

**STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION**

PHYSICAL THERAPIST

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under Wis. Admin. Code ER 2.04 for making classification decisions relative to present and future professional Physical Therapist positions located within the classified service which provide professional level physical therapy services to patients and/or residents of a facility operated by the state. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

Positions in this classification provide professional level duties physical therapy services to patients and/or residents of a facility operated by the state including but not limited to centers for the developmentally disabled, institutions for the mentally ill, homes for the aged and disabled veterans, correctional institutions or schools for the visually or hearing impaired. Positions allocated to this classification must meet the definition of professional employee as defined in s. 111.81(15), Wis. Stats.

C. Exclusions

Excluded from this classification are:

1. Positions which meet the statutory definition of supervisor or management as defined in Wis. Stats. 111.81(19) and (13) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions which are not engaged for the majority of the time in “professional employee” work is defined in Wis.Stats. s. 111.81 (15) (a) (b), as administered and interpreted by the Wisconsin Employment Relations Commission.
3. All other positions which are more appropriately identified by other classification specifications.

D. Entrance Into This Classification

Employees enter positions within this classification by competitive examination.

II. DEFINITIONS

PHYSICAL THERAPIST

Positions in this classification provide professional physical therapy services such as planning and administering physical therapy treatment for patients, clients and residents in state-operated facilities to restore or improve function, relieve pain, and prevent or minimize disability. Physical Therapists review physician's referral and patient/client's condition and medical records to determine physical therapy treatment required; test and measure strength, muscle tone, reflexes, joint range of motion, spinal deformities, motor development, gait, wheelchair mobility, safety, sensory perception, functional capacity, and respiratory and circulatory efficiency; administer manual exercises to improve and maintain function; instruct and assist the patient/client to perform various physical activities and in use of assistive and supportive devices; and evaluate the effects treatment at various stages making necessary adjustments to achieve maximum benefit. Positions in this classification administer treatments using equipment (e.g. therapeutic swimming pools, whirlpool baths, functional electrical stimulation, computerized pressure mapping, ultrasound machines, gait trainers, sit/stand devices, traction devices, etc.); assess and provide for specialized equipment to improve movement and increase functional skills; and instruct the patient/client, family, other staff, and/or the community in treatment procedures.

Physical Therapists participate as a professional member of an interdisciplinary treatment team and integrate physical therapy treatment with other aspects of health care. Positions in this classification may function as a staff generalist or specialize in a particular area. These positions perform the duties under the general supervision of a supervising therapist or other clinical supervisor.

Examples of Work Performed:

- Perform the initial assessment and screening of individuals for referrals and intervention.
- Interpret evaluation findings to arrive at a physical therapy diagnosis.
- Develop and coordinate intervention plans, including goals and approaches to achieve stated goals.
- Implement the intervention plan directly in collaboration with others.
- Coordinate in-service education for team members, community groups and facilities.
- Direct and review the work of other therapists, therapy assistants or therapy students in performing physical therapy activities.
- Participate in fieldwork education by supervising physical therapy practitioners, students and other staff performing supportive services.
- Participate in committees and activities on institution-wide or broader issues in the development of service operations, policies and procedures.
- Develop appropriate home and community activities/programming to support performance in natural environment and providing in-service.
- Promote prevention, wellness and health promotion needs of individuals or groups; and participate in the fiscal management of the physical therapy practice setting.
- Initiate program changes within established guidelines and principles of the physical therapy profession.

III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training and skills required upon appointment have been acquired.

Special Requirements: Certification or eligibility for certification as a “certified physical therapist” in the State of Wisconsin as provided under Wis. Stats. 448.53.

IV. ADMINISTRATIVE INFORMATION

This classification was created effective June 30, 2013 and announced in Bulletin OSER-0327 MRS/SC to establish a single level classification. The positions were previously classified as Physical Therapist and Senior which were abolished on the same date.

CEC/DLM
38904