

Job Class Profile: Creative Arts Therapist**Pay Level: CG-41**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	7	6	3	4	6	6	5	2	4	
Points	327	100	19	19	180	130	103	43	43	964

JOB SUMMARY

The Creative Arts Therapist is responsible for applying the practices and principles of Clinical Art Therapy in the assessment and treatment of patients within the Child and Adolescent Psychiatry Area of a Mental Health and Addictions Program. Provides professional music therapy services to adults with intellectual and/or developmental disabilities who reside within co-operative living arrangements.

Key and Periodic Activities

- Performs assessments, determines appropriate intervention strategies, and develops/implements/analyzes treatment plans to reduce or remediate a variety of psychiatric, emotional, behavioural, developmental, family and psycho-social problems.
- Conducts advanced therapeutic interventions with patients including psychotherapy, brief solution focused therapy, narrative therapy, play therapy and cognitive behavioural therapy. Sessions are almost exclusively conducted on an individual basis, but may be in a group setting on rare instances.
- Depending on field of practice, encourages clients to create art works that elicit expressions of a client's thoughts, feelings and perceptions; or engages client in music therapy sessions using interventions such as improvisation, song-writing, singing, etc.
- Uses symbolism to help clients explore meanings associated with unconscious art expressions and also to help clients learn to develop their own symbolic language.
- Prepares art materials for sessions.
- Cleans all instruments after individual use. Inspects instruments, makes necessary repairs and reports damage to management.
- Communicates on a weekly basis with client and/or staff regarding progress towards goal areas.
- Attends bi-monthly Program Committee meetings to review each client's progress with the interdisciplinary team.
- Evaluates client progress towards collaborative goals and functional outcomes.
- Attends General Service Plan (GSP) meetings with interdisciplinary team.
- Reviews strengths and needs for each client.
- Develops long-term and short-term goals with interdisciplinary team for each client.
- Documents individual assessments, treatment plans, progress notes, daily individual and group

Key and Periodic Activities

- sessions, meeting outcomes and any safety/risk management occurrences.
- Communicates with interdisciplinary team members, family, caregivers and staff to collect and distribute information as it pertains to individual clients.
- Completes workload measurement system statistics documentation.
- Attends meetings with professional practice group to discuss ongoing concerns and issues and assists in development of professional practice culture.
- Assists in the development of protocols, policies and procedures in area of clinical expertise.
- Completes monthly reports outlining areas of progress and need.
- Attends meetings with team and management to discuss policy.
- Develops education materials for clients, family and caregivers.
- Applies current concepts of evidence-based practice in the assessment, treatment and evaluation of clients.
- Conducts critical review of appropriate literature.

SKILL

Knowledge

General and Specific Knowledge:

- Assessment techniques and treatment plans.
- Therapeutic potential of art or music media.
- Various forms of therapy.
- Benefits and side effects of psychotropic medications.
- Child and Adolescent Psychiatry and Diagnostic and Statistical Manual of Mental Disorders.
- Current trends in the Clinical Arts Therapy field.

Formal Education and/or Certification(s):

Minimum: Graduate Master of Arts (Arts Therapy) Degree or Undergraduate Degree in Music Therapy plus successful completion of 1000 hour internship supervised by an Accredited Music Therapist (MTA).

Years of Experience:

- Minimum: Up to 4 years.

Competencies:

- Interpersonal engagement techniques and interview skills.
- Following of guidelines and processes.
- Written and oral communication skills.

Interpersonal Skills

- A wide range of interpersonal skills are used and include asking questions to get information, providing information which is sometimes of a complex nature, providing care, comfort and nurturing. There are also periodic requirements to coach, teach (a 3 hour class to Memorial University Psychology Students), mentor, facilitate or moderate meetings, give formal presentations, deal with upset or angry people.

- Communication skills are required to provide expert advice, as well as be supportive of clients to encourage them to express and contain their anger through art expressions. Must be able to gain the co-operation of clients and be friendly approachable and flexible which is essential for trusting therapeutic relationships. Must present a clear, concise summary of the art or music therapy sessions during rounds and communicate the therapeutic progress of clients to the interdisciplinary team.
- The most significant contacts are clients, and colleagues in the department and on the interdisciplinary team.

