



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

PHYSICAL THERAPISTS

<u>Class Title</u>	<u>Class Code</u>	<u>Pay Band</u>	<u>Alt Pay Band*</u>
Physical Therapists-B	K1123B	55	70
Physical Therapists-O	K1123O	60	75
Physical Therapists-A	K1123A	65	80

**In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

Occupation Description

Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and decrease or prevent deformity of patients suffering from disease or injury.

Nature of Work

Physical therapists are healthcare professionals who diagnose and treat individuals of all ages, from newborns to the very oldest, who have medical problems or other health-related conditions, illnesses, or injuries that limits their abilities to move and perform functional activities as well as they would like in their daily lives. Physical therapists examine each individual and develop a plan using treatment techniques to promote the ability to move, reduce pain, restore function, and prevent disability. In addition, they work with individuals to prevent the loss of mobility before it occurs by developing fitness and wellness-oriented programs for healthier and more active lifestyles. Physical therapists evaluate and diagnose movement dysfunction and use interventions to treat patient/clients. Interventions may include therapeutic exercise, functional training, manual therapy techniques, assistive and adaptive devices and equipment, and physical agents and electrotherapeutic modalities.

Distinguishing Characteristics of Levels

Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.

Basic

- Employees in this Role provide routine physical therapy services to patients, such as assessments, intervention, treatment implementation, and documentation to increase function and independence for daily living.

Recommended Education and Experience for Full Performance*

Bachelor's Degree in Physical Therapy from an accredited college or university, or graduate from a school of physical therapy and one (1) year experience as a physical therapist with inpatient and outpatient rehabilitation experience.

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Minimum Qualifications

Bachelor's Degree in Physical Therapy from an accredited college or university, or graduate from a school of physical therapy.

Operational

- Employees in this Role provide specialized physical therapy assessments, intervention, program planning, treatment implementation, and documentation to increase function and independence for daily living, inclusive of, but not limited to, patients in pediatrics, home health and rehabilitation centers, and those with development delays and dementia.

Recommended Education and Experience for Full Performance

Bachelor's Degree in Physical Therapy from an accredited college or university, or graduate from a school of physical therapy and two (2) years experience as a physical therapist with inpatient and outpatient rehabilitation experience.

Minimum Qualifications

Bachelor's Degree in Physical Therapy from an accredited college or university, or graduate from a school of physical therapy and one (1) year experience as a physical therapist with inpatient and outpatient rehabilitation experience.

Advanced

- Employees in this Role direct physical therapy assessment, treatment, intervention, administration, program planning, and documentation for acute and long term care patients to enable them to improve and/or restore their optimal functional abilities.

Recommended Education and Experience for Full Performance

Bachelor's Degree in Physical Therapy from an accredited college or university, or graduate from a school of physical therapy and five (5) years experience as a physical therapist with inpatient and outpatient rehabilitation experience.

Minimum Qualifications

Bachelor's Degree in Physical Therapy from an accredited college or university, or graduate from a school of physical therapy and two (2) years experience as a physical therapist with inpatient and outpatient rehabilitation experience.

Knowledge and Skills

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Knowledge

Medicine and Dentistry — Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

Therapy and Counseling — Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.

Customer and Personal Service — Knowledge of principles and processes for providing

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customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Education and Training — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Psychology — Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

Biology — Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.

Law and Government — Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.

Public Safety and Security — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

Skills

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Speaking — Talking to others to convey information effectively.

Reading Comprehension — Understanding written sentences and paragraphs in work related documents.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Social Perceptiveness — Being aware of others' reactions and understanding why they react as they do.

Time Management — Managing one's own time and the time of others.

Coordination — Adjusting actions in relation to others' actions.

Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Service Orientation — Actively looking for ways to help people.

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Statutory Requirements: All applicants for this position must be licensed in accordance with Physical Therapy, 61-12D-1 through 61-12D-19 NMSA 1978 and 16.20.1 through 16.20.10 NMAC, as applicable.

You must include your license or certificate number in the "License" section of the application form.

Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions,* and the *recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Default FLSA Status: Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Bargaining Unit: This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

Established: 07/07/2001 **Revised:** 9/20/2011

**Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation and are not to be construed as minimum qualifications.*

Note: Classification description subject to change. Please refer to the SPO website www.spo.state.nm.us to ensure this represents the most current copy of the description.