



How to Be A Professional Physical Therapist : Systematic Review

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ARTICLE INFO

Keywords:

physical therapy, ethical principles, professional

ABSTRACT

Compared to other health care professions such as medicine, nursing and pharmacy, there is little research has been carried out to examine the nature of practice errors in occupational and physical therapy and often these events have a moral dimension that disturbs the therapists involved, there is no specific standardization regarding service issues in interprofessional physical therapy personnel but is found in several journals discussing cases of analysis related to the principles ethical principles and code of ethics. Not only skills that must be emphasized as physical therapists also need to improve knowledge, skills, abilities, and professional behavior, therefore various collaborative forms of improvement related to ethical codes and professional behavior in physical therapists will be described.

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1. Introduction

A health professional is the main actor who must be prepared to handle the dynamics and problems in the health sector in order to undertake optimal health initiatives (triple burden). At the moment, There is a crisis in global health conditions, particularly in the area of health human resources [1]. Examples include an imbalance in the quantity and caliber of health professionals, maldistribution, mismatch and ineffective team work. Ineffective communication, stereotyping, and the dominance of one profession are signs that an equal partnership among health professionals has not been established [2]. This can have an adverse effect on the patient directly. According to the Kemenkes data report 2020, as many 943 people were involved, of whom 33% escaped injury, 29% were unharmed, and 38% experienced unexpected events. Of those, 77.62% were not hurt, while 12.93% suffered mild injuries, 5.94% moderate injuries, 0.75 percent severe injuries, and 2.76% died [3]. According to Lapopolo (2004), Ineffective communication, stereotyping, and the dominance of one profession are signs that an equal partnership among health professionals has not been established [4].

Physical therapy professionals, or physiotherapists as they are more popularly known, are medical professionals who have received training in physical therapy techniques such orthotics, prosthetics, occupational therapy, speech therapy, and acupuncture. In this case, Physical therapists shall enhance their expertise through the lifelong acquisition and refinement of knowledge, skills, abilities, and professional behaviors [5]. Leadership, teamwork, comprehension, and application of an ethical code are just a few of the things that must be prepared in order to equip physical therapists to work professionally from the time they are in academy. Physical therapists must have the knowledge, skills, and abilities to lead organizational change in health care and communities to transform society [6].

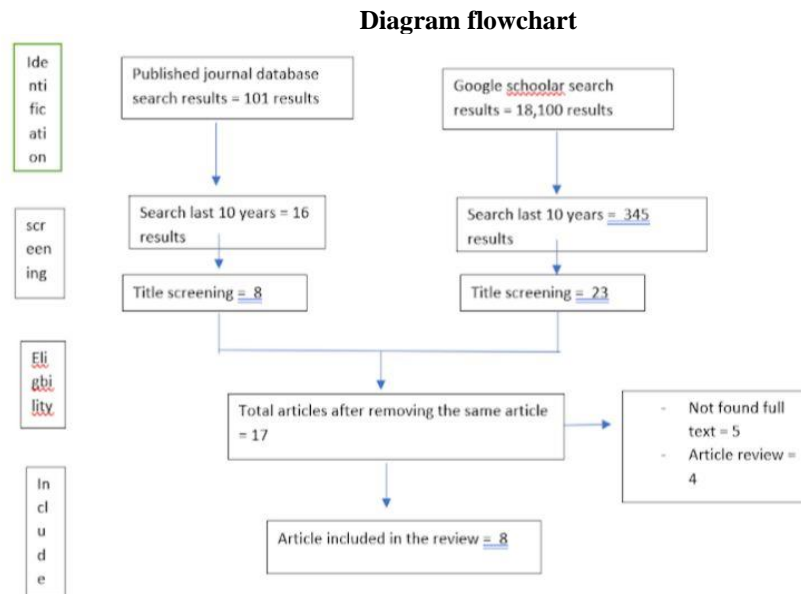
In an interprofessional team, the leadership task does not fall on institutional leaders or administrators. The task of leadership falls on physicians, nurses, physical therapists, social workers, and other health care professionals who lead clinical teams in the course of their day to day work [7]. Physical therapist education programs prepare students to enter the workforce with a framework of a generalist practitioner [8].

As mentioned above, Interprofessionalism is important and one of the signs of a person's success in their line of work. In this systematic review, we address this gap by reviewing the evidence in

the extant literature. It his hope that this review will provide evidence of possible additional interventions to be a professional physical teraphist.

