

JOB DESCRIPTION

Benchmark Job #075

Ministry: BC Mental Health Society
Branch: Clinical Programs
Location: Riverview Hospital

Working Title: **Art Therapist**
Level: Range 24
Classification: Activity Worker

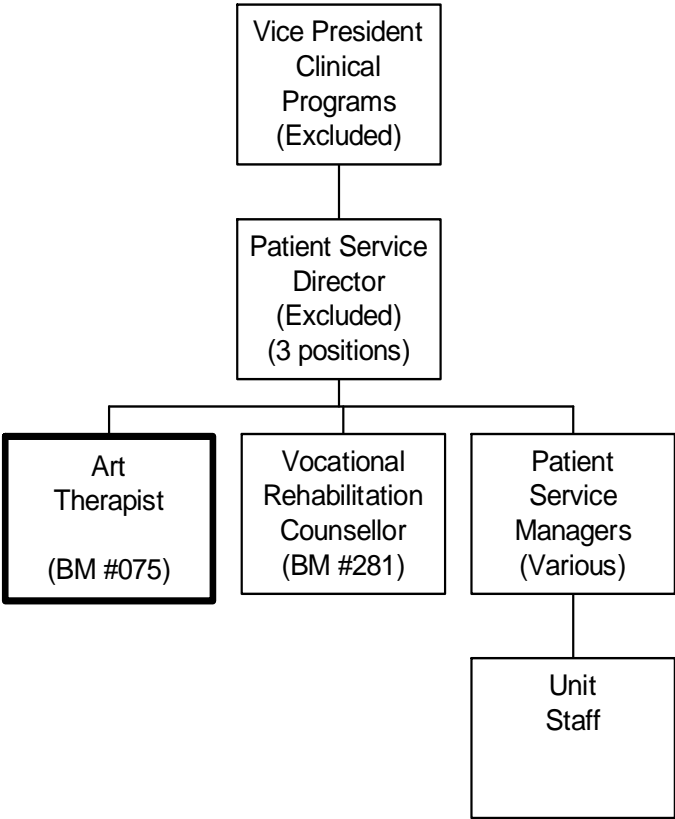
PRIMARY FUNCTION

To determine patient's level of psychosocial skills using art to assess non-verbal behaviour, interaction with materials and creative processes and to assist patients to develop skills and behaviours appropriate for involvement in other rehabilitation programs or in preparation for community integration.

JOB DUTIES AND TASKS

1. Develops, implements and adapts individual and group art therapy programs for referred patients to encourage self expression, identify issues and trauma areas, build insight and open communication on a variety of personal and/or everyday issues
 - a. assesses patient's abilities, skills and interests by interviewing patient, reviewing clinical records and observing functional abilities to determine what themes and issues underlie patient's behaviour, abilities and responses towards art and to establish patient's personal goals in art therapy
 - b. develops an individual art therapy treatment plan in accordance with assessment results and in conjunction with patient and/or treatment team
 - c. plans, implements and adapts therapeutic movement and art processes to meet specific needs of patients
 - d. designs and adapts art materials and equipment to maximize direct patient involvement
 - e. observes, evaluates and documents patient behaviour, expressed issues, abilities, performance and progress during Art Therapy sessions and makes adjustments to treatment plan as required
 - f. provides a safe and contained environment for patients to express and process strong emotions
 - g. contributes to case management of assigned patients by participating as a member of the inter-disciplinary team and attends ward rounds, diagnostic and review conferences
 - h. participates with inter-disciplinary team in discharge planning by identifying and orienting patient to community resources
 - i. advocates on behalf of patients within the hospital and in the community
 - j. controls upset or angry clients through the use of non-violent crisis intervention techniques
 - k. instructs volunteers and/or patient workers on procedures
2. Performs administrative duties
 - a. maintains/stores equipment and supplies in a secure area, arranges for replacement or repair
 - b. implements and submits reports to Professional Practice Leader on continuing Quality Improvement (program evaluation) activities such as workload measures, patient satisfaction surveys, etc.
 - c. determines needs and purchases supplies/equipment for activities, and maintains and updates inventory
 - d. estimates annual program material and supply needs, provides budget input to Professional Practice Leader
 - e. monitors patient attendance and keeps statistical program records
 - f. ensures work areas and equipment are kept clean, free of safety hazards and ensures equipment is properly stored
3. Performs other related duties
 - a. organizes patient art exhibits and handles cash from artwork sales
 - b. drives vehicles to escort patients on outings, such as purchasing art supplies and visiting art galleries
 - c. exchanges and shares information regarding patient progress and attendance with ward staff
 - d. attends department meetings, ward rounds or professional practice councils as required
 - e. provides clinical teaching and art therapy experiential demonstrations at conferences and professional development courses to staff, students and visitors
 - f. assigns, monitors and examines the work of assigned art therapy students and completes student assessments for educational institutions

ORGANIZATION CHART
Benchmark Job #075



REASON FOR CLASSIFICATION

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Job Title: Art Therapist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the theory of creative art therapy in order to assess patients' needs, develop and implement individualized and group patient expressive therapy programs for referred psychiatric patients in an institution, identify issues/trauma, encourage self expression and development of skills and behaviour appropriate for involvement in other rehabilitation programs.</p>	H	280
2	<p>MENTAL DEMANDS Judgement to modify creative art therapy techniques in working with the requirements of psychiatric patients to assess patient's abilities; plan, develop, and adapt individual and group therapy programs and design and adapt art materials and equipment to maximize patient involvement.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATION SKILLS Influence required to use formal counselling skills to provide art therapy to psychiatric patients to enable them to develop behaviours appropriate for involvement in other programs or community integration.</p>	E	60
4	<p>PHYSICAL COORDINATION AND DEXTERITY Significant coordination and dexterity required to teach art activities to psychiatric patients as part of creative art therapy.</p>	D	22.5
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by hospital policies and art therapy standards, plan, develop, and adapt individual and group therapy programs; develop treatment plan based on assessment results and design and adapt art materials and equipment to maximize patient involvement.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Some financial responsibility to purchase program supplies and equipment from program funds.</p>	C	15
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Moderate responsibility to drive light vehicles to escort patients on shopping trips, museum visits and other outings.</p>	C	15

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FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	<p>RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to assign, monitor and examine the work of assigned art therapy students, as a typical, recurring task of the job, and complete student assessments for educational institutions.</p>	CC	13
9	<p>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Considerable care and attention to provide direct expressive creative art therapy to psychiatric patients in an institution.</p>	E	40
10	<p>SENSORY EFFORT/MULTIPLE DEMANDS Focused awareness of others to frequently observe psychiatric patients to assess progress and capabilities during art therapy activities and outings.</p>	C	12
11	<p>PHYSICAL EFFORT Relatively heavy physical activity to occasionally push clients during art therapy activities who are confined to wheelchairs.</p>	D	18
12	<p>SURROUNDINGS Exposure to frequent direct involvement with unpredictable institutionalized patients.</p>	C	6
13	<p>HAZARDS Significant exposure to hazards from frequently working around institutionalized patients during creative arts therapy sessions, who may react violently.</p>	D	9

Total Points: 850.5

Level: Range 24