



Job Description

Job title	<i>Physiotherapist (Paeds)</i>	Job Holder	
Reports to	<i>Physiotherapy Manager</i>	Section	<i>Physiotherapy</i>

Background Information

The Cayman Islands Health Services Authority (“HSA”) provides and administers health care services and public health functions for residents of the Cayman Islands in accordance with the National Strategic Plan for Health.

Services are delivered primarily through the 127-beds at the Cayman Islands Hospital (the country’s principal health care facility), and the 18-beds at the Faith Hospital on Cayman Brac. Ancillary services are offered at district health centres, and clinics for dental and ophthalmologic care. Residents of Little Cayman can access care through the island’s clinic which is a purpose-built facility.

This position provides the assessment and management of children with complex needs and motor impairment across the inpatient and outpatient settings and within the community.

Job purpose

Provides specialist evaluation, advice and training of patients, families and other professional staff on the management of children across musculoskeletal, cardiorespiratory and neurology to maximize function & participation and minimize the impact of disability on wellbeing and ability to participate in daily life.

Dimensions

- The post holder works with children from birth through 17 years of age whose diagnoses may include a wide range of neurological and developmental conditions including, but not limited to prematurity, gross motor delay, Autism Spectrum Disorder, Cerebral Palsy, Down Syndrome, Spina Bifida, Acquired Brain Injury, Hypotonia, Muscular Dystrophy, Torticollis/Plagiocephaly, Other genetic disorders.
- Postholder will manage a monthly caseload of approximately 30 patients at 75-80 visits; based on case/patient complexity.
- Postholder will provide care across a variety of therapeutic settings including inpatient, outpatient, and home/community visits.
- Postholder may be required to complete scheduling and other administrative duties as part of their daily responsibilities.
- Postholder may be asked to prepare and present CME opportunities within the Health Services Authority.
- Postholder has no budgetary responsibility.
- Postholder does not supervise any other staff.
- Postholder may from time-to-time act as clinical supervisors to Physiotherapy students undergoing clinical rotations

Duties and responsibilities

- Provide a comprehensive examination /assessment of each patient and produce individual treatment plans, using outcome measures where appropriate.
- Formulate and implement individualized client-centered goals based on the analysis and assessment findings.
- Educate and demonstrate (verbally or written) therapy techniques or interventions to parents that can be incorporated into a home program to assist families in home program facilitation.
- Develop and implement treatment programs to meet the individual needs of each patient. This may be provided in natural environments (home, school etc.)
- Assess and provide adaptive equipment as required (i.e. wheelchair, seating orthotics, assistive devices etc).
- Communicates treatment progress to other disciplines involved in order to maintain an interdisciplinary approach where necessary.
- Establish individual patient's level of functioning within his/her primary environment (home/school etc.) that requires therapeutic support via detailed assessment.
- Participate in multidisciplinary patient care by contributing to patient care plans as evidenced by participating in case conferences, collaborating with other team members and working with other agencies.
- Provide training and education to parents, staff, and other community stakeholders on pediatric physiotherapy in the form of handouts, CMEs, parent training etc.

Qualifications, Experience & Skills Requirement

Education and Experience Requirements:

