
VACANCY POSTING

Vacancy:	Physiotherapist
Description of Position:	Casual
Number of Vacancies:	1 Position
Unit:	Rehabilitation
Employee Group:	CUPE Clerical Technical
Wage Grid:	\$38.809 - \$53.798
Shift Work:	Yes
Weekend Work:	Yes

Date Posted:	December 3, 2025
Closing Date & Time:	December 10, 2025 at 1700 hours
Reference Number:	#25-214 CAS PHYSIOTHERAPIST

Please note: This posting is for an existing vacancy

ROLES AND RESPONSIBILITIES

PATIENT SAFETY

Every employee's responsibility is to ensure that the hospital's patient safety goal continues to be the centrepiece of our quality and risk management program and that every patient is treated within a safe environment. To ensure compliance with this goal, each employee must:

- Find, report, and prevent incidents/near misses or adverse effects
- Communicate/report areas of concern immediately to your Manager
- Complete a Near Miss Form or Incident Report to communicate or report incidents or near misses

SUMMARY OF POSITION:

Functions as a clinician, a member of the health care team, a member of the Physiotherapy Department, and a member of the profession who performs as a generalist in physiotherapy for the population served by the Winchester District Memorial Hospital.

The physiotherapist practices according to the College of Physiotherapists of Ontario standards, the profession's Code of Ethics, the Regulated Health Professions Act, the Physiotherapy Act, the Public Hospitals Act, Hospital policies and procedures, and all other relevant legislation. The physiotherapist must actively participate in continuing education in order to satisfy competency requirements.

NATURE AND SCOPE OF WORK

CLINICAL

- Develops appropriate treatment goals and outcomes based on the client's needs, identified through integration/analysis of data obtained through assessment procedure

- Develops, implements and evaluates a treatment plan which indicates the selection and provision of treatment procedures and parameters to meet the treatment goals and all professional standards
- Explains assessment/treatment procedure to client and relevant others and obtains consent
- Develops and implements appropriate discharge plans in conjunction with the physician and other appropriate health care providers
- Records plans, interventions and client interactions on the health record in accordance with standards and Hospital and department policies and procedures
- Provides medico-legal reports and WSIB reports as required
- Provides consultative and educative services to physiotherapy and other Hospital staff, to individual patients, family, groups and care providers

ADVISORY

- Advise Clinical Services Managers regarding operational issues specific to physiotherapy
- Liaise with staff, physicians, managers and learning specialists to ensure high quality patient care
- Participates actively in departmental and Hospital activities as appropriate, including staff meetings
- Identify and implement quality initiatives and projects specific to PT
- Identify and support the resolution of outstanding administrative issues specific to PT
- Advise and participate in WDMH committees as requested (I.E. Medicine and CCC quality meetings)

PROFESSIONAL PRACTICE

- Identify and communicate any legislative issues related to PT
- Review & monitor mechanisms that are in place to address credentialing requirements specific to PT
- Develop or update team job descriptions as needed in conjunction with Clinical Managers
- Identify professional practice issues which need to be addressed during organizational change (i.e. Accreditation)
- Support staff and encourage participation in the change process
- Establish or support structures which facilitate intra professional networking
- Liaise with professional associations and colleges
- Demonstrate and model the profession to the community and the hospital; provide leadership in terms of knowledge, patient care, and research

EDUCATION

- Engage in continuing education
- Support and mentor learners
- Assess educational needs of staff and help develop bedside education in conjunction with the clinical managers
- Engage in the placement, orientation, supervision, and evaluation of students in collaboration with Clinical Managers
- Liaise with the appropriate educational institutions as required
- Plans and implements and participates in the evaluation of clinical student placements as well as provide teaching and guidance to students as required

RESEARCH AND QUALITY IMPROVEMENT

- Ensure that a process for researched evidence-based practice is implemented and evaluated
- Ensure that quality improvement activities related to clinical practice are ongoing
- Support research and quality initiatives

ADMINISTRATION

- Contribute to workload and productivity targets in collaboration with Clinical Service Managers
- Documents daily statistical information in accordance with workload measurement standards and Hospital policies and procedures/requirements
- Advise on budget planning and control in regard to supplies, equipment, and space
- Advise on external contracts related to PT
- Collaborate with Clinical Services managers to determine coverage needs and ensure adequate coverage is available within the resources of the department
- Provide designated reports (financial, statistical or educational) related to PT

QUALIFICATIONS

- A graduate of a recognized Canadian physiotherapy program or equivalent as determined by the College of Physiotherapists of Ontario
- Registered with the College of Physiotherapists of Ontario
- Eligible for membership in CPA and Ontario Physiotherapy Association and membership is preferred
- Ability to work within a team and to interact positively with all members of the health care team
- Ability to work as a team with Physiotherapy Aides
- Experience with both inpatient and outpatient physiotherapy care
- Excellent attendance record and availability necessary to fulfil shift commitments
- Strict confidentiality of all patients and hospital related information
- Demonstrates a professional and respectful attitude towards patients, the public and colleagues
- Responsible for own professional development
- Observe strict confidentiality of all patients and hospital related information
- All new employees must obtain a satisfactory Police Check (vulnerable sector)

ALIGNMENT WITH WDMH COMMITMENT STATEMENT

The duties and responsibilities of this position include alignment with the Winchester District Memorial Hospital's Commitment Statement. It is the Hospital's mandate to ensure that all employees adhere to the following as a duty of their employment:

Our Commitment

We are here to care for our patients with compassion - close to home and with our partners.

We pursue excellence in all we do.

We are one team. We value respect, accountability, innovation, and learning.

APPLICATION INFORMATION

Further information is available from **Sean Burnett, at extension #6339**. Interested employees should apply in writing, by email only indicating their qualifications to Brenda Fancey, Manager Recruitment, Compensation and Benefits at bfancey@wdmh.on.ca. When applying for any posted vacancy it is mandatory that you provide a thoroughly completed Application for Employment or attach a resume with all of the necessary information to assist in determining whether you meet the requirements of the position as outlined on the posting. Failure to do so will result in your application being screened out of the competition.

Winchester District Memorial Hospital welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process