



# GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÅN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913

Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



## AREA OF CONSIDERATION – OPEN COMPETITIVE

### TO ESTABLISH A LIST FOR THE POSITION OF **HOSPITAL PHYSICAL THERAPIST II**

**OPEN: October 01, 2023**

**CLOSING DATE: CONTINUOUS**

**ANN. NO.: 24-23**

#### GENERAL PAY PLAN

**OPEN: M-01 \$49,731.00 P/A to M-10 \$68,269.00 P/A**

**PROMOTION: M-01 \$49,731.00 P/A to M-18 \$87,650.00 P/A**

#### **MINIMUM EXPERIENCE AND TRAINING:**

- A) Two years of professional experience as a physical therapist, and graduation from a school of physical therapy accredited by the American Medical Association with a Bachelor's degree or certificate in physical therapy; or
- B) Any equivalent combination of experience and training beyond the Bachelor's degree which provides the minimum knowledge, abilities and skills.

#### **NECESSARY SPECIAL QUALIFICATIONS:**

Possession of current valid license, to practice Physical Therapy, from the Guam Board of Allied Health Examiners, Commission on Licensure to practice Healing Arts.

Possession of a current certification in Basic Life Support (BLS) – from the American Heart Association (AHA).

#### **NATURE OF WORK:**

This is complex physical therapy work in the hospital.

Employees in this class perform the full range of hospital physical therapy work. Employees lead and guide the work of lower level professional and sub-professional staff.

**ILLUSTRATIVE EXAMPLES OF WORK:** (Any one position may not include all the duties listed, nor do the examples cover all the duties which may be performed.)

Plans and administers the full range of physical therapy evaluation and testing procedures and treatment modalities for both in and out patients, from pediatric level to geriatric. Reviews physician's diagnosis and referral orders; plans and administers the proper therapy, which range from conservative treatment using physical agents for acute conditions to extensive rehabilitation programs covering a board range of conditions. Consults with physicians and chief physical therapist on patient's reactions and response to treatment. Recommends changes in treatment procedures. Delegates program plan as appropriate to lower level physical therapist and technicians. Conducts all safety precautions and care of patients during treatment to prevent retarding healing processes or injuring patients. Assist/advises subordinate staff in problems/difficulties. Gives on-the-job training to staff on simpler techniques or new procedures of physical therapy. Explains to family members/patients the types of treatments needed and probable reactions. Instructs patients/family members on home or after-care treatment procedures. Attend the team conferences, discussion, meeting with attending physicians, and staff department meeting, attends and is involved in quality assurance plans of department. Submits reports of activities; documents all pertinent information in the medical records of patients. Cooperate with other health professional and supportive staff to ensure quality assurance plans of department. Leads and guides the work of sub-professional and lower level professional therapy staff. Insures the proper maintenance and care of equipment; makes minor adjustments or reports faulty equipment. Perform related duties as required.

#### **MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

- Knowledge of the technical procedures and modalities of physical therapy.

- Knowledge of the operation and care of physical therapy equipment.
- Knowledge of anatomy, neuro-anatomy, physiology, kinesiology.
- Knowledge of physical therapy as applied to medicine, neurology, orthopedics, pediatrics, genetics, psychiatry, and surgery.
- Ability to instruct on physical therapy procedures.
- Ability to set up treatment schedules and detect when therapy treatment should be discontinued.
- Ability to lead the work of others.
- Ability to inspire confidence and motivate patients to carry out treatment plans.
- Ability to work effectively, orally and in writing.
- Ability to maintain records and prepare reports.
- Skill in the use of physical therapy and rehabilitation equipment.

**EXAMINATION REQUIREMENTS:** A written test may be required. When a written test is not required, applicants will be rated on a scale between 70.00 and 100 percent on the basis of their training, education and experience in relation to the minimum requirements of the positions. **Individuals with disabilities who require special accommodations should contact this office prior to any scheduled examination.**

**EDUCATION REQUIREMENT:** Applicants claiming education accomplishment, such as, degrees or credits are required to submit official or verified copies of university or college transcripts. Pursuant to Public Law 29-113, effective September 30, 2008, all new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general education high school program, apprenticeship program or successful completion of certification program, from a recognized, accredited or certified vocational technical institution, in a specialized field required for the job.

