

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

THERAPIST CLASSIFICATION SERIES

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 positions providing therapeutic rehabilitation to residents of facilities operated by the State of Wisconsin. 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

This classification series encompasses professional positions located within state-operated facilities which provide therapeutic programming for disabled or injured clients, patients, or veteran members in one or more of the following areas for the majority of time: Recreation Therapy, Pre-Vocational Therapy, or Music Therapy.

C. Exclusions

Excluded from this classification series are the following types of positions:

1. Positions which meet the statutory definitions of supervisor or management as defined in s. 111.81(19) and (13), Wis. Stats., as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions which are, for a majority of the time, engaged in the provision of professional level physical therapy as defined in s. 448.01(4), Wis. Stats., and are more appropriately classified as Physical Therapist.

3. Positions which are, for a majority of the time, engaged in the provision of professional level occupational therapy as defined in s. 448.01(2m), Wis. Stats., and are more appropriately classified as Occupational Therapist.
4. Positions which are, for a majority of the time, engaged in the provision of professional level speech or audiology therapy as defined in s. 459.20(5) and 459.20(2), Wis. Stats., respectively, and are more appropriately classified as Speech/Language Pathologist.
5. Positions which, for a majority of the time, assist in the practice of physical therapy under the supervision of a licensed Physical Therapist, and are more appropriately classified as Physical Therapy Assistant.
6. Positions which, for a majority of the time, assist in the practice of occupational therapy under the supervision of a certified Occupational Therapist, and are more appropriately classified as Occupational Therapy Assistant.
7. Positions which, for a majority of the time, perform technical respiratory therapy work and are more appropriately classified as Respiratory Therapist.
8. Positions which, for a majority of the time, perform technical therapy work where no degree, certification, or license is required, and are more appropriately classified as Therapy Assistant.
9. All other positions which are more appropriately identified by other classification specifications.

D. Entrance Into and Progression Through This Series

Employees enter positions within this classification series by competitive examination. Progression to the senior level will occur through reclassification as the employee satisfactorily attains the necessary training, education, or experience which is typically gained through multiple years (i.e., two or more years) of experience as a professional Therapist. Individuals with exceptional qualifications such as that gained from multiple years of prior relevant professional Therapist experience may enter this classification series by competitive examination for senior level positions.

II. DEFINITIONS

THERAPIST CLASSIFICATION SERIES

This classification series encompasses professional positions located within state-operated facilities which provide therapeutic programming for disabled or injured clients, patients, or veteran members in one or more of the following areas: Recreation Therapy, Pre-Vocational Therapy or Music Therapy. Therapist positions participate in the design, coordination, implementation, and evaluation of therapy program components as part of a multi-disciplinary treatment and rehabilitation program for a specific patient, client, or veteran member population. Therapist positions participate in the assessment of the developmental

level of patients, clients, or members and the establishment of realistic therapy treatment program goals; identify individualized therapy program components to meet an individual's established goals; perform therapy treatment activities in accordance with an individual's established goals; and participate in the evaluation of the effectiveness of all therapy treatment activities provided to an individual and the modification of the goals or activities as appropriate. Positions are responsible for documentation of individualized treatment goals, program components, and the individual's progress; participation in training sessions designed to demonstrate proper procedures or new techniques for providing therapy treatment activities; identification of specialized equipment which may assist an individual in meeting established goals; and participation in multi-disciplinary team meetings to provide input on the therapy aspects of treatment to other health care providers, as appropriate. Supervision is provided by an institution unit supervisor, therapist supervisor, therapy program supervisor, treatment director, or other supervisory or management position within the facility.

THERAPIST

This is entry level work as a Therapist in a state-operated facility. Therapist positions perform the duties described in the definition statement under close to limited supervision.

THERAPIST - SENIOR

This is objective level work as a Therapist in a state-operated facility. Therapist positions at this level perform the duties described in the definition statement under general supervision. In addition, positions at this level may also have responsibility for overseeing and reviewing the work of other therapists, therapy assistants, or therapy students in the performance of the activities of the program area; developing, implementing, and evaluating a significant clinical therapy program area for the facility as the authority within their program area; and/or performing duties in two or more therapy areas of recreation, prevocational or music.

III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired. Note: the qualifications may require a specific therapy certification or license.

IV. ADMINISTRATIVE NOTE

This classification was created effective April 9, 2000, and announced in Bulletin CLR/SC-110 as a result of a survey. This classification series replaces the Therapist 1, 2, 3 classification series created December 31, 1989, and abolished effective April 9, 2000.

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