



Health Job Family: **Physical Therapist Progression**

These generic job title summaries are intended to indicate the kinds of tasks and levels of work complexity that will be required of positions classified to any of these titles and are not intended to be construed as declaring the specific duties and responsibilities of any particular position. The use of particular expressions or illustrations describing functions within a specific job title does not exclude other duties of a similar kind and/or level of complexity. Positions are classified to a particular job title based upon the predominant level of expected work complexity. ***A position that is classified into this title and band must meet the Cornell requirements for exemption under the FLSA***

GENERIC JOB PROFILE SUMMARIES

Physical Therapist Assistant INDIVIDUAL CONTRIBUTOR	Physical Therapist INDIVIDUAL CONTRIBUTOR	Physical Therapist Supervisor MANAGEMENT
Perform prescribed treatments following a physical therapist's evaluation	Evaluate, diagnose and treat patients; develop plan of care outlining expectations including detailed treatment options and a timeline for expected recovery or improvement.	Evaluate, diagnose and treat patients; develop plan of care outlining expectations including detailed treatment options and a timeline for expected recovery or improvement.
	Regulate plan of care to address time-based goals and/or assess new case information.	Regulate plan of care to address time-based goals and/or assess new case information; provide guidance and/or advice to Physical Therapist.
Per Physical Therapist instructions explain and/or demonstrate prescribed use of exercise equipment and therapeutic aids, fit patients with orthopedic devices or other therapy aids such as crutches, splints, wheelchairs, orthotics and other devices, as well as teaching patients how to care for and use equipment.	Recommend exercise equipment and therapeutic aids such as crutches, prosthetic aids, and wheelchairs; educate and train patients regarding various physical exercises.	Approve purchase of and recommend exercise equipment and therapeutic aids such as crutches, prosthetic aids, and wheelchairs; educate and train patients regarding various physical exercises.
Maintain electronic patient records; containing patient progress and treatment response, and inform physical therapist of outcomes and side effects.	Document and maintain electronic patient records; reflect response to specified treatment including progress and/or changes in physical prognosis.	Oversees and prepares patient electronic records and documentation to meet regulatory compliance standards.
	Prepares documentation to meet regulatory billing and compliance standards, NYS worker compensation and APTA standards.	Prepares, maintains and oversees all documentation required to meet regulatory billing and compliance standards, NYS worker compensation and APTA standards.

Physical Therapist Assistant INDIVIDUAL CONTRIBUTOR	Physical Therapist INDIVIDUAL CONTRIBUTOR	Physical Therapist Supervisor MANAGEMENT
Maintain patient contact; answering patient's questions, referring specific treatment questions to Physical Therapist.	Identify patient/family communication style. Seek alternate forms of communication with patients, family &/or staff when necessary.	Resolves problems and mediates conflicts; determines appropriate solutions. Answer questions from clients regarding test design and result interpretation.
Participate in in-service workshops to meet licensure requirements.	Participate in continuing education programs, in-service programs, and workshops to meet licensure requirements.	Participate and conduct continuing education and in-service programs and workshops; coordinate in-service and continuing education for PT and PTA staff.
Participate in the development of Physical Therapy policies, procedures, and plans.	Participate in development of Physical Therapy policies, procedures, and plans. May consult and work with other professionals from the medical field.	Establish and oversee adherence to the department policies and procedures in conjunction with the medical management. Consult and work with other professionals from the medical field.
	Guide and train therapy assistants regarding the care and treatment of patients.	Supervise and training Physical Therapist and assistants; develop programs for orientation, mentoring, continuing education, performance improvement and staff development.
	May act on behalf of Physical Therapist Supv; oversee daily operations and clinical operations.	Review, develop or modify work plans, methods and procedures, determines work priorities and develops work schedules. Provides work instruction and assists employees with difficult and/or unusual assignments.
	Participate in semi-annual peer review process; follow quality improvement plans.	Reviews and ensure staff's documentation for appropriateness, accuracy, timeliness and completeness. Participate in semi-annual peer review process; follow quality improvement plans.
		Participate in multidisciplinary teams to plan and work out treatment modalities, according to the needs and suitability of their patients.
		Serve on leadership and quality improvement committees ensuring accreditation standards are met.
		Develops departmental budget plan, exercises management and control over expenditures and insurance fees.

