

Position Number: **Benchmark Job #073**

Ministry: BC Mental Health Society

Branch: Clinical Programs

Location: Riverview Hospital

Working Title: **Recreation Therapist**

Level: Range 21

NOC Code: 3144

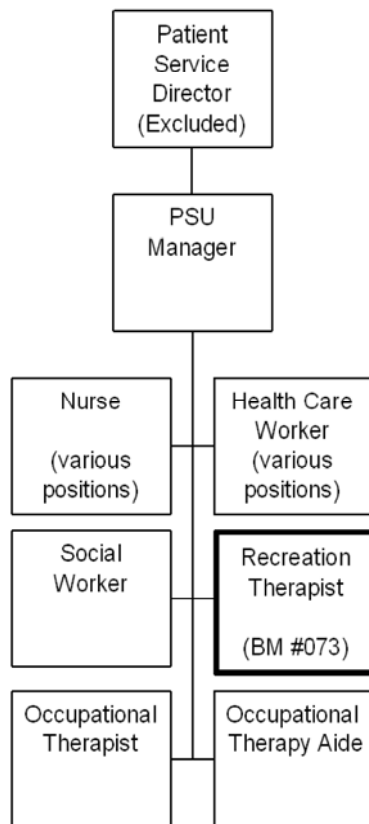
PRIMARY FUNCTION

To assess patient needs and abilities, plan and conduct therapeutic recreation programs and organize special events for assigned patients.

JOB DUTIES AND TASKS

1. Provides therapeutic leisure education, social, physical and community recreation programs for assigned patients
 - a. utilizes various clinical assessment tools, such as Witt and Ellis Leisure Diagnostic Battery and Klosock Leisure Competence Measure and therapeutic interventions to assess patients' abilities and needs
 - b. develops an individual recreation/leisure treatment plan in accordance with assessment results and in conjunction with patient and treatment team
 - c. plans, implements and adjusts individual therapeutic recreation/leisure programs such as exercise/fitness programs, social groups, sports activities, etc., to meet the specific needs of patients
 - d. observes, evaluates and documents patient behaviour, abilities, performance and progress during activities, makes adjustments to treatment plan as required
 - e. participates as a member of the inter-disciplinary team and attends ward rounds, diagnostic and review conferences, documents progress on ward file and provides written reports as required
 - f. participates with inter-disciplinary team in discharge planning by identifying and orienting patient to community recreation/leisure resources
 - g. advocates on behalf of patients within the hospital and in the community
 - h. uses non-violent crisis intervention techniques to defuse hostile or aggressive behaviour
 - i. assists patients with activities of daily living
 - j. operates equipment such as wheelchair lifts, cooking appliances, exercise equipment and computer related equipment
 - k. collaborates with treatment team to determine service priorities
2. Performs administrative duties
 - a. implements and submits reports to Patient Service Manager or Professional Practice Leader on continuing quality improvement activities (e.g., workload measures, patient satisfaction surveys)
 - b. maintains/stores equipment and supplies in a secure area
 - c. arranges for replacement and repair of equipment and supplies in consultation with PS Manager
 - d. determines needs and purchases supplies/equipment for activities
 - e. estimates annual program material and supply needs, provides budget input to PS Manager

- f. monitors patient attendance and keeps statistical program records
- g. ensures work areas and equipment are kept clean, free of safety hazards and properly stored
- 3. Organizes unit or hospital wide special events (e.g. Mental Health Week, Fun Olympics)
 - a. initiates and implements special events and coordinates with unit staff, other departments, or outside agencies
 - b. promotes events through posters and memos and encourages family, friends and outside agencies to attend
- 4. Performs other related duties
 - a. drives hospital vehicles, including buses, to escort patients on various community outings and provides direction to assisting staff
 - b. attends ward rounds and meetings including discipline practice councils
 - c. provides education sessions and orientation to staff, students and visitors
 - d. assigns, monitors and examines the work of assigned recreation therapy students and completes student assessments for educational institutions



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p>JOB KNOWLEDGE</p> <p>Understand the principles of Recreation Therapy in order to provide individual and group therapy programs to patients; assess patient needs and determine appropriate interventions and assess patient progress.</p>	G	250
2	<p>MENTAL DEMANDS</p> <p>Judgement to apply structured study, analysis and interpretation of patient needs and choose an approach using a combination of accepted recreational therapy techniques to provide individual and group therapy programs to patients; assess patient needs and determine appropriate interventions, assess progress, and make adjustments to the treatment plan to meet patient needs.</p>	E	150
3	<p>INTERPERSONAL COMMUNICATION SKILLS</p> <p>Persuasion required to use basic counselling skills to encourage and motivate psychiatric patients to cooperate and participate in recreational therapy activities.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY</p> <p>Significant coordination and dexterity to teach sports and recreation activities to psychiatric patients.</p>	D	22.5
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS</p> <p>Guided by recreation therapy and work unit standards, applies accepted work methods in a different way to provide individual and group therapy programs to patients; assess patient needs and determine appropriate interventions, assess progress, and make recommendations on discharge planning to the unit supervisor.</p>	E	120
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES</p> <p>Some financial responsibility to provide budget information on required supplies to Patient Service Manager.</p>	C	15

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
7	RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Moderate responsibility to drive vehicles to escort patients on various community outings.	C	15
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to assign, monitor and examine the work of assigned recreation therapy students, as a typical, recurring task of the job, and complete student assessments for educational institutions.	CC	13
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Considerable care and attention to provide direct recreation therapy to psychiatric patients in an institution.	E	40
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused awareness of others to frequently observe psychiatric patients to assess progress and capabilities and to intervene to prevent injury or harm during recreational therapy activities and outings.	C	12
11	PHYSICAL EFFORT Relatively heavy physical activity to occasionally push patients who are confined to wheelchairs, and to frequently participate in sports events with residents.	D	18
12	SURROUNDINGS Exposure to frequent direct involvement with institutionalized patients.	C	6
13	HAZARDS Significant exposure to hazards from frequently working around institutionalized patients who may react violently.	D	9

Total Points: 716

Level: Range 21