

GENERAL DESCRIPTION OF CLASS

The MENTAL HEALTH THERAPIST 2, under the supervision of professional staff, provides primary case management for a group of mentally, emotionally or behaviorally impaired patients. Employees in this class work under the supervision of professional staff to design, teach and evaluate classes in a treatment specialty area such as criminality or addiction and/or provide behavioral therapy to patients. In addition, employees in this class participate in the basic care and treatment of, and provide security and escort services for patients and contribute to the general therapeutic atmosphere of the work unit.

DISTINGUISHING FEATURES

This is the third level of a three-level series. It is distinguished from the lower levels by responsibility for case management for an assigned group of patients and by working or under the supervision of professional staff to design, develop, teach and evaluate classes that require knowledge of the principles and practices involved in treatment of mentally, emotionally or behaviorally impaired persons. This class is further distinguished from the lower levels by having the responsibility for providing behavioral or other specialized therapy under the supervision of professional staff.

DUTIES AND RESPONSIBILITIES

Depending on program area and/or shift assignment, employees in this class may perform any combination of the duties or tasks listed below. All nursing care functions are supervised by a registered nurse. Employees in this class perform clinical functions as allowed by hospital credentialing and clinical privileging or as permitted under appropriate clinical supervision.

1. Case Management. Typical tasks: forms primary relationship with and provides role modeling for assigned patients; forms primary link between patients and professional staff to provide consistency necessary for effective treatment and to provide patients with a specific ward staff member to whom they can relate and on whom they can rely; spends time daily/weekly interacting with patients individually or as a group; becomes familiar with total treatment plan for assigned patients; explains to patients aspects of treatment plan as assigned and carries out assigned interventions; observes and documents patients' behavior; documents patients' progress as it relates to assigned methods of the treatment plan; shares information with treatment team; assists with the orientation and basic skill development of lower level therapists in the areas of communication, interviewing, prevention and management of violent behavior, and time management; proposes potential revision of treatment plans to treatment team for consideration; assists in the planning of and participates in patient activities such as hiking, skating, family nights, picnics, pet projects, games and other activities; participates as a member of the Interdisciplinary Treatment Team.

2. Treatment. Typical tasks: gathers information pertinent to treatment needs through personal interaction and by observing patients' interactions with staff and other patients; with appropriate professional clinical supervision, provides behavioral therapy to an assigned group of patients; works under the supervision of professional staff to plan, organize, develop, conduct and evaluate classes in areas such as drug and alcohol abuse, criminality, assertiveness, human sexuality, independent living skills, personal effectiveness and other areas that require knowledge of principles and practices involved in treatment of mentally, emotionally or behaviorally impaired persons; assists with individual counseling

and group therapy; provides activities for patients such as recreation, operation and maintenance of the ward canteen, cultivation and care of unit garden and other goal-oriented projects.

3. **Behavioral Management.** Typical tasks: monitors a potentially violent group of patients by ensuring that patients follow rules; observes patient potential for violence and socially destructive behavior and intervenes following hospital policies and procedures; spends time interacting with individual patients to develop rapport with patient in order to facilitate treatment process.
4. **Recordkeeping.** Typical tasks: maintains record of patient care and treatment; records amounts of medication given, patient's response to therapy treatments and activities, incidence of illnesses and violence and interventions used; completes weekly summaries for use by treatment team.
5. **Safety/Security Measures.** Typical tasks: observes and maintains security procedures; assists in random searches of patient areas and facilities for contraband and weapons; under supervision of and direction from a physician or registered nurse, uses restraining and seclusion procedures on out-of-control patients, as necessary; enforces safety procedures against rule violations such as smoking in rooms and the presence of potentially harmful objects; protects patients from other patients who present a threat to their safety; makes regularly scheduled ward checks to account for whereabouts of patients; monitors patients on suicide precaution observation; may execute fire and emergency procedures pertaining to evacuations, life-threatening or medical emergencies, as required; escorts patients during various off-ward activities such as doctors appointments, court hearings and community outings.
6. **Basic Patient Care.** Typical tasks: as required, monitors and/or assists patients in daily living activities such as bathing, feeding, grooming and dressing; assists with lifting, moving, turning, and walking patients; assists with medical care such as collecting specimens (urine and sputum), measuring blood pressure, pulse and respiration; administers oral medications and simple first aid treatments.

