

ARMY POSITION DESCRIPTION

PD#: EMTCH2F0003 **Sequence#:** VARIES **Replaces PD#:**
PHYSICAL THERAPIST (HOLISTIC HEALTH AND FITNESS)
GS-0633-12

Organization Title:

POSITION LOCATION:

Servicing CPAC: JBLM

Agency: VARIES

Installation: VARIES

Army Command: VARIES

Region: NORTHWEST

Command Code: VARIES

POSITION CLASSIFICATION STANDARDS USED IN CLASSIFYING/GRADING POSITION:

Citation 1: JFS PROF WORK IN MEDICAL & HEALTHCARE GROUP, GS-0600, SEP 2017

Citation 2: OPM PCS TRNG INSTRUCT SERIES, GS-1712, MAY 91

Citation 3: OPM GLG / INSTRUCTIONAL WORK, MAR 89

Supervisory Certification: *I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.*

Supervisor Name: TRADOC HQ

Reviewed Date: 11/25/2020

Classification Review: *This position has been classified/graded as required by Title 5, U.S. Code in conformance with standard published by the U.S. Office of Personnel Management or if no published standards apply directly, consistently with the most applicable published standards.*

Reviewed By: H2F PROGRAM
MANAGER

Reviewed Date: 11/25/2020

**POSITION
INFORMATION:**

**CONDITION OF
EMPLOYMENT:**

**POSITION
ASSIGNMENT:**

Cyber Workforce:

Drug Test Required:
VARIES

Competitive Area:
VARIES

- **Primary Work
Role:** VARIES

Financial Mgmt Cert:

- **Additional Work Role 1:** VARIES
- **Additional Work Role 2:** VARIES

FLSA: EXEMPT

FLSA Worksheet:
EXEMPT

FLSA Appeal: NO

Bus Code: VARIES

DCIPS/CES PD: NO

- **Mission Category:**
VARIES
- **Work Category:**
VARIES
- **Work Level:**
VARIES

Functional Code:

Interdisciplinary: NO

Supervisor Status:
VARIES

PD Status: VERIFIED

Position Designation:
VARIES

Position Sensitivity:
VARIES

Sec. Clearance Level:
VARIES

Sec. Access (Child Care Bkgd Check): VARIES

Emergency Essential:

Requires Access to Firearms: VARIES

Personnel Reliability

Position: VARIES

Information Assurance:
VARIES

Influenza Vaccination: YES

Financial Disclosure:
VARIES

Financial Disclosure: NO

Enterprise Position:
VARIES

Acquisition Position: NO

- **CAP:**
- **Career Category:**
- **Career Level:**

Competitive Level:
VARIES

Career Program: VARIES

Career Ladder PD: NO

Target Grade/FPL: 12

Career Pos 1:

Career Pos 2:

Career Pos 3:

Career Pos 4:

Career Pos 5:

Career Pos 6:

POSITION DUTIES:

** THIS IS A STANDARDIZED PD FOR HOLISTIC HEALTH AND FITNESS (H2F) SYSTEM USE ONLY! CHANGES TO THIS PD MUST BE APPROVED IN WRITING BY THE H2F AUTHORIZED MANAGER(S). **

INTRODUCTION:

This position is located in an Army brigade area on an Army installation and not within a medical clinic. This position supports the Holistic Health and Fitness (H2F) program and employee is a licensed Physical Therapist (PT) preferred to have board certification. The position requires the ability to work with a team to coordinate and communicate around the health and wellness of healthy and injured Soldiers to achieve training or deployment readiness. Must be able to work with Army leaders, Soldiers, allied health professionals, athletic trainers, cognitive health specialists, and strength & conditioning specialists to implement the H2F program.

