotherapy theory and practice and remains current on evidence-informed practices. The Physiotherapist will also actively pursue continuous lifelong learning to maintain competence in existing and emerging areas of their physiotherapy practice.
- Demonstrates experience in the ability to plan, implement and monitor holistic care plans.
- Ability to communicate clearly and compassionately with patients and families to ensure their medical information, care and/or treatment plans, referrals and requirements for coordination are well understood.
- Exceptional inter-personal communications with other clinic staff, including clinicians, to ensure accurate and appropriate charting, monitoring, referrals and continuity of care.

