

JOB POSTING: Permanent Part-Time – Physiotherapist

Date of Posting:	December 10, 2024
Position:	Permanent Part-Time – Physiotherapist
Job ID:	CCH-2411
Bargaining Status:	C.U.P.E. Local 4891
Hours of Work:	17.50 hours per week
Service Area:	Allied Health – Primary Health Care
Reports To:	Manager of Allied Health
Salary:	\$33,933 - \$40,883.50 per annum as per 0.50 FTE, plus 10 paid vacation days, 5 paid professional development days, excellent benefits
Start Date:	ASAP

About CommunitiCare Health

We are a community health care agency that provides a full range of community health care and support services, making us a distinctive agency in Toronto offering a blend of community support services, community mental health and addictions services, supportive housing, inter-professional primary care and home care services. We are community governed. We continually look for ways to serve our clients and our community better and to provide enhanced access to equitable care.

Position Statement/Summary

As the physiotherapist, you will provide care primarily in-person, at various on-site and off-site locations in the community. You will have the capacity to provide virtual care to meet client needs, as required. You will work independently and as part of an interdisciplinary team, from a framework that is trauma-informed, with a focus on anti-black and anti-indigenous racism, discrimination and oppression. Care practices also include a focus on the key determinants of health, with an emphasis on disease prevention, empowerment, health promotion and community capacity building. This is a unionized position.

Key Responsibilities

1. Assess, develop, implement, and evaluate care plans for individuals with acute and/or chronic functional and mobility impairments, including musculoskeletal, neurological, cardiorespiratory, and metabolic, according to the College of Physiotherapists of Ontario guidelines and best practices.
2. Act as a first contact provider for all musculoskeletal conditions for the primary care team.



3. Provides comprehensive care to populations facing multiple barriers, ensuring access to those most vulnerable.
4. Ensure the continuum of care is maintained by educating clients and family members, if appropriate, with regard to the management of health care problems and re-evaluating physiotherapy programs considering the context of the clients' home environment.
5. Provide itinerant services working from different locations to create greater access to populations facing barriers to care.
6. Perform home visits, as required.
7. Planning and delivery of health promotion groups virtually or in person or a hybrid model, according to community needs.
8. Evaluation of group interventions, including administration and tracking of identified outcome measures with group participants.
9. Provide consultation and capacity building to other center staff and community agencies working with clients who may need physiotherapy care.
10. Participate in the Physiotherapy Network of Toronto Region CHCs, including regular meetings, resource development and quality improvement initiatives, including collection of standardized outcome measures and client surveys.
11. Participates in client record audits and case conferences and makes appropriate internal and external referrals.
12. Support the Centre's student and volunteer placement programs, and supervise students and volunteers as required.
13. Incorporate and strengthen collaborative and interdisciplinary work.
14. Contributes to programs and services cycle of planning and evaluation, and participates in organization-wide planning, committees, and staff meetings as appropriate.
15. Support the Centre's student and volunteer placement programs, and supervise students and volunteers as required.
16. Incorporate and strengthen collaborative and interdisciplinary work.
17. Contributes to programs and services cycle of planning and evaluation, and participates in organization-wide planning, committees, and staff meetings as appropriate.
18. Support and participate in case management and care coordination functions in collaboration with the interdisciplinary team.
19. Maintains and develops professional competence through appropriate continuing education methods.
20. Contributes to activities to collect, analyze, and report on data and relevant information, and participates in research when appropriate.
21. Safeguards client records, assures confidentiality of client information, and seeks to minimize risk.
22. Identifies areas where the development of protocols and procedures is needed to improve client services or to promote more effective staff functioning.
23. Contributes to efforts to secure and maximize resources for current and new programs, services, and activities.
24. Complies with all relevant organizational policies, procedures, and protocols.



25. Maintains all licenses, certificates, and standards related to the ability to practice as a Physiotherapist in Ontario.
26. Respects and values the diversity of communities and individuals.
27. Works during both regular and extended hours of operation in various on-site and off-site locations.
28. Perform duties as assigned by the supervisor.

Agency Responsibilities

1. To be aware of and adhere to agency policies and procedures found in the Employment Policies & Procedures Manual.
1. Work within the standards outlined in CCH Employment Policies & Procedures Manual.
2. Reflect the philosophy of the organization and to follow all policies and procedures.
3. Adhere to provincial and CCH privacy and confidentiality guidelines.
4. To accurately adhere to the agency data reporting requirements.
5. To participate on agency committees.
6. To participate in agency special events.
7. To engage in ongoing professional development.

Qualifications

1. Master of Science in Physiotherapy from a recognized university, or an equivalent combination of relevant education and experience.
2. Registered and in good standing with the College of Physiotherapists of Ontario.
3. Eligible for membership with the Canadian Physiotherapy Association.
4. Thorough knowledge of and proficiency in current physiotherapy best practices and skills.
5. Three to five years of experience in a variety of health care settings, with experience in primary care is an asset.
6. Broad range of clinical experience (including chronic disease management) with different populations using a variety of modalities.
7. Experience providing comprehensive care to populations facing multiple barriers and with comorbidities, including mental health and addictions.
8. Experience in pulmonary rehabilitation or cardiac rehabilitation is considered an asset.
9. Training in manual therapy, acupuncture and/or dry needling is considered an asset.
10. Training and certification with pelvic physiotherapy is considered an asset.
11. Demonstrated ability, commitment to and knowledge of community health care.
12. Experience working from a framework that is trauma informed, with a focus on anti-black and indigenous racism, discrimination and oppression and ensuring a positive space, and/or willingness to participate in training.
13. Demonstrated ability to work within an interdisciplinary team environment, as well as ability to take initiative and work independently.



14. Experience in program development, implementation, monitoring, and evaluation for therapeutic groups.
15. Excellent group facilitation skills.
16. Excellent interpersonal skills with clients in a culturally diverse practice population, and with colleagues.
17. Excellent communication, decision-making, problem-solving, conflict management and time management skills.
18. Proficiency in the use of computers and various software applications.
19. Ability to speak a second language, relevant to catchment area populations (Spanish, Portuguese, Polish, Ukrainian, Russian, Arabic, Tigrinya), is an asset.

Additional Requirements & Information

This job posting is intended to reflect the general duties of the position and suggest the general level of skill and complexity. There may be additional duties related to specific CCH sites and programs that will be outlined by the successful candidate's supervisor.

Given the unique nature of our work environment and the complex individuals we serve, all CCH employees are expected to comply with all CCH policies and procedures, and the *Occupational Health and Safety Act*, R.S.O. 1990, c. O.1.

Job offers are conditional upon:

1. Proof of identity;
2. Proof of eligibility to legally work in Canada;
3. Submission of a satisfactory Vulnerable Sector Screening, at the successful candidate's expense, which indicates that you are suitable for employment with CCH and meet CCH'S safety requirements; and
4. Positive reference checks satisfactory to CCH.

Note to External Applicants

We thank all the applicants for their interest and advise that only those selected for an interview will be contacted.

As part of our hiring practices, we encourage and particularly welcome resumes from traditionally marginalized communities. This includes but is not limited to consumers/survivors, people of colour, indigenous peoples, persons with disabilities, and members of the 2SLGBTQI+ community.

If you have any requirements for accommodation due to disability, please advise Human Resources during the recruitment and selection process. We will work with you to best meet your needs as per the resources available to us.

CommunitiCare Health is a scent-free environment.





How to Apply

Submit to: Human Resources

jobs@communiticare.org

Please indicate the Job Reference Number (CCH-2411) in the email subject line