MAJOR DUTIES:

1. The PT provides full range of professional injury screening and prevention, evaluation, diagnosis, and treatment to maximize Soldier performance and improve unit readiness. Performs physical therapy professional duties requiring an advanced practical knowledge of physical therapy skills, evidence-based practice, data collection and reporting as part of the H2F team. Advises unit leadership on the development and implementation of strength and endurance programming and execution. Trains, mentors and supervises the Human Performance Team members to include unit-level Master Fitness Trainers. Liaises with the H2F team, leadership, and the installation's military treatment facility (MTF) Rehabilitation, Pain Management, Radiology, and Orthopedic Surgery services. PT services include providing physical therapy evaluation, diagnosis, therapeutic intervention and follow-up care to treat acutely ill, and injured service members with needs concerned with, but not limited to, physical rehabilitation, musculoskeletal extremity injury, spine complications or injuries, neurological injuries/impairments, and pain. Utilizes evaluation techniques and Soldier-reported or physical performance-based outcomes measures to determine current functional level and documents in the health record in accordance with professional standards and licensure requirements. Develop and implement goal-oriented treatment plans for Soldiers presenting with dysfunction and impaired functional status with walking, running, Soldier tasks, individual training, activities of daily living, and sports/recreation. Applies the use of therapeutic modalities and new integrative techniques and technologies for the purpose of evaluation and ongoing treatment. Therapeutic modalities may consist of, but are not limited to, traditional physical agents such as air, water, and electricity; soft tissue mobilization; therapeutic activity; therapeutic exercise and manual therapy. Plans reconditioning activities, supports physical readiness training, conducts injury prevention, human performance optimization activities, alleviates pain and reintegrates Soldiers into unit. May design, fabricate or recommend adaptive equipment and/or orthotic devices to improve function. Provide Soldier education on the injury/disease process and its effect on function, joint protection, energy requirements, ergonomic needs, activity modification and progression of function or changes in impairments. Develop appropriate evaluation, treatment plans, and recommendations regarding function, adaptation and physical performance, fitness and health promotion for retention in the military (in the current or new Military Occupational Specialty [MOS]), or transitioning out of the military. Supervises provision of care with other subordinate personnel. 50%

2. Plans and organizes professional injury screening and prevention, evaluation, and in close proximity to where Soldiers train daily. Participates in injury control research, analysis and reporting to support H2F program at the brigade and Army-level. Assesses movement patterns in individual Soldiers or groups of Soldiers and implements corrective interventions designed to improve performance and reduce future injury risk according to standard operating procedure and available evidence based practice. Advises Commanders and H2F program director on the development and safe implementation of strength and endurance programming and execution to maximize individual Soldier and unit readiness. Teaches and assists other H2F teammates how to plan, coordinate, and implement goal-oriented group and/or focused individual PT

treatment programs, selecting activities to increase or improve muscle strength, range of motion and coordination; teaches alternative or compensatory techniques for rehabilitation, reconditioning, and functional tasks regardless of physical, mental, and/or cognitive deficits. Designs individual Soldier treatment plans to meet clinical objectives to maximize restoration of military performance and provides feedback in written and verbal format to Soldier and/or unit leaders. Analyzes and observes psychosocial and environmental factors that contribute to the impact of injury or illness on daily functional capabilities in Army training and operational areas. Can personally demonstrate, utilize and teach the use of physical performance measures including components of the Army Combat Fitness Test (ACFT). Develops appropriate evaluation, treatment plans, and recommendations regarding physical requirements, reconditioning, function, fitness, and goals for retention in military (in the current or new Military Occupational Specialty [MOS]), or if transitioning out of the military. 20%

3. Participates in H2F team to coordinate the rehabilitation or wellness activities for individual Soldiers or groups of Soldiers with the brigade training calendar and leadership guidance. Integrates expertise with that of the H2F team to arrive at coordinated, holistic care plans designed to achieve the H2F program objectives. Communicates with Master Fitness Trainers and/or Strength and Conditioning coach on collaborative and safe rehabilitation plans using input from other H2F teammates and unit leadership. 15%

4. Synthesizes rehabilitation or injury surveillance data gathered from H2F activities and creates reports on the effectiveness of H2F program. Reports are communicated through the chain of command to demonstrate H2F value to the Soldier and brigade. Identifies areas in need of process improvement and makes recommendations within H2F team. Identifies resource, space and supply needs and communicates with unit logistics personnel, program director or unit leadership for resupply, purchase, or maintenance. 15%

Performs other duties as assigned.

