

UW HEALTH JOB DESCRIPTION

| Athletic Trainer/Clinician Physical Therapist | | | |
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| Job Code: 930001 | FLSA Status: Non-Exempt | Mgt. Approval: D. Enz, J. McKinley | Date: October 2020 |
| Department: Auxiliary – Athletic Trng Outreach Prgm | | HR Approval: J. Theisen | Date: October 2020 |
| JOB SUMMARY | | | |
| <p>Under the direction of the team supervisor/manager, this is an experienced athletic training and Physical Therapist Clinician position with clinical program development and educational responsibilities. This position requires that the incumbent possess the clinical evaluation and educational skills expected of an Athletic Trainer and Physical Therapist Clinician for the UW Hospital and Clinics Sports Medicine Center. Additionally, the incumbent will provide athletic training services for the University of Wisconsin Hospital and Clinics in consultation with a designated sports medicine physician.</p> <p>The incumbent has direct patient contact primarily for the evaluation and treatment of medical and musculoskeletal pathology consistent with the scope and practice of athletic training clinical competencies as defined by the NATABOC and the State of Wisconsin Athletic Training Affiliated Credentialing Board. The incumbent must perform many of the outlined tasks with minimal or no supervision in the clinical setting and on the field. Patients include pediatric through geriatric populations in the clinical and outreach settings. Incumbent has access and knowledge of confidential medical information regarding patient medical history. Access to this information is crucial in the evaluation and treatment of patients and athletes. Access to this information is on a regular basis.</p> <p>Problems encountered are of a moderate level of complexity and a considerable amount of creativity, resourcefulness, and innovation are utilized in problem solving. Patient and/or athlete treatment plans are developed using only broad guidelines for development which require a high degree of independence in decision-making. General supervision and direction will be provided. Consultation with other staff is expected regularly. Coordination of patient and/or athlete care services with other health care providers is essential. Excellent verbal and written communication skills, including the use of relevant medical terminology, are essential. Coverage to other areas within the Department of Orthopedics and Rehabilitation is provided as necessary based on patient/client demands. Occasional work is required on weekends and holidays.</p> <p>A wide variety of internal and external contact relationships are involved in performance of the duties of this position, and a high degree of independence in creating and enhancing these relationships is expected. Internal contact include but are not limited to other members of the athletic training and physical therapy staff, physicians, nursing personnel, fitness center staff, exercise physiology staff, preventive cardiology staff, radiology staff, public relations personnel, legal counsel, and a variety of clerical staff. External contacts include but are not limited to physicians, athletic trainers, and physical therapists from other institutions, academic athletic training programs, patient and/or athlete family members, coaches, athletic directors, equipment vendors, case managers and insurance representatives. The incumbent also plays a lead role in the development of clinical support staff, athletic training internship students, and volunteer workers.</p> <p>The incumbent is highly involved in the instruction and/or training activities of a variety of students, faculty, clients, patrons, and the general public. Student programming, staff development, and research facilitation are areas which involve a high degree of problem solving, interpretation and analysis. Therefore, a strong clinical, academic, and organizational background is necessary.</p> | | | |
| MAJOR RESPONSIBILITIES | | | |
| <p>Athletic Trainer: UW Hospital and Clinics Outreach</p> <ol style="list-style-type: none"> 1. The performance of an appropriate medical history on each patient seen that must include but is not limited to: <ol style="list-style-type: none"> a. A thorough history of injury or condition b. A primary complaint c. A pain level assessment d. Past medical history e. Quality of life and how it is affected 2. The performance of an appropriate physical examination on each patient seen. This includes but is not limited to: <ol style="list-style-type: none"> a. Range of motion testing b. Strength and/or Manual Muscle testing c. Sensation testing d. Palpation e. Functional testing f. Ligamentous testing g. Special tests as needed 3. The ordering of diagnostic studies or other referrals under the direction of the attending physician to include but is not limited to: <ol style="list-style-type: none"> a. Radiographs b. MRI's c. EMG Studies d. CT Scans e. Ultrasounds | | | |

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- f. Rehabilitation referrals
 - g. Physician referrals
4. The performance of educational responsibilities in specific to the needs of each individual patient. This includes but is not limited to:
 - a. Exercise instruction.
 - b. Answering patient questions in regards to the treatment plan, surgery, rehabilitation and future care.
 5. Providing initial rehabilitation exercises and the instruction, demonstration, and feedback on patient performance of the exercises as directed by the attending or referring physician, or as selected independently in the outreach setting.
 6. Fitting the patient with splints, crutches, braces, wraps, and other various equipment as directed by the attending or referring physician, or as selected independently in the outreach setting. The incumbent will also educate the patient on the appropriate use of the equipment provided to the patient.
 7. Removal of sutures and providing dressing changes to post-surgical patients as directed by the attending or referring physician.
 8. Aiding the physician in preparing patients for injections that will be performed by the attending physician. Preparations include cleaning and disinfecting the area to be injected and preparing materials to be utilized both prior to and after the injection.
 9. All required documentation for each patient encounter will be accurately completed using UW Health guidelines.
 10. Dictation and documentation of each patient visit following guidelines following all outlined guidelines in the dictation template. To include
 - a. History (including pain rating and problem list updates)
 - b. Physical examination
 - c. Diagnostic test results
 - d. Impression
 - e. Plan
 - f. Patient Learning
 - g. Copy of dictated note to appropriate healthcare providers.

