

**STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION
OCCUPATIONAL THERAPIST**

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under Wis. Admin. Code ER 2.04 for making classification decisions relative to present and future professional Occupational Therapist positions. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

Positions in this classification provide professional level occupational therapy services to patients and/or residents of a facility operated by the state including, but not limited to: centers for the developmentally disabled, institutes for the mentally ill, homes for aged and disabled veterans, correctional institutions or schools for the visually impaired or hearing impaired. Positions allocated to this classification must meet the definition of professional employee as defined in s. 111.81(15), Wis. Stats.

C. Exclusions

Excluded from this series are the following types of positions:

1. Positions which meet the statutory definition of supervisor or management as defined in Wis. Stats. 111.81(19) and (13) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions which are not engaged for the majority of the time in ‘professional employee’ work is defined in Wis. Stats. s. 111.81 (15) (a) (b), as administered and interpreted by the Wisconsin Employment Relations Commission.

3. All other positions which are more appropriately identified by other classification specifications.

D. Entrance Into This Classification

Employees enter positions within this classification series by competitive examination.

II. DEFINITIONS

OCCUPATIONAL THERAPIST

Positions in this classification provide professional occupational therapy services to patients and/or residents of a facility operated by the state. Positions perform the duties described in the definition statement under the general supervision of a supervising therapist or other clinical supervisor.

These positions plan and administer professional occupational therapy treatment for patients, clients and residents in state-operated facilities to promote maximal independence and rehabilitation of individuals throughout the lifespan, with varying levels of cognitive, psychological and physical functioning. Occupational Therapists review physician's referral, patient/clients condition, and medical records to determine the Occupational Therapy intervention plan. They test and measure: strength, muscle tone, reflexes, upper extremity deformities, joint range of motion, oral motor development including swallowing, gross and fine motor skills, sensory functioning/processing, and activities of daily living. They administer manual exercise to maintain and improve function and instruct and assist the patient/client to perform various physical activities and in the use of assistive and supportive devices.

Occupational Therapists administer treatments using equipment (e.g. therapeutic swimming pools, whirlpool baths, ultrasound machines, paraffin wax, swings, vibration, and environmental control/assistive technology[switch use, iPad use, computers], etc.); assess and provide adaptive equipment for individuals including custom-made splints, mealtime equipment, mobility equipment, seating systems, activity straps, and equipment related to the provision of activities of daily living and instruct the patient/client, family, other staff, and/or the community in treatment procedures. Occupational Therapists consult with members of an interdisciplinary team to develop apartment/home programs consistent with needs of the patient/client and coordinate with other professionals.

Examples of Work Performed:

- Participate in the planning and administration of program activities (i.e. sensorimotor, educational, recreational, and social activities) in an effort to help persons develop or regain physical or cognitive functioning or adjust to disabilities.
- Evaluate the effectiveness of the intervention plan at various stages making necessary adjustments to achieve maximum benefit.
- Communicate and collaborate with other team members, individuals, family members, or caregivers.
- Interpret and assess terminating services when maximum benefits have been received and formulating discontinuation and follow-up plans.
- Maintain records required by practice setting, third-party payers, and regulatory agencies.
- Provide in-service education to team members.
- Participate in occupational therapy research programs.

III. QUALIFICATIONS

The qualifications required for this classification will be determined on a position-by-position basis at the time of recruitment. Such determinations will be made based on an analysis of the objectives and tasks performed and by an identification of the education, training, work or other life experience which would provide reasonable assurance that the skills required to perform the tasks and the knowledge required upon appointment have been acquired.

Special Requirements: Licensure or eligibility for licensure, as an Occupational Therapist as determined by the Occupational Therapists Affiliated Credentialing Board per s. 448.96, Wis. Stats.

IV. ADMINISTRATIVE INFORMATION

The Occupational Therapist classification series was created effective June 30, 2013 and announced in Bulletin OSER-0327 MRS/SC to establish a single level classification. The positions previously classified in the Occupational Therapist, Senior classification which was abolished on the same date.

CEC/DLM
38903