FES Factors:

Factor 1. Knowledge Required by the Position, Level 1-7, 1250 Points

Professional knowledge of, and skill in applying, a wide range of principles, concepts, and practices of physical therapy sufficient to plan and carry out the full range of specialized and complex treatments for Soldiers with a multiplicity of dysfunction and impairments with secondary complications; establish new treatment plans when established procedures are not applicable or must be substantially adapted.

Professional knowledge of, and skill in applying, a wide range of concepts, principles, and methodologies of the therapeutic field sufficient to perform advanced techniques to identify existing or potential problems resulting from trauma, disease, or other causes; determine complex risk factors and behaviors that may impede optional functioning; or

adapt existing treatment methods, procedures, or techniques to resolve difficult or complex problems.

Advanced knowledge of physical therapy clinical practice, professional medical rehabilitation, therapeutic principles and clinical experience, training and practice to develop, implement and teach individual physical therapy treatment programs for each Soldier with acute neuromusculoskeletal conditions resulting from military service or acute disease including physical disabilities, neuromuscular conditions, and psychosocial dysfunction.

Knowledge of and the ability to identify and document and communicate behavioral, physical, neurological, orthopedic, and general medical conditions that interfere with the ability to function as a Soldier in an operational or training environment.

Knowledge of the mission essential task list for the assigned Army brigade and the individual and collective tasks to be performed, as well as general knowledge of key military deployment-related tasks and requirements

Knowledge of evidence-based practice and advances in rehabilitation techniques, proficient use and safe operation of rehabilitation and exercise equipment.

Knowledge of the principles of sports psychology and psychosocial management of patients following injury, and the application of cognitive and behavioral approaches within treatment and reconditioning.

Ability to identify and understand the specialized equipment and physical requirements needed to utilize the equipment within the Army brigade.

Knowledge, skill and ability to establish and maintain effective and positive professional contact with a wide range of military and civilian leaders within an Army brigade, H2F administrators, allied health professionals, physicians, and military staff personnel.

Knowledge of ordering and reviewing x-rays, MRIs, bone scans, and other radiology studies, requesting routine lab tests, and recommending work and activity restrictions to include physical profiles.

Knowledge of, willingness to learn about duty restrictions, physical profiling, the military medical system, the Medical Evaluation Board process, the Physical Evaluation Board process, the VA, medical retention standards (AR 40-501), and other applicable regulations.

Knowledge of, and willingness to learn about the Army brigade organization and the roles of each staff member, subordinate unit, and section to understand the Army brigade.

Knowledge of the H2F team and organization and how the PT integrates skills and

contributions within the team and serves within the Army brigade.

Knowledge of military medical regulations, local medical care facilities, capabilities, and key points of contact to coordinate Soldier care.

Factor 2. Supervisory Controls, Level 2-4, 450 Points

Supervisor sets the primary overall objectives, and identifies available resources for the H2F team; including the incumbent. Incumbent plans, exercises originality in problem solving, devises, and executes intervention processes, adjusts approaches, develops priorities, works with a high degree of independence, exercising professional judgment in developing, planning, coordination with other H2F teammates; concerning the Soldier's care or unit readiness status and plans to improve or sustain it. Provides general supervision to all Physical Therapy Assistants (PTA) and Athletic Trainer Certified (ATC) assigned to the H2F unit as required by the American Physical Therapy Association and National Athletic Trainer Association supervision guidelines and standards of practice, respectively. Designs patient care treatment programs to meet complex treatment objectives and establishes treatment goals to be followed through by the PTA and/or the ATC. Incumbent provides primary care to patients with neuro and musculoskeletal disorders. Incumbent provides educational content with detailed instructions, determining times for reassessing, counseling, teaching, adjusting schedules according to the Soldier's needs, H2F director's recommendations, commander's requirements and resources available. Work is evaluated on the basis of injury prevention, surveillance, rehabilitation, professional physical therapy abilities, skill and judgment in caring for Soldiers, and effective contribution to an interdisciplinary H2F team and the brigade. The supervisor is kept informed of H2F performance metrics, value added to unit mission, H2F team plans, unsafe practices, or unprofessional behaviors that may impair team or unit readiness. Work is reviewed by supervisor and through peer review, direct observation, Soldier feedback, commander or designated representative feedback, and adherence to H2F guidelines listed below. Work is evaluated on the basis of professional physical therapy ability, skill and judgment in caring for Soldiers, and effective interdisciplinary teamwork.