RELATIONSHIPS WITH OTHERS

Employees in this class are in daily contact with psychiatric patients to provide care and treatment. They interact with families of patients to gather pertinent information to aid in treatment process. Employees have periodic contact with police to obtain information and respond to inquiries. Employees also meet with other hospital staff to obtain and relay information.

SUPERVISION RECEIVED

Employees in this class receive general supervision from a unit supervisor or other designated staff. Clinical responsibilities are supervised by appropriate professional staff. Clinical responsibilities are performed in accordance with the employee's level of credentials and privileges as granted by the hospital. Nursing care is supervised by a registered nurse. Work assignments are received verbally and in writing from the supervisor and ward management team. Work is reviewed through verbal and written communications at weekly meetings designed to discuss and solve problems relating to therapy or the functional operations of the unit, and at monthly or bimonthly meetings with treatment team doing clinical case reviews. The following guidelines establish the standards under which employees in this class work: Oregon Administrative Rules, Oregon Revised Statutes pertaining to institutional health care, the Joint Commission on Accreditation of Hospitals regulations, Code of Federal Regulations, the Nurse Practice Act, agency policies and procedures and program manuals.

GENERAL INFORMATION

Positions in this class are primarily found within mental health facilities and institutions. They require the willingness to work in the environment associated with the position's location and purpose. In addition, they require the willingness to maintain a sympathetic and understanding attitude towards the mentally ill. Some positions require the willingness to work overtime, on-call and/or rotating schedules.

KNOWLEDGE, SKILLS, AND ABILITIES (KSA)

General knowledge of techniques and practices used in the care and treatment of physically, emotionally, mentally, and behaviorally impaired persons.

General knowledge of routine nursing techniques, materials and processes involved in the care and treatment of physically, emotionally, mentally, and behaviorally impaired persons.

General knowledge of problems related to the physically, mentally, emotionally, and behaviorally impaired.

Skill in providing care and treatment for emotionally, mentally or behaviorally impaired patients.

Skill in applying prescribed treatment interventions to effect behavior change and control in mentally, emotionally, and behaviorally impaired patients.

Skill in communicating orally with a variety of people to provide or exchange information.

Skill in preparing written records and documentation.

Skill in carrying out prescribed nursing care, custodial and housekeeping duties and security measures.

Ability to communicate and relate well with and serve as a role model for assigned patients.

Ability to learn and apply specific agency policies and procedures affecting assigned work.

Ability to observe a patient's potential for violent or self-destructive behavior and provide intervention when necessary.

Ability to observe a patient's progress in treatment and recommend potential revisions in treatment plan to professional staff.

Ability to provide behavioral intervention to assigned patients.

Ability to observe and prepare clear, concise written records pertaining to the care, training and treatment of patients.

Ability to assist in providing counseling and supportive group therapy.

Ability to assist in the planning of patient diversional activities.

Ability to participate in treatment team meetings.

SPECIAL QUALIFICATIONS

Positions in this class require certification as a Certified Nursing Assistant (CNA).

Some positions in this class must obtain Certified Medication Aide (CMA) certification to be able to administer oral medication.

Some positions in this class require the ability to obtain a valid motor vehicle operator's license.

NOTE: The KNOWLEDGE and SKILLS are required for initial consideration. ABILITIES may be required for initial consideration, at any time during the selection process, or during a trial service period as a final stage of the selection process. Some duties performed by positions in this class may require different KSA's. No attempt is made to describe every KSA required for **all** positions in this class. Additional KSA requirements will be explained on the recruiting announcement.

Adopted 4/90

Revised

Examples of work are typical of duties assigned to this class. No attempt is made to describe every duty performed by all positions in this class.