Physical Therapist Clinician:

1. **Clinical Decision Making:** Evaluates and re-evaluates patients/clients using knowledge of the principles and methods of patient/client assessment and on-going reassessment to develop and modify effective assessments and treatment plans.
 - Uses available resources, including patient outcomes and past experiences, to guide patient/client assessment.
 - Using multiple sources, comprehensively assesses patient/client factors that impact treatment plan and outcome.
 - Selects appropriate assessment tests and measures to conduct patient/client assessment and re-assessment.
 - Administers tests and measures accurately, following standardized criteria if applicable. Modifies tests and measures based on patient/client needs.
 - Recognizes and incorporates precautions and contraindications for treatment.
 - Identifies impairments and their influence on patient/client performance.
 - Incorporates prioritized impairments to establish a therapy classification or therapy diagnosis that is specific to the patient/client.
 - Makes accurate predictions about patient/client outcomes.
 - With the patient/client and/or the patient/client's family input, establishes goals that reflect anticipated outcomes.
 - Based on assessment and on-going reassessment, develops a treatment plan by selecting and modifying appropriate interventions.
 - In adherence to the profession's Code of Ethics, uses ethical reasoning to make decisions based on objective principles and values.
 - Is accountable and takes responsibility to identify and meet the needs of the patient/client. Seeks alternate strategies and/or other resources to make sure patient/client needs are met.
2. **Performance Skills: Provides treatment interventions to patients/clients that are safe, timely, effective, efficient, patient-centered, and equitable, in compliance with organizational policies and procedures.**
 - Demonstrates competency in treatment skills by completing institutional and program-specific competencies and consistently meets annual requirements.
 - Practices competently in accordance with professional practice standards and expectations.
 - Demonstrates effective visual, tactile, and auditory skills to aid with patient/client assessment/reassessment and intervention.
 - Provides effective therapeutic interventions that are patient centered.
 - In accordance with patient/client need, selects treatment with consideration of resource utilization, including space, time, people and equipment.
 - Identifies and provides appropriate strategies to educate patients so that environmental constraints, learning barriers, and cultural factors are addressed effectively.

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- Facilitates patient/client responsibility for self-care.
- Progresses treatment interventions effectively.
- Interventions take into account behavioral, cognitive, and perceptual dysfunction and appropriate referrals to specialists are made, if needed.
- Delegates treatment to appropriate clinical staff and provides necessary supervision.

3. Interpersonal Abilities: Demonstrates respectful interactions with patients/clients, colleagues, and others.

- Advocates on behalf of patients to appropriate individuals and is aware of common patient needs for similar patient populations.
- Identifies cultural factors that may impact treatment and plan of care and identifies appropriate resources to meet cultural needs and maximize patient outcomes.
- Establishes and maintains rapport with patients by recognizing others' values and adapting interactions to build trust.
- Works cooperatively with co-workers demonstrating respect, trust, and support.
- Consults with or refers to other colleagues/disciplines to meet patient/client needs.
- Incorporates critical feedback from supervisor and colleagues and works towards improving areas of weakness.

4. Professional Behaviors: Acts professionally to all individuals and in all situations. Participates in organizational initiatives to improve patient care, practice, and institutional performance.

- Participates in initiatives to improve organizational performance and actively provides feedback.
- Proactively identifies and communicates operational issues that impact clinical practice.
- Actively participates or provides feedback to a committee or task force that is focuses on improving clinical practice.
- Practices in ways that ensure patient care and administrative tasks are performed timely while remaining flexible with changes in schedule.
- Meets productivity expectations.
- Advocates for the profession internally and externally to UW Health.
- Written communication is timely, succinct, and meets all regulatory and hospital standards.
- Identifies when communication is necessary and directs communication at the right time in the right place to the right person using an appropriate medium.
- Listens actively; verbal and non-verbal communication is respectful, empathetic, and appropriate to individuals and groups.

5. Administration/Education/Outreach/Research: Participates in at least two activities that extend beyond patient care, including administration, education, outreach, and research as defined in the Practice Model Continuum for the Clinician across all themes and subthemes.

