

Physician & Surgeon

Essential Task Rating Results

1	Interview individuals and/or surrogates to establish medical history, nature of symptoms, needs, health status, etc. utilizing medical knowledge, medical records, communication skills, consultation with staff.
2	Examine individuals to establish nature of symptoms, evaluate health status, activities of daily living, utilizing medical knowledge, medical records, medical instruments, communication skills, consultation with staff.
3	Assess individual's health status to provide medically necessary treatment, management, and/or consultant referrals (e.g., medications, therapy, diagnostic/laboratory studies) utilizing individual examinations, interviews, health records and other documents, and test results.
4	Order medical interventions (e.g., medications, laboratory studies, diagnostic studies, rehabilitation therapy) to diagnose or treat individuals, provide medical treatment, manage individuals, and establish functionality, utilizing management plans, policies, procedures, medical references, individual interviews and/or examinations, health records, medical knowledge, and communication skill as appropriate to the facility.
5	Administer treatments (e.g., medication, dressings, injections) in order to diagnose, treat, or prevent advancement of individual's illnesses and injuries and to promote health, utilizing medications, policies, procedures, medical knowledge, medical reference materials, communication skills as appropriate to the facility.
6	Perform medical, surgical, and diagnostic procedures (e.g., suturing, incision and drainage, biopsy, endoscopy, excision) in order to diagnose, treat, or prevent individuals' illnesses and injuries and to promote health, utilizing surgical skills, medical knowledge, medical skills, medications, policies, procedures, and medical instruments as appropriate to the facility.
7	Order consulting services such as mental health services, social services, support groups, and specialty consultation in order to evaluate and manage individual's condition.
8	Refer individual to medical specialist or other practitioner as necessary.
9	Educate individuals and/or surrogates about their medical conditions to further their participation in proper health care, utilizing medical knowledge, information about their specific disorder and treatment, individual handouts, videos, communication skills, policies and procedures.

10	Communicate routinely with family, Program Director, Medical Director, and/or immediate supervisor in the event of significant medical or administrative issues to maintain their awareness as appropriate to the facility.
11	Communicate and confer with other physicians and surgeons about appropriate treatments and procedures as appropriate to the facility.
12	Communicate with different health care workers (e.g., nurses/nurse practitioners, psychiatric technicians and other physicians) to assess and treat various ailments as appropriate to the facility.
13	Communicate daily with residents and care staff regarding physical, emotional and psychosocial needs to identify and address care issues that will facilitate improvement in quality of care as appropriate to the facility.
14	Collaborate with primary care providers and other health care providers to ensure appropriateness of health care to residents utilizing professional training and various resources in accordance with regulatory agencies and established guidelines.
15	Consult and coordinate with health care team members to assess, plan, implement, and evaluate individual care plans.
16	Counsel individuals and/or surrogates concerning diet, activity, hygiene and preventive health care and medical conditions.
17	Explain procedures and discuss test results on prescribed treatments with individuals and/or surrogates to ensure understanding.
18	Communicate with consultants and others as appropriate to maintain continuity of care.
20	Participate in staff conferences, medical staff committees, training and continuing medical education to maintain the standard of care, promote effective utilization, and ensure compliance with laws, rules, and policies utilizing record reviews, statistical evaluation, communication skills, policies and procedures under the general direction of the supervising physician as appropriate to the facility.
21	Serve as Medical Officer-Of-The-Day (MOD) to provide individuals access to care on a continuous basis utilizing cell phone/pager, telephone, policies and procedures as appropriate to the facility.
22	Participate in all aspects of the development of an Individual Program/Plan in order to appropriately care for individuals.
23	Participate in the facility's program for Medical Quality Assurance and Medicare Compliance Plan to ensure that quality care is delivered in accordance to medical standards or regulations as appropriate to the facility.
24	Maintain a safe and therapeutic environment to ensure respect and dignity, protecting the rights, confidentiality and physical/emotional well being of all individuals.
25	Respond to medical emergencies and provide medical intervention techniques to ensure individuals receive all appropriate treatments in a timely manner to maintain their health.

26	Operate office equipment (e.g., computer, fax, copier) to prepare reports, medication orders, care plans, and notes.
27	Participate in clinical quality review to maintain the standard of care, promote effective utilization, and ensure compliance with laws, rules, and policies utilizing record reviews, statistical evaluation, communication skills, policies and procedures under the general direction of the supervising physician as appropriate to the facility.
28	Interpret written documents in order to determine the next step in the health care process, make appropriate referrals, and respond to appeals utilizing medical knowledge, communication skills, and medical records as appropriate.
29	Conduct peer review, utilization review, and quality review to evaluate, document, and improve the quality and appropriateness of individual's care utilizing health record, medical knowledge, laws, rules, regulations, and lab tests as appropriate to the facility.
30	Document all medical care given to the individual (e.g., progress notes, individual histories and examinations, correspondence, appeals, policies, procedures, reports) in a timely manner to ensure proper documentation of individuals' conditions and treatment utilizing paper chart and/or computer hardware/software as appropriate to the facility.
31	Document or supervise the completion of annual medical updates, medical notes, and discharge/death summaries in a timely manner as appropriate to the facility.
32	Review individual medical orders as scheduled, verifying accuracy and completeness of the documents as appropriate to the facility.
33	Analyze records, reports, test results, or examination information to diagnose medical condition of the individual.
34	Collect, record, and maintain the individual's information (e.g., medical history, reports, and examination results) to ensure appropriate documentation.
35	Prepare case histories and hospital records to document health status and medical conditions of individuals as appropriate to the facility.
36	Manage medical problems in the inpatient and outpatient setting (including making rounds) to facilitate continuity of care and appropriate management of individual's medical conditions utilizing medical knowledge, applicable laws, rules, regulations, policies, procedures, and communication skills as appropriate to the facility.
37	Provide medical supervision and care to individuals (e.g., physical examinations, diagnose conditions, prescribe medications) in order to maintain individual's health as appropriate to the facility.
38	Direct and coordinate activities of nurses, nurse practitioners, students, assistants, specialists, therapists, and other medical staff in order to maintain the standards of care, promote effective utilization, and ensure compliance with laws, rules, policies, procedures, communication skills, videos, demonstration equipment as assigned by the supervising physician as appropriate to the facility.

39	Clinically supervise nurse practitioners, physician assistants, technicians, and other personnel in order to maintain the standards of care, promote effective utilization, and ensure compliance with laws, rules, policies utilizing medical knowledge, training skills, procedures, communication skills as appropriate to the facility.
40	Monitor individuals' condition and progress and re-evaluate treatments on an on-going basis to promote and/or improve their overall health utilizing professional training and various resources in accordance with regulatory agencies and established guidelines as appropriate to the facility.