JOB FACTOR PROFILE TABLE

FACTOR PROFILE	10086 PHYSICAL THERAPIST ASSISTANT, BAND E	10693 PHYSICAL THERAPIST, BAND F	10692 PHYSICAL THERAPIST SUPERVISOR, BAND G
MINIMUM EDUCATION AND EXPERIENCE EQUIVALENCY	Associate's degree from an Accredited Physical Therapy Assistant program; up to 2 years of experience or equivalent. National Physical Therapy License required; thereafter continued educational requirements required to remain licensed.	Bachelor's degree or Doctor of Physical Therapy; up to 2 years of experience or equivalent. National Physical Therapy License required; thereafter continued educational requirements required to remain licensed.	Bachelor's degree or Doctor of Physical Therapy; 5 but less than 7 years of experience or equivalent. National Physical Therapy License required; thereafter continued educational requirements required to remain licensed.
IMPACT	Moderate impact	Moderate impact	Substantial impact
CONTACTS - INSIDE	Assists others Cooperation of task completion	Assists others Cooperation of task completion	Provide guidance Coordinate activities
CONTACTS - OUTSIDE	Provide and/or receive guidance, advice or information that must be analyzed and developed by the position	Provide and/or receive guidance, advice or information that must be analyzed and developed by the position	Provide and/or receive guidance, advice or information that must be analyzed and developed by the position
CONTACTS - STUDENTS	Frequent contact dealing with highly sensitive matters	Frequent contact dealing with highly sensitive matters	Frequent contact dealing with highly sensitive matters

FACTOR PROFILE	10086 PHYSICAL THERAPIST ASSISTANT, BAND E	10693 PHYSICAL THERAPIST, BAND F	10692 PHYSICAL THERAPIST SUPERVISOR, BAND G
SUPERVISION	Responsible for providing guidance, counsel and information to employees throughout the University in specific support areas	Responsible for providing day-to-day supervisory direction to employees within the department	Responsible for providing day-to-day supervisory direction to employees within the department
COMPLEXITY	Frequently adapt, combine, or make improvements to services, products, or programs. Work requires reasoning skills and judgment	Occasionally required to develop new, imaginative or innovative solutions, services, products, processes or programs. Work requires sophisticated reasoning skills	Occasionally required to develop new, imaginative or innovative solutions, services, products, processes or programs. Work requires sophisticated reasoning skills
LEVEL OF DECISION MAKING	Responsible for making decisions about work within prescribed limits, and/or providing input to others for decision-making	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning or students	Responsible for making decisions concerning policy-setting, research, planning or students
FREEDOM OF ACTION	Directly affect a functional area within a department Minimal effect on students and employees	Directly affect a functional area within a department Minimal effect on students and employees	Directly effects entire department Moderate effect on students and employees
EFFECT OF DECISION MAKING	General supervision Some interpretation of work policies and procedures, and, at times, deviation from standard work practices	Very general supervision Interpretation of work policies and procedures, and, at times, deviation from standard work practices	Very general supervision Interpretation of work policies and procedures, and, at times, deviation from standard work practices
WORKING CONDITIONS	Variable working conditions including exposure to conditions which require cautious handling; chemicals or substances requiring careful use; or equipment requiring close attention. Safety gear may be required	Variable working conditions including exposure to conditions which require cautious handling of animals or mildly toxic plants; chemicals or substances requiring careful use; or equipment requiring close attention. Safety gear may be required	Variable working conditions including exposure to conditions which require cautious handling of animals or mildly toxic plants; chemicals or substances requiring careful use; or equipment requiring close attention. Safety gear may be required