Factor 3. Guidelines, Level 3-4, 450 Points

The employee uses guidelines and precedents that are general regarding H2F policy statements and objectives. Guidelines specific to assignments are often scarce, not applicable, or have gaps in specificity requiring considerable interpretation and/or adaptation for application to issues and problems. Guidelines include Holistic Health and Fitness doctrine (FM 7-22), Army regulations 40-501 (Standards of Medical Fitness), unit mission essential task list, physical requirements for military occupational specialties, Army Combat Fitness Test, TRADOC regulations, and Army regulations. State practice act governing physical therapist and AR 40-68 is also applicable. When guidelines do not meet situations or established treatment procedures are not applicable, the incumbent uses judgment in selecting, initiative, and resourcefulness or modifying approaches, adapting plans to meet rehabilitation objectives; and teaching clinical

management is based on evidence-based physical therapy practice models, Army Regulations, APTA guidelines, as well as through professional journals, publications, and literature. Judgement is also used to refine broader guidelines to resolve specific complex and/or intricate issues and problems; research trends and patterns; develop new methods and criteria; or propose new policies and practices.

Factor 4. Complexity, Level 5-4, 225 points

Work requires analysis of multiple, complicated issues requiring the integration of a wide variety of primary and secondary issues of Soldier individual and unit-level readiness for training or deployment. Involves complex, and varied approaches to interdisciplinary teamwork, individual or group teaching, assessing knowledge, comprehension, application, analysis, synthesis and evaluation of performance and non-performance based outcome measures and the implications on individual or unit readiness. Incumbent provides a complete range of clinical and non-clinical services including assessing, planning, evaluating, and modifying exercise programs for groups or individuals, often with or without the involvement of other H2F teammates. The work also involves counseling, teaching, coordinating other services, and participating with other H2F teammates or administrators in managing Soldier physical performance and healthcare progressing them through training, reintegrating them following injury or preparing them for a deployment. The incumbent communicates with key leaders, physicians, and other providers on the necessity of special orthotic and/or assistive devices or other equipment for patients as determined by their professional judgment and experience. Exercises considerable judgment to adapt and modify treatment plans for patients; making independent decisions in the absence of established guidelines; and develop innovative solutions to unconventional problems.

Factor 5. Scope and Effect, Level 5-4, 225 Points

Work is to develop effective injury prevention and surveillance methods designed to mitigate injury risk, intervene rapidly, and to rehabilitate/reintegrate the injured back into a ready status as safely and rapidly as possible to preserve health, career longevity, and unit integrity. Incumbent must provide innovative and effective approaches to address the needs of acutely or chronically injured Soldiers to restore maximum health, functional independence, and productivity with various physical disabilities resulting from injury, disease, and the aging process using prior clinical experience and expertise. Provides services including therapeutic modalities, manual therapy techniques, therapeutic exercise, patient education, training with or without assistive devices, and instruction in programs to modify and alleviate pain, maximize physical abilities, and restoration of a patient to a higher functional level in activities of daily living outside the physical location of a hospital or clinic. Participates in interdisciplinary discharge planning, follow-up care, needs assessment for adaptive equipment and assistive devices. Conducts and interprets health screenings and manages patients with neuromusculoskeletal conditions. Provides clinical services such as ordering diagnostic studies to include imaging and laboratory tests, and how or when to refer to specialty care clinics, and how to limit a patient's activities and/or duty requirements as needed.

Integrate the results of clinical evaluations and tests performed into determination for fitness for duty of soldiers in training, and by physicians as the basis for medical and/or surgical management if conservative management fails or is not appropriate. Work affects the quality, effectiveness, and efficiency of the H2F program through the lives and careers of the Soldiers and the entire brigade. The therapeutic interventions have a direct impact on the soldiers' functional, economic, and social well-being and potentially affect overall military readiness.