**CMS OMNIBUS COVID-19 HEALTHCARE STAFF VACCINATION REQUIREMENT:** Pursuant to CMS regulation, all eligible staff, both current and new, working at either the acute hospital or the Skilled Nursing Facility, are required to be fully vaccinated against COVID-19. The CMS mandate applies to all eligible staff working at almost all CMS-certified facilities that participate in the Medicare and Medicaid programs. This includes facility employees, licensed practitioners, students, trainees, vendors, contractors and volunteers. Additionally, this includes individuals who provide care, treatment, or other services for the facility and/or its patients under contract or other arrangements, even at a third party location.

**DRUG SCREENING AND PRE-EMPLOYMENT PHYSICAL MEDICAL EXAMINATION:** All applicants tentatively selected for this position are required to submit to a urine test to screen for illegal use of drugs prior to appointment. All applicants accepting employment with Guam Memorial Hospital Authority must take and pass a pre-entry Physical examination and COVID screening and show proof of COVID vaccination.

**PRIMARY SOURCE VERIFICATION:** Applicants applying for positions in the Nursing and/or Allied Health Professional positions requiring licensure pursuant to Public Law 24-329 or National Credentialing Institution must obtain a verification of licensure upon notification of selection as a condition of employment. All cost incurred for licensure/ certification verification is at the applicant's expense.

**VETERANS' PREFERENCE:** Applications claiming veteran's preference are required to provide a copy of their DD-214 (Military discharge member 4 form). Those claiming Compensable Disability are required to provide verification from the Veteran's Administration.

**DISABILITY PREFERENCE:** Applicants wishing to claim Disability Preference should submit a Government of Guam Disability Certification form, certified by the Director of Public Health & Social Services.

**POLICE AND COURT CLEARANCE:** Pursuant to Executive Order No. 2005-34 and Public Law No. 28-24, all applicants accepting employment with Guam Memorial Hospital Authority must submit a police and Superior Court of Guam clearance of no more than 3 months old from the date of notification of selection as a condition of employment. The cost of the clearances is the applicant's responsibility. Off-Island applicants must obtain clearances from their last place of resident.

**AREA OF CONSIDERATION AND INTERVIEW PROCESS:** A personal interview, interview by telephone or video conferencing will be held by the appointing authority or his designee for eligible candidates referred via certification. Certification for interviews are prepared from valid eligibility listings in accordance with the area of consideration or examination and in the following order if available: 1) Departmental; 2) Government-wide; and 3) Open Competitive. Candidates will be contacted accordingly during active recruitment when their names are reached on the appropriate list.

**Important Note: Individuals with disabilities who require special accommodations should contact the Equal Employment Opportunity Office at (671) 647-2104, prior to any scheduled interviews. If traveling off-island and/or if contact information has changed, all eligible candidates are responsible for notifying the Human Resources Office of any changes in contact information to include email and mailing addresses.**

**IMPORTANT INFORMATION:** Public Law 99-603 (8USC, Section 1324A) requires the Government of Guam to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States.

If you are hired to fill a position in the Government of Guam, you will be required to present valid documents that will establish your identity and work eligibility.

**WHERE TO APPLY:** Applicants must submit the "Guam Memorial Hospital Authority – Employment Application" to the Guam Memorial Hospital Human Resources Department between the hours of 7:00 a.m. to 4:00 p.m., Monday through Friday. Closed on official Government Holidays, Saturday and Sunday or via email to [human.resources@gmha.org](mailto:human.resources@gmha.org). To ensure full consideration of your application, all supporting documents must be submitted with the application. For further information, call (671) 647-2409/2171 or visit the Guam Memorial Hospital Authority Human Resources Department at 850 Gov. Carlos Camacho Road Oka, Tamuning, Guam 96913. The Human Resources Department is located on the first floor within the Administration offices or visit the "gmha.org website" for other employment opportunities.

APPROVED:

  
LILLIAN Q. PEREZ-POSADAS, MN, RN  
Hospital Administrator/CEO



THE GUAM MEMORIAL HOSPITAL AUTHORITY IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER