

## UW HEALTH JOB DESCRIPTION

<b>Hand Therapist</b>			
<b>Job Code:</b> 900032	<b>FLSA Status:</b> Non-Exempt	<b>Mgt. Approval:</b> A. Brossard	<b>Date:</b> April 2024
<b>Department:</b> Department of Orthopedics and Rehabilitation		<b>HR Approval:</b> D. Ripp	<b>Date:</b> April 2024
<b>JOB SUMMARY</b>			
<p>Under the direction of the team supervisor/manager, the Certified Hand Therapist provides skilled hand therapy and Occupational or Physical Therapy services per operational demands. Patient/client evaluation, consultation, and treatment are conducted using broad guidelines, requiring a high degree of autonomy and innovation in decision-making, including complex patient situations and problems.</p> <p>Involving other health care team members is essential. The Hand Therapist practices in collaboration with other members of the health care team and demonstrates respectful interactions with patients/clients, colleagues, and others. Practice incorporates and emphasizes education to patients, clients, families, students, and others.</p> <p>The Certified Hand Therapist manages technical, environmental, and financial resources effectively. The Certified Hand Therapist also is responsible for the supervision of clinical support staff.</p>			
<b>MAJOR RESPONSIBILITIES</b>			
<ul style="list-style-type: none"> <li>• Evaluates upper extremity diagnoses thoroughly identifying impairments, functional limitations and disabilities.</li> <li>• Obtains and reviews medical, psychosocial, vocational, and avocational history along with other factors that may affect the rehabilitation process. Understands and follows precautions of each case.</li> <li>• Determines prognosis and plan of care in collaboration with the patient and referring physician within the guideline of third-party payers.</li> <li>• Develops, and regularly updates, patient education and home programs to maximize patient understanding of their diagnosis, expected outcomes, and fully engage them in their rehabilitation process. Partnering and aligning decisions with patient needs, wants, and preferences.</li> <li>• Efficient and effective fabrication of orthoses. Follows proper principles for the patient fit, design, precautions and appropriate for conservative/surgical conditions.</li> <li>• Custom orthosis fabrication. Efficient and effective fabrication of orthoses. Follows proper principles for the patient fit, design, precautions and appropriate for conservative/surgical conditions.</li> <li>• Identifies and provides appropriate strategies to educate patients so that environmental constraints, learning barriers, and cultural factors are addressed effectively. Assesses effectiveness of teaching and considers emotional impact of condition on learning.</li> <li>• Delegates treatment to appropriate clinical staff and provides necessary supervision. Maximizes efficiency in patient outcomes by use of appropriate support personnel.</li> <li>• Maintains current professional knowledge of techniques and trends in the field through consistent communications with peers, physicians/mid-levels as well as independent study.</li> <li>• Attends conventions, meetings, or special courses whenever possible and shares gained information with the department/facility personnel.</li> <li>• Provides assistance and support to leadership in implementing policies and procedures as necessary.</li> <li>• Actively participates in training and conducting day to day work activity by adhering to all policies and procedures as enumerated in compliance and risk management programs.</li> </ul>			
<b>ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.</b>			
<b>JOB REQUIREMENTS</b>			
Education	Minimum	Bachelor's/Master's degree in Occupational Therapy or Bachelor's/Master's Degree in Physical Therapy	
	Preferred	Master's degree in OT or Doctorate Degree in PT	
Work Experience	Minimum	Three (3) years of professional experience in therapy area of specialty	
	Preferred	Five (5) years of Hand and Upper Extremity experience	
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> <li>• Hand Therapy Certification (CHT) from Hand Therapy Certification Commission</li> <li>• Licensed Occupational Therapist or Physical Therapist in the State of Wisconsin</li> </ul>	

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		<ul style="list-style-type: none"> <li>• Basic Life Support (BLS)</li> </ul>
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> <li>• Familiarity with a variety of equipment, including computer software is required.</li> <li>• Organization, time management, flexibility, and positive attitude are crucial to successful performance.</li> <li>• Requires critical thinking, complex problem solving, decisive judgment and the ability to work with minimal supervision.</li> <li>• Must be able to work in a demanding environment balancing multiple priorities and take appropriate actions.</li> <li>• Collaborates with peers' while being open and approachable.</li> <li>• Takes an active role in organizational initiatives to improve patient care, practice, and institutional performance.</li> <li>• Intuitively and effectively adapts and prioritizes decision making.</li> <li>• Works cooperatively with co-workers demonstrating respect, trust, and support.</li> <li>• Incorporates critical feedback from supervisor and colleagues and works towards improving areas of weakness.</li> <li>• Demonstrates proficiency in data gathering skills by efficiently and selectively using relevant sources of information with a strong emphasis on information obtained from patient/client/family.</li> <li>• Takes an active role in managing schedule to ensure capacity requirements of the department are met. Consistent implementation of teamwork to ensure not only capacity but flow of the clinic is maintained.</li> <li>• Recognizes and prioritizes impairments and their influence on patient/client performance.</li> <li>• Anticipates the key underlying impairments that result in physical, behavioral, and/or cognitive dysfunction that are typical of specific patient populations.</li> <li>• Demonstrates refined analysis during functional tasks, play, athletic, and/or work performance.</li> </ul>

### 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
<p><b>Sedentary:</b> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, 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>	<b>Up to 10#</b>	<b>Negligible</b>	<b>Negligible</b>

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	<b>Light:</b> 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 amount, a job is in this category when it requires walking or standing to a significant degree.	<b>Up to 20#</b>	<b>Up to 10#</b> or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	<b>Negligible</b> or constant push/pull of items of negligible weight
X	<b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	<b>20-50#</b>	<b>10-25#</b>	<b>Negligible-10#</b>
	<b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	<b>50-100#</b>	<b>25-50#</b>	<b>10-20#</b>
	<b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	<b>Over 100#</b>	<b>Over 50#</b>	<b>Over 20#</b>
<b>Other</b> - list any other physical requirements or bona fide occupational qualifications not indicated above:		<ul style="list-style-type: none"> <li>According to the US Department of Labor Dictionary of Occupational Titles (DOT), the strength requirement of an occupational therapist is medium. Medium is defined as exerting (to lift, carry, push, pull, or otherwise move objects) 20 to 50 pounds of force occasionally (1/3 of the time), and/or 10 to 20 pounds of force frequently (2/3 of the time), and/or up to 10 pounds of force constantly. Must have the ability to bend, lift, and assist with transfers. Must have adequate physical strength to assist with resistive activities.</li> </ul>		

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.