Factor 6 & 7. Personal Contacts and Purpose of Contacts, Level 3c, 180 Points

Primary contacts are with H2F teammates, brigade Soldiers, brigade leadership, organic medical personnel assigned to the brigade, and other healthcare providers assigned locally to a military treatment facility. Other contacts include H2F leadership external to the brigade within the Center for Initial Military Training (CIMT), Training and Doctrine Command (TRADOC) or Forces Command (FORSCOM). Additional contacts consist of outside federal and state government agencies or professional organizations supplying tools, equipment, and technical innovations to the field of physical therapy clinical care that may benefit the H2F program. Contacts may be in moderately unstructured settings. The employee must recognize or learn the role and authority of each party during the course of the meeting.

Purpose of contacts are to influence and persuade persons or groups to comply with established policies or to accept established methods using persuasion or negotiation, or by establishing rapport to gain information. Contacts may require skill in dealing with fearful, skeptical, or uncooperative people to obtain the desired results. Professional contacts establish and build the H2F team into a cohesive capability delivering physical therapy care, injury prevention and surveillance, and H2F team services to the brigade commander within the brigade area. Contacts share information to collaborate on beneficial approaches to Soldier healthcare in a holistic, interdisciplinary fashion. Contacts help the incumbent learn and adjust the clinical approach into and around the Soldier's health, the brigade mission and the training calendar by adjusting timing and intensity of care into the battle rhythm of the unit. Contacts help the incumbent sustain the Soldier as an integrated member of the brigade by providing care within the brigade area and sustaining direct contact with other members of the brigade to sustain unit cohesion. Contacts aid the incumbent to establish influence and beneficial relationships to further advocate among the H2F team and with the unit leaders for the best approaches to unit readiness. The incumbent contacts and coordinates with healthcare providers to advocate additional medical care requiring resources that only exist at the MTF.

Factor 8: Physical Demands, Level 8-2, 20 Points

Work requires minor to moderately heavy physical exertion on a daily basis. This includes prolonged standing, walking, carrying objects, moving weight equipment, physical therapy equipment, demonstrating rehabilitation exercises; and requires strength, coordination, and stamina to operate therapy equipment in hot or cold

environments. Work requires sitting, standing, bending, and walking, with long periods of standing during the course of the work day; frequent bending and lifting of a wide variety of equipment in an Army brigade area. Physical conditioning must be sufficient to demonstrate various exercises to Soldiers and H2F teammates.

Factor 9. Work Environment, Level 9-1, 5 points

The work is usually performed in an office setting. The work area normally involves everyday risks or discomforts requiring normal safety precautions typical of offices or meeting and training rooms; or may involve occasional exposure to conditions in facilities or hospital settings requiring safety precautions. Work is performed with groups or individual students primarily in an Army brigade area between offices, classrooms, auditoria, clinics, combat readiness training facilities, soldier performance readiness centers, clinics, outdoor fitness fields, or other areas as the program director recommends. Work may involve significant time outdoors in fitness fields, outdoor gyms, or similar areas. Must take precautions to avoid situations that could trigger destructive or disparaging actions, and does not attempt training or educational sessions where there are known dangers to any personnel. In some cases, personal protective equipment may be required to avoid exposure to communicable diseases.

Total Points: 2805

GS-12 Point Range: 2755-3150

This position has a mandatory seasonal influenza vaccination requirement and is therefore subject to annual seasonal influenza vaccinations. Applicants tentatively selected for appointment to this position will be required to sign a statement (Condition of Employment) consenting to seasonal influenza vaccinations.

Fair Labor Standards Act (FLSA) Determination = (EXEMPT)

1. Availability Pay Exemption - (e.g., Criminal Investigators, U.S. Customs and Border Protection pilots who are also Law Enforcement Officers).

2. Foreign Exemption - (Note: Puerto Rico and certain other locations do not qualify for this exemption – [See 5 CFR 551.104](#) for a list of Nonexempt areas.)