EFFORT

Physical Effort

- Generally does not exert physical effort which causes fatigue requiring periods of rest and there is generally no requirement for strength or endurance.
- Occasionally lifts bags of clay for sculpting or musical instruments up to 25 lbs., and pushes carts of art supplies.
- Constantly sitting, regularly walking and occasionally standing and driving.
- Regularly requires fine finger skills to physically manipulate clay to produce art work or to play musical instruments.

Concentration

- **Visual** concentration is constantly required, and depending on the field of practice, is used to monitor the art process and the order of how the artwork is created to assess client issues, or to read music and lyrics and observe facial and body cues especially from non-verbal clients. Concentration is also needed to complete workload measurement reports.
- **Auditory** concentration is constantly required in the art therapy field to listen to patient commentary during therapy sessions. Active listening is integral to the art therapy process. In the music therapy field it is to listen to the clients play and respond to music. Intensity of play can vary from very soft to very aggressive.
- **Touch** is required in the creative arts field on a regular basis to play musical instruments and teach music, or to create art works.
- **Higher than normal levels of attentiveness for the health and safety of clients** is required constantly when working with patients who are actively suicidal or have eating disorders, or present with other conditions.
- Time pressures and interruptions are experienced on a regular basis when trying to see patients in a timely manner and juggle other work such as completing documentation.
- **Eye/hand co-ordination** is regularly required when interacting with clients to demonstrate the use of the art materials, and when playing musical instruments.
- **Exact results and precision** is required occasionally in the music therapy area when playing an instrument as direct therapeutic intervention.

Complexity

- Work includes a series of tasks that are quite different, but allow the use of similar skills and knowledge.
- The most typical challenge or issue that requires resolution is determining the specific goals

and treatment for every client seen during therapy sessions. Goals are generally identified through consultation with the client and/or caregivers, with the clinical art therapy treatment determined based on mutual agreement. Client interventions are constantly changing which present a challenge to be prepared.

- Work associated with music therapy includes challenges or issues related to client emotions such as self abuse, aggression or lack of attention during sessions. Each client requires a different intervention to manage the issues.
- Standards of Practice are available for reference.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are somewhat prescribed and controlled through the provision of monthly workload measurement statistics and internal monitoring of the number of clients seen, number on the waitlist, and number of new referrals seen each month. Generally daily work is performed with independence in a sole charge clinical setting.
- Has authority to determine what information to relay to members of the interdisciplinary team and purchase everyday art materials, but would require formal approval for larger scale office items.
- Some discretion is exercised when assessing and treating clients; however, all actions must be in compliance with the policies and procedures of the practice area.
- A high degree of independent discretion and judgement is exercised when developing specific art or music therapy programming.

Impact

- Impact is primarily felt by clients (improved quality of life) and their circle of care as well as on the immediate work area (helping to reduce wait times for therapy services) and within the department.
- Resources impacted include human resources (workload will impact numbers of clinicians hired) and health and safety of clients.
- A typical example of an error would be double booking appointments or incorrectly recording a session time in the appointment book resulting in deterioration in a client's coping ability. Another example could be an increase in client's negative behaviour based on incorrect assessment and treatment plan. Errors will normally be detected and corrected within a short period of time of occurrence.

Development and Leadership of Others

- Not responsible for the supervision of staff.
- Required to be a technical mentor or advisor as education in the field of Art Therapy and its benefits is offered to other health professionals, or to providing feedback and orientation and training to through the peer review process.
- Acts subject matter expert for the interdisciplinary team in art or music therapy.

WORKING CONDITIONS

Environmental Working Conditions

- There is no requirement to wear any safety equipment or follow any safety precautions beyond normal expectations. There is a requirement to complete training in non-violent crisis intervention.
- There is a moderate likelihood of minor cuts, bruises, abrasions, or minor illnesses and a limited likelihood of an injury or illness beyond this level of severity.
- There may be occasional exposure to odours from glue and varnish and sharp objects (scissors, utility knives and paper trimmers) during therapy sessions.
- There is constant exposure to travel as sessions are conducted in a client's home and there is regular exposure to unusual and distracting noise from within the client's home. There is occasional exposure to dust, bodily fluids from contact with clients, wet or slippery driveways, roads, floors, physical dangers and threats for unstable clients, and adverse weather conditions.