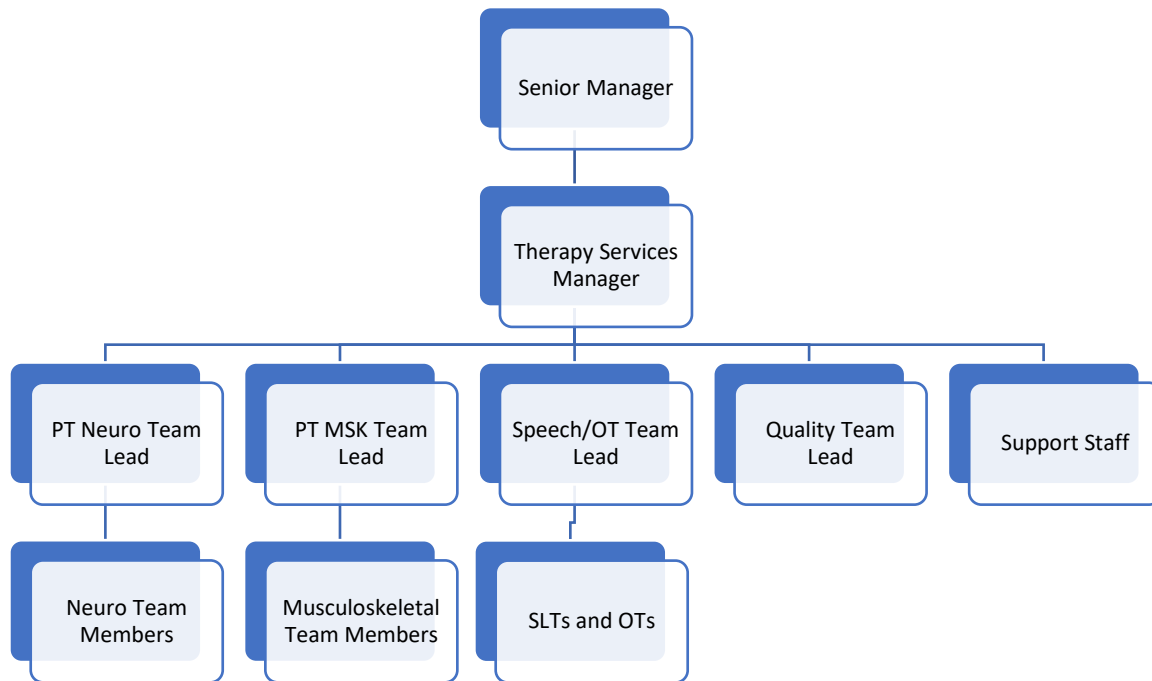
- BSc. in Physiotherapy or the equivalent.
- Three (3) years postgraduate experience.
- Completion of certificate and/or training courses to support patients with spasticity and those in need of neurorehabilitation.
- Completion of certificate and/or training courses to support neonatal management.
- Eligible for registration to practice in the Cayman Islands and hold a valid license to practice in either; Canada, UK, USA, Jamaica, South Africa or New Zealand

Performance Requirements:

Skills and abilities:

- Ability to provide culturally responsive and culturally competent care to a diverse population.
- Excellent work ethic and dedication to patient success.
- Excellent time management skills.
- Ability to work under pressure.
- Proficiency in the use of Microsoft Office, excellent written and oral communication skills.

Reporting Relationship



Direct reports

- Physiotherapy Manager

Other Working Relationships

- Clinical Staff
- PFS Clerical Staff
- Health Care Aides
- Housekeeping staff

Decision Making Authority and Controls

- The post holder will exercise independent judgment based on experience to implement effective treatment plans and equipment provision on a daily basis.
- Decide on the appropriate charges per each therapy treatment session.
- Assist administrative staff with billing and reporting inquiries.

Working conditions

The post holder is required to work a 37.5-hour week. Work location may vary based on the needs of the service and will include the inpatient, outpatient, home health and community settings.

Physical requirements

The job can be physically demanding because therapists often have to stoop, kneel, crouch, lift, and stand for long periods. In addition, may move heavy equipment and lift patients or help them turn, stand, or walk.

Evaluation Metrics

- Total number of patients per therapist.
- Number of visits per case
- Cancellations
- Revenue generated

<i>Approved by:</i>	<i>Physiotherapy Manager</i>
<i>Date approved:</i>	<i>20.04.2022</i>
<i>Reviewed:</i>	<i>20.04.2022</i>
<i>Next Review</i>	<i>20.04.2024</i>
<i>Employee Signature:</i>	
<i>Date:</i>	
<i>Manager's Signature:</i>	
<i>Date:</i>	