3. Executive Exemption:

a. Exercises appropriate management responsibility (primary duty) over a recognized organizational unit with a continuing function, AND



b. Customarily and regularly directs 2 or more employees, AND



c. Has the authority to make or recommend hiring, firing, or other status-change decisions, when such recommendations have particular weight.

Note: Shared supervision or "matrix management" responsibility for a project team does not meet the above criteria. Limited "assistant manager" functions or "acting in the absence" of the manager does not meet the above criteria.



4. Professional Exemption:



a. Professional work (primary duty)



b. Learned Professional, ([See 5 CFR, 551.208](#)) (Registered Nurses, Dental Hygienists, Physician's Assistants, Medical Technologists, Teachers, Attorneys, Physicians, Dentists, Podiatrists, Optometrists, Engineers, Architects, and Accountants at the independent level as just some of the typical examples of exempt professionals). Or



c. Creative Professional, ([See 5 CFR, 551.209](#)) (The primary duty requires invention and originality in a recognized artistic field (music, writing, etc.) and does not typically include newspapers or other media or work subject to control by the organization are just some examples of Creative Professionals). Or



d. Computer Employee, ([See 5 CFR, 551.210](#)) (must meet salary test and perform such duties as system analysis, program/system design, or program/system testing, documentation, and modification). Computer manufacture or repair is excluded (non-exempt work).



5. Administrative Exemption:



a. Primary duty consistent with [5 CFR 551](#) (e.g.; non-manual work directly related to the management or general business operations of the employer or its customers), AND job duties require exercise of discretion & independent judgment.



FLSA Conclusion:



Exempt



Non Exempt

FLSA Comments/Explanations:

Meets 5 CFR §551.208, Professional exemption criteria. The PT provides full range of professional injury screening and prevention, evaluation, diagnosis, and treatment to maximize Soldier performance and improve unit readiness. Requires professional knowledge of, and skill in applying, a wide range of principles, concepts, and practices of physical therapy.

CONDITIONS OF EMPLOYMENT & NOTES:

The work requires physical exertion that includes lifting of moderately heavy items to include treatment tables, exercise equipment (weights), research data collection equipment, military equipment used by Soldiers (for familiarity) and also requires exertion to perform exercises used in physical performance and rehabilitation.

Incumbent must be able to obtain and maintain the appropriate security clearance based on the assigned organization.

This position may require temporary duty (TDY) business travel up to 25% of the time.

This position is a Testing Designated Position (TDP) subject to applicant testing and random drug testing. Applicants tentatively selected for appointment to this position will participate in drug urinalysis testing, unless currently occupying a TDP within the Department of Defense. Tentatively selected applicants will be required to sign DA Form 5019 (Condition of Employment for Certain Civilian Positions Identified as Critical Under the Department of the Army Drug-Free Federal Workplace Program) requiring participation in random drug testing as a condition of employment. A job offer to an applicant who is not a current employee will be withdrawn if the applicant refuses to be tested. Applicants with verified positive test results shall be refused employment.

Applications from such individuals shall not be considered for employment for a period of 6 months from the date of the test results.

The employee may be required to work overtime and/or other than normal duty hours for data collection, which may include evenings, weekends, and/or holidays.

The incumbent may be assigned a government cell phone and be required to be in an On-Call status after hours and on weekends.

Notes:

Functional Code: 93

Career Program: 53

Competitive Area:

Competitive Level:

BUS Code:

POSITION EVALUATION:

NOTE:

- The JFS Professional Work in the Medical and Healthcare Group, 0600 at Citation 1 was used as the grade controlling standard.
 - The GLG Instructor Guide at Citation 2, was not used as a grade controlling standard.
- C. Acklin

I. References:

- a. JFS PROF WORK IN MEDICAL & HEALTHCARE GROUP, GS-0600, SEP 2017
- b. OPM PCS TRNG INSTRUCT SERIES, GS-1712, MAY 91
- c. MULTISERIES POSITION CLASSIFICATION STANDARD FOR THERAPIST SERIES, GS-0633/0639, NOV 2004
- d. OPM GLG / INSTRUCTIONAL WORK, MAR 89

II. Background: Management submitted a request to establish a new PD. This position is being established to support the Holistic Health and Fitness program was classified by the organization and submitted for review as GS-0633-12 or 13.

