

Specifications for the Classes:

PHYSICAL THERAPIST III, IV and V

SERIES DEFINITION

Positions in these classes perform and/or supervise professional physical therapy services, or perform professional work as a program/staff specialist in support of a physical therapy program. Physical therapy involves the assessment of needs and provision of treatment techniques that promote the ability to move, reduce pain, restore function and prevent disabilities. Physical therapy interventions include therapeutic exercise to increase strength, endurance, coordination and range of motion; functional training in self-care and home management (including activities of daily living) and in community and work integration or reintegration; manual therapy, such as mobilization, manipulation and massage; use of devices and equipment, such as assistive, adaptive, orthotic or prosthetic devices; electrotherapeutic modalities stimuli to facilitate motor activity; and application of physical agents and mechanical modalities such as heat, cold, ultrasound and electrical stimulation to relieve pain or improve the condition of muscles.

DISTINGUISHING FACTORS

Classes in this series are distinguished from each other by differences in:

- The complexity of work in terms of the nature, variety, and difficulty of work assignments; scope and level of responsibility; and the impact of the work on others or on program operations;
- The breadth of knowledge and abilities required to perform the work;
- The nature and scope of recommendations, decisions and commitments;
- Available guidelines;
- The nature and degree of supervision received; and
- The nature and degree of supervision exercised over subordinate positions, and the scope of supervisory control exercised over subordinate positions and the size and complexity of the organization supervised.

CLASS DISTINCTIONS

Physical Therapist III (6.321) - This class reflects the fully independent journey worker level which performs the full range of professional physical therapy services to individuals and groups.

Positions in this class are required to plan and organize their own activities so as to meet the needs of assigned patients/clients. The work may involve the provision of all physical therapy services for a unit, center or facility; however, work performance is generally limited to planning, providing and evaluating direct patient evaluations and treatment services. A high degree of professional judgment is exercised in determining goals and selecting treatment techniques for each patient or client.

Work is performed under the general supervision of a higher level Physical Therapist, or through professional consultation from other technically qualified professionals, normally through conferences and reviews of reports. Recommendations and decisions pertaining to treatment goals, evaluations, etc., involving the more difficult aspects of complex cases are made in accordance with established policies. Decisions on routine aspects of evaluation and treatment services are made as part of the regular assignment. Positions may work as a member of a multi-disciplinary team.

Examples of Duties: *(Positions may not be assigned all of the duties listed, nor do the examples necessarily include all of the duties that may be assigned. This does not preclude the assignment of duties that are not listed. The scope and level of complexity of assigned duties are commensurate with the scope and level of complexity of work reflected in each class.)*

1. Selects, administers and interprets appropriate standardized and non-standardized tests and evaluations in assessing patients/clients' motor skills and functioning.
2. Develops and implements treatment programs/plans/interventions to increase strength, endurance, coordination and range of motion; reduce pain; improve the condition of muscles; restore function and prevent disabilities. Assesses effectiveness of treatment plans and makes modifications as necessary.
3. Maintains case records by writing progress notes and reports of patients'/clients' response to treatment plans.
4. Prepares correspondence, reports, case histories, treatment plans and other material.
5. Collaborates with physicians, members of multi-disciplinary teams, and other members of the health care team relative to patient/client treatment and progress; provides evaluation and progress reports on patients/clients; offers and

receives recommendations, suggestions and expertise concerning the patient/client and treatment plan.

6. Designs, produces and instructs others in the use of adaptive equipment, wheelchairs, positioning chairs, utensils, splints and other orthotic and assistive devices.
7. Determines supplies needed for patient/client treatment, and submits requisitions and requests to purchase supplies, as necessary.
8. Provides consultation to parents, caregivers, teachers, employers and others to provide information regarding patients'/clients' abilities, limitations, progress and needs. Also provides instruction/training regarding how they may assist/facilitate the patients'/clients' progress/functioning.
9. Instructs and directs the work of paraprofessional physical therapy personnel in the implementation of treatment plans; makes suggestions on the use of effective therapeutic techniques.
10. Provide orientation and conducts in-service training for new physical therapists, occupational therapy assistants, other health care professionals and volunteers regarding physical therapy treatment services.
11. Supervises student physical therapists that are in a degree program who need to complete clinical affiliations. Provides orientation, mentors and guides students' performance, and evaluates their competency.

Physical Therapist IV (6.322) - This class reflects responsibility as: (A) a supervisor of a small- to moderate-sized program of physical therapy, or (B) a program specialist responsible for developing and evaluating policies, procedures and standards for physical therapy services for a target population.

