

MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION

PHYSICAL THERAPY AIDE

JOB DESCRIPTION

Employees in this job, under the direction of a registered Physical Therapist or licensed Physician, perform a variety of non-clinical supportive activities involving the administration of routine therapeutic treatments by physical or mechanical methods.

Position Code Title - Physical Therapy Aide-E

Physical Therapy Aide 6

This is the entry level. The employee performs a range of Physical Therapy Aide assignments while learning the methods of the work.

Physical Therapy Aide 7

This is the intermediate level. The employee performs an expanding range of Physical Therapy Aide assignments in a developing capacity.

Physical Therapy Aide E8

This is the experienced level. The employee performs a full range of Physical Therapy Aide assignments and uses independent judgement to make decisions in specific work situations.

Position Code Title - Physical Therapy Aide-A

Physical Therapy Aide 9

This is the advanced level. The employee serves as a lead worker overseeing the work of lower-level Physical Therapy Aides and performing experienced level Physical Therapy Aide assignments.

NOTE: Employees can progress to the experienced level based on satisfactory performance and possessing required experience.

JOB DUTIES

NOTE: Listed job duties are typical examples of work of positions in this classification. Not all duties assigned to every position are included, nor will all positions be assigned every duty. The general description of job duties does not authorize performance contrary to any state or federal licensing or certification requirements.

Implements physical therapy programs established by the registered Physical Therapist.

Regulates and guides patients with range of motion, stretching, and strengthening exercises to maintain and increase joint and muscle range of motion.

Provides hydrotherapy and whirlpool treatments to help circulation and relaxation.

Provides infrared and ultraviolet treatments to promote healing.

Provides ambulation training to assist patients in attaining maximum mobility.

Massages, rubs, and treats muscles.

Guides crutch and gait training and applies training braces.

Assists the medical staff in measuring and fitting devices.

Assists in repairing and reconditioning braces and wheelchairs.

Trains and instructs nurses and other nursing care providers in minor physical therapy treatments.

Maintains required patient records and prepares reports related to the work.

Attends in-service training programs.

Performs related work and other duties as assigned.

Additional Job Duties

Physical Therapy Aide 9 (Lead Worker)

Coordinates work by scheduling assignments and overseeing the work of other Physical Therapy Aides.

Instructs and trains in proper work methods and processes.

Reviews job performance by observing and critiquing work techniques and completed assignments.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Some knowledge in the area listed is required at the entry level, developing knowledge is required at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of the standard practices, materials, tools, and equipment used in physical therapy work.

Knowledge of the behavior and needs of patients.

Knowledge of proper lifting techniques.

Knowledge of behavior management methods.

Ability to observe, evaluate, and record conditions, reactions, and changes in the physical condition of patients.

Ability to establish and maintain appropriate relationships, attitudes, and conduct with patients.

Ability to prepare and maintain records related to the work.

Ability to communicate effectively.

Additional Knowledge, Skills, and Abilities

Physical Therapy Aide 9 (Lead Worker)

Ability to train and oversee the work of others.

Ability to prioritize, organize, and coordinate the work of the unit.

Working Conditions

Some jobs require an employee to work in adversarial situations or hostile work environment.

Physical Requirements

The job duties require an employee to bend, reach, stoop, stand and/or walk for extended periods.

The job duties require an employee to handle the physical demands of the work including lifting and positioning patients, and using behavioral management techniques.

The job duties require an employee to lift and/or move heavy objects.

Education

Education typically acquired through completion of high school.

Experience

Physical Therapy Aide 6

No specific type or amount is required.

Physical Therapy Aide 7

One year of experience equivalent to a Physical Therapy Aide 6.

Physical Therapy Aide E8

Two years of experience equivalent to a Physical Therapy Aide, including one year equivalent to a Physical Therapy Aide 7.

Physical Therapy Aide 9

Three years of experience equivalent to a Physical Therapy Aide, including one year equivalent to a Physical Therapy Aide E8.

Alternate Education and Experience

Physical Therapy Aide E8

An associate degree in a physical therapy assistant program may be substituted for the experience requirement.

NOTE: Civil Service can individually evaluate equivalent combinations of education and experience providing required knowledge, skills, and abilities to qualify.

Special Requirements, Licenses, and Certifications

See individual position descriptions.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

PHYTHRADE

Job Code Description

PHYSICAL THERAPY AIDE

Position Title

Physical Therapy Aide-E

Position Code

PHTHADEE

Pay Schedule

U11-016

Physical Therapy Aide-A

PHTHADEA

U11-021

RS

02/02/2025