III. Title and Series Determination: This position is located in an Army brigade providing injury prevention and surveillance services to the brigade Soldiers and unit commander. The position supports the Holistic Health and Fitness (H2F) program and must meet the requirements of H2F doctrine for scope. The position primarily requires full professional knowledge of a subject field already recognized within an established series (GS-0633) as described within the OPM PCS for Multi-series Position Classification Standard for Therapist Series, GS-0633/0639 TS 39 September, 1979 Revised: November, 2004.

The position will be evaluated by the TS-90 March 1989 as this is the most appropriate for the work performed. The OPM PCS for General Education and Training Series, GS-1701 TS-109 October 1991 & Training Instruction Series, GS-1712 TS-104 May 1991, were reviewed and found not appropriate. Positions evaluated by the Grade Level Guide for Instructional Work TS-90 March 1989, are to be classified in the most appropriate series in accordance with the definitions published in the Office of Personnel Management's Handbook of Occupational Groups and Families and with the discussion of coverage in individual classification standards. The Grade Level Guide for Instructional Work: TS-90 March 1989 allows for the parenthetical title "(Instructor)" which may be added to such titles for positions within the subject-matter series used.

IV. Grade Determination: Grades of instructor specialist work are determined by application of the criteria included in OPM Grade Level Guide for Instructional Work (Part I). The guide uses two criteria for determining grades, Nature of Assignment and Level of Responsibility. The grading criteria does not include factor levels. Nature of assignment involves aspects of the job such as the knowledge, skill, and ability required to perform the work, and the complexity and difficulty of the duties and responsibilities assigned. Level of responsibility includes the degree to which work and decisions are supervised or reviewed; the extent to which guidelines for the work are available or must be developed; and the kinds of contacts required to perform the work.

Nature of Assignment:

Performs a wide range of complex physical therapy services requiring an advanced practical knowledge of physical therapy, board certification, evidence-based medicine, data collection, and injury prevention and surveillance. Integrates the Soldier's status into a patient care plan and advises the unit commander on readiness for training. Contributes input for program development, program assessment and H2F team as needed to ensure unit readiness in accordance with brigade commander's requirements. The position provides professional leadership and support, and serves as an physical therapist, advisor, and interdisciplinary teammate for Soldiers in Army brigades. The Nature of Assignment meets the GS-12 level of Part I.

Level of Responsibility:

Requires the ability to work with great autonomy and as a member of the H2F team. Performs injury prevention and surveillance along with physical therapy evaluation, assessment and clinical care involving therapeutic modalities, exercise. Also plans, exercises originality in problem solving, devise, and execute intervention processes, adjusts approaches, develops priorities, works with a high degree of independence, exercising professional judgment in developing, planning, coordination, with other H2F team members; concerning the total care of a Soldier and the unit as a whole. Masters new educational and clinical techniques by studying current literature on teaching and PT clinical care. Conducts required research activities contributing to the advancement of the body of knowledge for the H2F program. Attends brigade briefings to learn about ongoing activities and training requirements. Attends program and other institutional meetings as directed and offers input. Identifies development and training needs of employees and

advocates and/or arranges for needed development and training. Utilizes unique expertise to initiate and develop educational programs for specific groups of Soldiers and may facilitate interdisciplinary collaboration. Contributes to the marketing of H2F within the brigade and the Army. Develops, implements, and maintains continuous quality improvement activities related to PT clinical care required by state licensure laws. The Level of Responsibility meets the GS-12 level of Part 1

V. Conclusion: The new position is classified as, PHYSICAL THERAPIST (HOLISTIC HEALTH AND FITNESS), GS-0633-12

In determining the title, series and grade the major duties are considered, as they represent the primary reason for the position's existence. Major duties are what occupy most of an employee's time. Minor duties generally occupy a small portion of the time and are not representative of the primary purpose for which the position is established.

The duties were evaluated and measured against the position classification standard using the narrative format. The Factors information provided by management have remained however, without points or levels in order to assist the Staffing Specialist with recruitment.