

REHABILITATION THERAPY AIDE

This is beginning level paraprofessional work involving the provision of rehabilitative/habilitative services in a state institution or local mental health program to clients (patients or residents) who have mental, social, physical, and/or emotional disabilities. Primary responsibilities are the carrying out of pre-planned programming or leisure activities. Work may also include basic assignments such as transportation, routine personal care, feeding, light-housekeeping and other related assignments as determined by appropriate management a small percentage of time. Employees usually report to a rehabilitation therapist or supervisor.

I. DIFFICULTY OF WORK:

Complexity - Work assignments are routine in nature and primarily involve carrying out pre-planned programming or leisure activities with minimal responsibilities for documentation in client records and minimal input into planning activities and goal setting. Basic assignments such as transportation, routine personal care, feeding and light housekeeping may be present but will not be the predominant emphasis or a large amount of time.

Guidelines - Work is performed according to daily and/or weekly schedules developed by a higher level therapist or supervisor. Policies and procedures are clearly defined. Situations that are not covered by guidelines are referred.

II. RESPONSIBILITY:

Accountability - Employee's work may be limited to internal impact except for transportation and field trips in which case it may reflect on the public's view of the services being provided.

Consequence of Action - The programming and leisure activities performed may aid clients' development in attitudinal behavioral, socialization and developmental areas. Employees have responsibility for the safety of the clients when providing transportation or may be responsible for monitoring of routine medications and the following of prescribed diets.

Review - Work is reviewed frequently by higher level therapists and/or supervisors either upon completion or shortly thereafter through discussions and records analysis.

III. INTERPERSONAL COMMUNICATIONS:

Subject Matter - Employees report basic observational information to other staff. Clients present a wide variance in functioning level from severely or profoundly mentally retarded to normal intelligence with emotional and/or physical disabilities that creates limitations in comprehension.

Purpose - Employees may be responsible for sharing information, explaining material to clients and guiding them on appropriate responses, or reporting pertinent information to other staff for their consideration.

IV. WORK ENVIRONMENT:

Nature of Working Conditions - Employees work primarily indoors with some exposure to conditions which are slightly disagreeable such as toileting and feeding.

Nature and Potential of Personal Hazards - Behavior problems such as aggressive clients and/or lifting could cause bodily injury. Providing transportation could result in accidents or injuries.

V. RECRUITMENT STANDARDS:

Knowledges, Skills, and Abilities - Basic knowledge of reading, writing, and arithmetic. Ability to relate to population served in a supportive and therapeutic manner. Ability to follow oral and written instructions. Ability to record basic data and report findings verbally to supervisor. Ability to communicate with other staff and members of the community.

Minimum Education and Experience - Demonstrated possession of knowledges, skills, and abilities gained through at least one year of experience in performing tasks similar to the ones assigned.

Necessary Special Qualifications - Valid Class B or driver's license as applicable.

Administering the Class - Graduates from a two-year associate degree program designed to prepare support personnel for the human services field may start at the third step of the range. College graduates with a four-year degree in a human services field may start at the third step of the range. Applicants with two or more years of college and one year of the above experience may start at the third step of the range.