

CLASSIFICATION: TRAINING AND DEVELOPMENT THERAPIST

Class Code: 9467-16

Date Established: 08-28-75

Occupational Code: 7-4-7

Date of Last Revision: 7-17-15

Exempt Status: Non-Exempt

BASIC PURPOSE: To monitor training and development therapeutic programs in a variety of recreational fields in order to enhance the physical well being, employability, socialization and self image of residents in a state psychiatric and/or geriatric facility.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

- Assesses training and development needs of residents in a variety of settings.
- Implements training and development programs, activities and treatments in conjunction with recreational and vocational activities.
- Applies established training and development guidelines in assisting with planning activities and therapeutic treatment.
- Monitors the activities of training and development assistants.
- Updates and reports patient documentation records such as treatment plans and progress notes.
- Monitors program curriculum for leisure and therapeutic activities to create opportunities for self-expression, creativity, and positive self-awareness.

DISTINGUISHING FACTORS:

Skill: Requires skill in recommending routine changes in standardized operating procedures OR in retrieving, compiling, and reporting data according to established procedures OR in operating complex machines.

Knowledge: Requires knowledge of business practices and procedures or technical training in a craft or trade, including working from detailed instructions, to apply knowledge in a variety of practical situations.

Impact: Requires responsibility for contributing to immediate, ongoing agency objectives by facilitating the direct provision of services to the public or other state agencies. Errors at this level result in inaccurate reports or invalid test results and require significant investment of time and resources to detect.

Supervision: Requires partial supervision of other employees doing work which is related or similar to the supervisor, including assigning job duties, providing training, giving instructions and checking work.

Working Conditions: Requires performing regular job functions in an environment which includes exposure to continuous physical elements or a number of disagreeable working conditions with frequent exposure to minor injuries or health hazards.

Physical Demands: Requires medium work, including continuous strenuous activities such as frequent reaching, bending, or lifting as well as performing work activities which require fine manual dexterity or coordination in operating machines or equipment.

Communication: Requires summarizing data, preparing reports and making recommendations based on findings which contribute to solving problems and achieving work objectives. This level also requires presenting information for use by administrative-level managers in making decisions.

Complexity: Requires a combination of job functions to establish facts, to draw daily operational conclusions, or to solve practical problems. This level also requires providing a variety of alternative solutions where only limited standardization exists.

Independent Action: Requires a range of choice in applying a number of technical or administrative policies under general direction and in making routine decisions or in recommending modifications in work procedures for approval by supervisor.

MINIMUM QUALIFICATIONS:

Education: Associate's degree from a recognized college or university with major study in adapted physical education, recreational therapy, education or sociology. Each additional year of approved formal education may be substituted for one year of required work experience.

Experience: Three years' of experience in the field of public school education or experience in a state institution training program or from an acceptable community services program concerned with special education. Each additional year of approved work experience may be substituted for one year of required formal education.

License/Certification: None required.

SPECIAL REQUIREMENTS:

FOR NEW HAMPSHIRE HOSPITAL ONLY:

1. For positions assigned to Acute Psychiatric Services and Transitional Housing, appointment shall be provisional pending satisfactory completion of all written and physical components of the Mental Health Worker Training Program within the first four (4) weeks of employment at New Hampshire Hospital.
2. For those positions assigned to Psychiatric Nursing Home Services, appointment shall be provisional pending satisfactory completion of all written and physical components of the Nursing Assistant Training Program within the first five (5) weeks of employment.

RECOMMENDED WORK TRAITS: Knowledge of therapeutic educational activities and ability to apply knowledge to plan, implement, coordinate, participate and conduct activities at a level to reach all residents assigned. Ability to instruct and supervise such other therapeutic activities required to supplement the total rehabilitative effort of the departmental programs. Ability to exercise initiative and judgment in the supervision of aides and to maintain a high state of morale within the student body and among professional staff. Ability to understand and follow written and oral instructions. Ability to establish and maintain harmonious working relationships with other state employees. Must be willing to maintain appearance appropriate to assigned duties and responsibilities as determined by the agency appointing authority.

DISCLAIMER STATEMENT: This class specification is descriptive of general duties and is not intended to list every specific function of this class title.