

TA:

For NUHW  
Abid Yahya  
1/20/23

**(FOR THE PROFESSIONALS CONTRACT)**

For Hospital:

Awones 1/20/23

Rest 01/20/23

1/20/23

**15. Clinical Ladder for Physical Therapist Assistants**

1. **Physical Therapist Assistant I:** Entry-level Physical Therapist Assistant.
2. **Physical Therapist Assistant II (Senior Physical Therapist Assistant).** Performs all tasks of Physical Therapist Assistant I and must have at least the following have accomplished the following criteria and provide this level of service ongoing annually:

- a. **Clinical experience:** Must have at least ~~two (2)~~ four (4) years of clinical experience, two of the four (4) years must be in the same clinical setting.
- b. **Professional Growth and Learning:** Must have additional Certification in a clinically relevant area, ~~included~~ including but not limited to: ATC, CSCS, or Credentialed Clinical Instructor by APTA.
- c. **Teaching and Mentoring.**
  - i. Must have been a clinical instructor for at least one (1) full time PTA Student(s) or the equivalent, OR and
  - ii. Must have mentored or provided manager-approved professionally relevant instruction to the physical therapy staff, other professionals, or community members for a minimum of 20 hours; this may include but is not limited to in-services, professional presentations, and community outreach.
- d. **Program and Departmental Development:**
  - i. Must have participated in at least two (2) projects for clinical or administrative development that was approved by the manager. (Approval shall not be unreasonably withheld.)
  - ii. Must manage and present two (2) true north pillars (PDCA projects) each year.
- e. **Ongoing Expectations of a PTA II:**
  - i. Teaching and Mentoring. Must mentor or provide professionally relevant instruction to the physical therapy staff, other professionals, or community members (which may include but is not limited to in-services, professional presentations, and community outreach) will be an outgoing expectation.
  - ii. Program and Departmental Development.
    - a. Will manage and present two (2) true north pillars (PDCA projects) each year.
    - b. Will develop or review and update one (1) departmental program or protocol, or will participate in at least one (1) project for clinical or administrative development, each year.

~~(Where manager approval is required in the criteria above, approval shall not be withheld merely for purposes of preventing an employee from ascending the clinical ladder.)~~

The Union reserves the right to withdraw, modify, or otherwise amend its proposals in the course of the negotiations until such a time as the parties reach a tentative agreement.