2. Methods

This study is a literature review that is reviewed from several publication and journals Google Cendekia dan Pubmed related to the topic discussed. Looking for papers from the following two online databases yields journals that are pertinent to the goal of a literature. Looking for papers that are relevant to the purpose of a literature review is done by searching for articles from 2 online databases namely is Google Scholar and Pubmed. Ten-year source limitation, publication in English and Indonesian, and open access to abstracts and papers.



3. Results and Dicussion

The Importance of an Ethical and Safe Work Environment in Healthcare

An ethical and safe work environment is an important factor in providing quality health services and increasing the job satisfaction of health workers. This is proven through the results of a survey conducted by Eagan et al. (2019) which shows that therapists working in SNF (skilled nursing facilities) have the lowest perception of an ethical work environment. They have concerns about over-usage, productivity standards, and billing and coding issues.

The results of this survey reflect the importance of an ethical and safe work environment in providing quality health services and maintaining the job satisfaction of health workers. Health workers must feel safe and comfortable in their work environment to be able to provide optimal health services. In an ethical and safe work environment, they can concentrate on patients and provide appropriate care, while avoiding moral and ethical issues that can affect the quality of care.

Colleague Support

Apart from management, a healthy relationship between colleagues is also an example of a good work environment. Because, with the existence of communication and friendship between workers is considered to be able to create comfortable and pleasant conditions in the company. Support between colleagues can also be achieved through giving appreciation in the form of awards and so on. Through these activities, employees will feel happy and will be even more motivated to work more optimally.

Moral Pressure in Health Practice



In addition, other studies have shown that therapists who are involved in harmful practice errors and/or patient safety incidents often experience troubling moral distress. Moral pressure is the pressure experienced by health workers in facing situations where they feel uncomfortable with the actions or decisions taken.

Research by Jameton (1984) identified four categories of moral pressure in healthcare practice: moral pressure from patients, moral pressure from institutions, moral pressure from peers, and moral pressure from oneself. In the case of therapists involved in harmful practice errors, moral pressure can come from patients or their families who are dissatisfied with the care provided, or from institutions that pressure health workers to increase productivity and efficiency.

Moral pressure can also come from colleagues who feel uncomfortable with the decisions or actions taken by their colleagues, or from themselves when health workers feel dissatisfied with the actions or decisions they take. Moral pressure can affect the quality of care and welfare of health workers, as well as have a negative impact on health services as a whole.

A good work environment has the following characteristics:

1. Good and Stable Productivity

Productivity is always an indication of the success of the business. The number of distractions in an agency can certainly slow down the company's pace in achieving the targets it has set. Therefore, in order to avoid this, companies are required to always be able to create a comfortable environment for their workers.

2. Openness of Communication

Since ancient times, one-way communication patterns, namely from top to bottom, have often been implemented in various companies. But over time, this system has begun to be abandoned. Freedom in expressing opinions, especially to superiors, is considered capable of showing that the company is an example of depicting a comfortable work environment for its employees.

3. Respect each other

The characteristics of a good work environment can also be marked by the existence of mutual respect between co-workers, be they peers, superiors, or subordinates. Giving appreciation to employees is also considered as a way to appreciate their performance so far. This will also affect the loyalty of workers to the company.

4. Growth Opportunities

An example of a good work environment is a place where workers can bring out their best, even improve it. Through the self-development of its employees, the company can also develop in achieving its success.

5. Positive Energy

Positive energy from workers is also one of the benefits of a good work environment. This is because optimism needs to be built so that each employee can focus on solutions and how to solve these problems.

Solutions for an Ethical and Safe Work Environment

To address the issue of an ethical and safe work environment in healthcare, several solutions have been proposed. One of the proposed solutions is to allow health workers to be independent in making decisions and lowering stands, Having space to convey ideas is also a positive work environment. This is because, when employees can share ideas, discuss and mutually respect every idea that comes out of each individual, of course a comfortable working atmosphere will be created so that each employee will support one another and work together. Besides that, if you want to create a comfortable work environment to increase employee productivity, then set clear and realistic expectations and goals. Also help them by providing support and clear direction.

4. Conclusion

To become a health services professional, you must have good habits so that you can become a professional. 6 elements can process a professional. In addition to personal physical therapy, this

must be followed by professional characteristics to be able to stabilize its relationship with physical therapy. Professional independence for the stability of physical therapy, a professional context that may have helped lead the early leaders of the physiotherapy profession to a code of ethics that, even in the early days, was lacking inpatient and social considerations

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