Type A - A Physical Therapist that is responsible for supervising, planning, organizing, and coordinating a program of physical therapy services for a facility, center, institution or a sub-program of a large division level physical therapy program where the scope of the services is considered small to moderate. The scope of such a program is based on the number of professional and paraprofessional subordinate staff, the size and scope of the program within the hierarchy of the agency's total physical therapy program, the limited specializations within the physical therapy program of services, the availability of supervisory guidance or lack of such guidance, etc. A position in this class may be the sole professional Physical Therapist in a facility or program, or may supervise a small staff (1 to 8 positions) of subordinate professional, paraprofessional and/or allied health services positions. The primary consideration, however, is that the position is responsible for, and is significantly involved in, planning, organizing, coordinating and conducting the physical therapy services program, including the development and maintenance of operational policies and procedures, and necessary

coordination of services with other disciplines. Positions of this type may also provide direct services to patients/clients for a significant portion of the time.

Type B - A Physical Therapist that functions as a program specialist that is responsible for program planning and evaluation activities, including the development, revision, and evaluation of policies, procedures and standards, in a physical therapy program area, and providing advice and assistance to line personnel in public and/or private treatment facilities or program(s). Such functions may be performed as the physical therapy representative of an interdisciplinary team established to monitor and evaluate ongoing private and/or public therapy treatment programs and may involve coordination of the team's activities.

Examples of Duties: *(Positions may not be assigned all of the duties listed, nor do the examples necessarily include all of the duties that may be assigned. This does not preclude the assignment of duties that are not listed. The scope and level of complexity of assigned duties are commensurate with the scope and level of complexity of work reflected in each class.)*

Type A

1. Plans, organizes, coordinates, supervises and evaluates the provision of physical therapy services.
2. Schedules, assigns, reviews and evaluates the work of physical therapists, other health care professionals, paraprofessionals and student interns, in the provision of services.
3. Provides assistance and direction to staff in the implementation of daily activities.
4. Attends conferences and staff meetings for cooperative planning of programs or treatment services.
5. Oversees the maintenance of case records containing progress notes and reports of patients'/clients' response to treatment plans.
6. Develops and revises operational policies, procedures and standards for the work unit.
7. Conducts studies of operations, program problems and activities, and makes recommendations for modification and expansion of existing services, or initiation of new services.
8. Interviews and recommends selection of applicants, orients new employees, approves/disapproves leave requests and recommends approval/disapproval of personnel actions, and counsels and disciplines employees as necessary.

9. Develops and implements staff development activities.
10. Prepares requisitions for and maintains inventory of physical therapy supplies and equipment.
11. Develops and recommends operating budget and other resource requirements.
12. Prepares correspondence, reports and other written material.
13. Provides professional physical therapy services.

Type B

1. Identifies physical therapy service needs for a target population/community; conducts research on physical therapy methodologies and techniques; develops plans, policies and standards to provide services; develops community support for the program's activities.
2. Applies for, administers and monitors grant funds; coordinates and evaluates services and modifies plans as necessary.
3. Provides advice, assistance and/or training to peers, team members, personnel in public and/or private treatment facilities and/or programs on the characteristics and modalities that may be used to treat certain types of conditions.
4. Provides advisory and consultative services and program information to teachers and other school officials, operators of private treatment facilities, parents, other therapists, diagnostic team members, family members, etc.
5. Conducts studies of operations, program problems and activities, and makes recommendations for modification and expansion of existing services, or initiation of new services.
6. Develops and recommends operating budget and other resource requirements.
7. Prepares correspondence, reports and other written material.

Physical Therapist V (6.323) - This class reflects responsibility as: (A) a supervisor of a large program of physical therapy services, including the supervision of a large staff of physical therapists and allied therapy personnel, or (B) the top-level physical therapy consultant for the State's public health program responsible for planning, developing, evaluating, improving and implementing a broad program of physical therapy services on a statewide basis.

Type A - Supervises a large physical therapy unit (10 or more positions) with responsibility for planning, organizing, coordinating, directing and evaluating a program

of physical therapy services. In addition to supervisory functions, a position in this class is responsible for developing and maintaining operating policies, procedures and guidelines and implementing the physical therapy program. The work of a position in this class is complicated by the coordination of services of a large staff and responsibility for program planning and direction and integration of services with other disciplines.

Type B - Serves as the State's top-level consultant for physical therapy services. Plans, develops, evaluates, improves and implements the State's public health physical therapy services program on a statewide basis and provides direction to the program's physical therapists. The State's public health physical therapy services program is comprised of distinct ongoing programs in several physical therapy specialization areas.

Examples of Duties: *(Positions may not be assigned all of the duties listed, nor do the examples necessarily include all of the duties that may be assigned. This does not preclude the assignment of duties that are not listed. The scope and level of complexity of assigned duties are commensurate with the scope and level of complexity of work reflected in each class.)*

Type A - Duties performed are similar to Physical Therapist IV, Type A above; however, activities are more intense because of the larger size of the program and the need for a greater degree of coordination/integration of services with others.

Type B

1. Plans and develops a statewide program of physical therapy services in a broad public health program having ongoing functions in several areas of physical therapy specialization.
2. Develops policies, objectives, guidelines and procedures for the physical therapy program.
3. Conducts studies to evaluate the effectiveness of the physical therapy program and determine appropriate needs; recommends revisions and modifications to program plans to improve the quality and level of services provided; recommends new programs in consideration of needs and current trends in physical therapy.
4. Coordinates physical therapy services in various clinics and/or program areas in order to provide adequate coverage and continuity of services; participates in planning new community projects.
5. Prepares program plans and budget requests for staffing, equipment and supplies; applies for federal project grants and renewals; prepares reports and correspondence.