- Utilizes resources and seeks appropriate assistance to incorporate evidence-based practice into clinical decision making.
- Demonstrates a commitment to continued learning by attending continuing education, reviewing the literature, and seeking other resources.
- As opportunities exist, actively participates in student clinical education.
- Able to critically appraise journal articles or other sources of evidence.
- Participates in at least two activities that extend beyond patient care, including administration, education, outreach, and research as defined in the Practice Model Continuum for the Clinician across all themes and subtheme

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

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| Education | Minimum | Bachelor's Degree in Athletic Training or related field; Bachelor's degree in Physical Therapy |
| | Preferred | Master's degree in healthcare, education or business. |
| Work Experience | Minimum | |
| | Preferred | Three (3) years' experience as an outreach, college, or professional sports Athletic Trainer, or as a physician extender in a clinical setting; Two (2) years prior relevant experience as a Physical Therapist Clinician |
| Licenses & Certifications | Minimum | <ol style="list-style-type: none"> 1. Certification by the National Athletic Trainers Association Board of Certification. 2. Licensed Athletic Trainer in State of WI. UW Health may allow a one-month grace period to obtain license in extenuating circumstances. No patient care will be performed within the grace period. 3. Valid driver's license for use in Wisconsin and current auto insurance 4. Licensure as a Physical Therapist in the State of Wisconsin is required. 5. Certification in Healthcare Provider Cardiopulmonary Resuscitation and Automatic External Defibrillator is required within 3 months of hire. |
| | Preferred | <ol style="list-style-type: none"> 1. WIAA Approved Skinfold Measurer |

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| Required Skills, Knowledge, and Abilities | <p>2. Approved Clinical Instructor</p> <ul style="list-style-type: none"> • Familiarity with a variety of equipment, including computer software, is required. • Organization, time management, flexibility, and positive attitude are crucial to successful performance. Excellent verbal and written communication skills. • Ability to work in a team environment with a variety of health care professionals. • Demonstrates effective communication skills with supervisors, peers, athletic directors, coaches, athlete's and all other medical personnel that are encountered. Arrives in a punctual manner and is present or arranges coverage for all assigned responsibilities. • Works to assure that each athlete encountered has the most appropriate and timely treatment possible. Facilitates appropriate appointments and is available in urgent care situations. • Demonstrates emergency management skills for all necessary conditions that may be encountered. This will be assessed and demonstrated annually through in - service programs. • Documents all time-loss injuries that are encountered. • Demonstrates ability to assess data reflective of an athlete's status. • Demonstrates ability to interpret relevant information needed to identify athlete care requirements. • Demonstrates the ability to record accurate medical records as evidenced by annual chart review. Accurately documents the results of evaluations, rehabilitation progress, and other medical interventions. • Demonstrates willingness, flexibility, and positive attitude toward the performance of all athletic training responsibilities. • Effectively works with University of Wisconsin Athletic Training Education Program in the role of a clinical instructor. Positively approaches the role of being an educator in addition to clinical responsibilities. • Delivers athlete medical care in a positive, caring, and empathetic manner while working to assure all patient questions are answered in a helpful manner. • Work may be performed in multiple off-site locations. The incumbent must have adequate transportation to perform work duties in a timely manner, hold a valid driver's license, and have appropriate insurance. |
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AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

| | | | |
|-------------------------------------|-----------------------------|-------------------------------------|------------------------------|
| <input checked="" type="checkbox"/> | Infants (Birth – 11 months) | <input checked="" type="checkbox"/> | Adolescent (13 – 19 years) |
| <input checked="" type="checkbox"/> | Toddlers (1 – 3 years) | <input checked="" type="checkbox"/> | Young Adult (20 – 40 years) |
| <input checked="" type="checkbox"/> | Preschool (4 – 5 years) | <input checked="" type="checkbox"/> | Middle Adult (41 – 65 years) |
| <input checked="" type="checkbox"/> | School Age (6 – 12 years) | <input checked="" type="checkbox"/> | Older Adult (Over 65 years) |

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

| Physical Demand Level | Occasional Up to 33% of the time | Frequent 34%-66% of the time | Constant 67%-100% of the time |
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| <p>Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.</p> | Up to 10# | Negligible | Negligible |
| <p>Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible</p> | Up to 20# | Up to 10# or requires significant walking or standing, or requires | Negligible or constant push/pull of |

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| | amount, a job is in this category when it requires walking or standing to a significant degree. | | pushing/pulling of arm/leg controls | items of negligible weight |
| X | Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds. | 20-50# | 10-25# | Negligible-10# |
| | Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds. | 50-100# | 25-50# | 10-20# |
| | Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds. | Over 100# | Over 50# | Over 20# |
| Other - list any other physical requirements or bona fide occupational qualifications not indicated above: | | | | |

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.