6. Provides statewide consultative services in physical therapy to physical therapists, program administrators, service directors, allied health personnel and others regarding policy determination, program development, operation and evaluation.
7. Plans and conducts workshops; gives lectures and demonstrations and participates in seminars representing the State's public health physical therapy program.
8. Reviews proposed legislation and prepares and presents written testimony; drafts proposed changes to statutes and administrative rules.

COMPETENCIES REQUIRED: *(The competencies required to effectively perform the key duties of these classes are indicated in the following table. The degree of each competency required is commensurate with the scope and level of complexity of the duties and responsibilities that are reflected in each class.)*

"P" indicates a prerequisite competency that must be brought to the job.

"A" indicates a competency that is required for full performance that may be acquired on the job, within the probationary period.

COMPETENCIES	PHYSICAL THERAPIST		
	III	IV	V
TECHNICAL COMPETENCIES	P	P	P
Knowledge of the principles and practices of physical therapy	P	P	P
Knowledge of anatomy, physiology and kinesiology, as related to the practice of physical therapy	P	P	P
Knowledge of human growth and development	P	P	P
Knowledge of human behavior, motivation and needs	P	P	P
Understand the effects of health, disability, disease processes and traumatic injury to the individual within the context of family and society	P	P	P
Select, administer and interpret a variety of standardized and non-standardized screening tools and tests to assess the need for physical therapy intervention.	P	P	P
Develop and implement intervention plans and strategies, including goals and methods to achieve them. Use therapeutic modalities pertinent to the needs of the client/patient, including, but not limited to, therapeutic exercises; mobilization and	P	P	P

COMPETENCIES	PHYSICAL THERAPIST		
	III	IV	V
manipulation; application of physical agents and mechanical modalities such as heat, cold, ultrasound and electrical stimulation; orthotics; prosthetics; assistive devices and other technologies.			
Measure and evaluate clients'/patients performance and progress; modify intervention plans, strategies, materials or instrumentation, as appropriate; maintain case records of clients' response to treatment plans.	P	P	P
GENERAL COMPETENCIES READING: Understand and interpret complex written material, including laws, rules, regulations and policies.	P	P	P
WRITING: Use correct English grammar, punctuation and spelling; communicate information in a succinct and organized manner; produce written information that is appropriate for the intended audience.	P	P	P
ORAL COMMUNICATION: Express information to individuals and groups effectively, taking into account the audience and nature of the information.	P	P	P
DECISION MAKING: Make sound, well-informed and objective decisions; perceive the impact and implications of decisions.	P	P	P
PROBLEM SOLVING: Identify problems; analyze problems logically and systematically; determine accuracy and relevance of information; use sound judgment to generate and evaluate alternatives and to make recommendations.	P	P	P
REASONING: Identify rules, principles or relationships that explain facts, data or other information; analyze information, make correct inferences and draw accurate conclusions.	P	P	P
INFORMATION MANAGEMENT: Identify a need for and gather information from appropriate sources; organize information to facilitate analysis and decision making.	P	P	P
INTERPERSONAL SKILLS: Deal effectively with others; establish and maintain effective working relationships with others; treat others with courtesy and tact.	P	P	P
ORGANIZATIONAL AWARENESS: Understand and apply pertinent laws, rules, policies and procedures.	A	A	A

COMPETENCIES	PHYSICAL THERAPIST		
	III	IV	V
SUPERVISORY SKILLS: Plan, assign, direct, and evaluate the work of others; provide counseling and discipline as necessary.	N/A	*	*

*Required (P) for positions with supervisory responsibility.

MINIMUM QUALIFICATION REQUIREMENTS

License Required

1. Applicants must have passed the National Physical Therapy Examination for physical therapists at the time of application.
2. Applicants must possess a valid license to practice physical therapy in the State of Hawaii at the time of appointment.

Experience Requirements

Applicants must have had responsible experience of the kind, quality and quantity indicated below, or any equivalent combination of training and experience.

Class Title	Physical Therapy Experience (Years)
Physical Therapist III	0
Physical Therapist IV	1
Physical Therapist V	2

Physical Therapy Experience: Work experience as a professional physical therapist.

Quality of Experience

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Selective Certification

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established and certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Tests

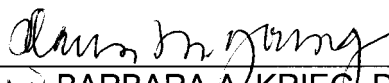
Applicants may be required to qualify on an appropriate examination.

Physical and Medical Requirements

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

This is an amendment to the class specifications and minimum qualification specifications for the classes PHYSICAL THERAPIST III, IV and V that were approved on September 28, 1984, and May 14, 2008, respectively. The class Physical Therapist II has been abolished, and the class code for Physical Therapist V has been changed (formerly 6.332).

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