



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

RECREATIONAL THERAPISTS

<u>Class Title</u>	<u>Class Code</u>	<u>Pay Band</u>	<u>Alt Pay Band*</u>
Recreational Therapists-B	K1125B	50	
Recreational Therapists-O	K1125O	55	
Recreational Therapists-A	K1125A	60	

**In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

Occupation Description

Plan, direct, or coordinate medically-approved recreation programs for patients in hospitals, nursing homes, or other institutions. Activities include sports, trips, dramatics, social activities, and arts and crafts. May assess a patient's condition and recommend appropriate recreational activity.

Nature of Work

Recreational therapists, provide treatment services and recreation activities for individuals with disabilities or illnesses. Using a variety of techniques, including arts and crafts, animals, sports, games, dance and movement, drama, music, and community outings, therapists improve and maintain the physical, mental, and emotional well-being of their clients. Therapists help individuals reduce depression, stress, and anxiety; recover basic motor functioning and reasoning abilities; build confidence; and socialize effectively so that they can enjoy greater independence and reduce or eliminate the effects of their illness or disability. In addition, therapists help people with disabilities integrate into the community by teaching them how to use community resources and recreational activities. Recreational therapists assess clients using information from observations, medical records, standardized assessments, the medical staff, the clients' families, and the clients themselves. They then develop and carry out therapeutic interventions consistent with the clients' needs and interests.

Distinguishing Characteristics of Levels

Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.

Basic

- Employees in this Role assist in organizing and leading institutional residents in recreational activities. The types of activities and the purpose of the programs will differ according to the assignment options.
- Employees assist in implementing a therapeutic program of activities which stresses improvement of individual residents as a part of a coordinated treatment plan; prevent muscle atrophy by encouraging physical movement; involve residents in group activities to develop involvement and cooperation skills; provide diversified musical awareness and

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rhythmic movement; maintain control of groups of varying sizes; and order supplies for recreational use.

Recommended Education and Experience for Full Performance

Associate's degree with a major in one of the following fields of study is required for this position: Recreational Therapy, Sociology, Psychology, Guidance or Counseling Social Work or Education and two (2) years of experience in recreational and group work in a community center, playground, school, hospital, or organized recreational program to include one (1) year experience in providing educational or treatment services to special population.

Minimum Qualifications

High School diploma or GED, and one (1) year in a recreational and group work in a community center, playground school, hospital, and/or organized recreational program.

Operational

- Employees in this Role direct clientele and/or institutional residents in recreational activities and implement a therapeutic program of activities that stresses improvement of individual residents as a part of a coordinated treatment plan.
- Employees may work with the visually or hearing impaired to provide special recreation; prepare progress reports on residents; participate in treatment team staffing; coordinate recreational activities with nursing staff and other departments; arranges trips outside the institution for residents; and teach a variety of sports, handicrafts and life skills.

Recommended Education and Experience for Full Performance*

Associate's degree with a major in one of the following fields of study is required for this position: Recreational Therapy, Sociology, Psychology, Guidance or Counseling Social Work or Education and four (4) years of experience in recreational and group work in a community center, playground, school, hospital, or organized recreational program to include one (1) year experience in providing educational or treatment services to special population.

Minimum Qualifications

High School diploma or GED, and two (2) years in a recreational and group work in a community center, playground school, hospital, and/or organized recreational program.

Advanced

- Employees in this Role assist in directing and planning recreational activities and spend the majority of time in participation, or have responsibility for the total recreational program.
- Employees evaluate program effectiveness and modify, delete or add new programs as needed; coordinate the overall recreational program with other departments of the institution such as medical, psychology, dietary; coordinate outside resources for therapeutic activities; make recommendations for changes to the therapeutic program; develop and monitor program budget; authorize expenditure of program funds; insure that all health code regulations are followed; and provide in-service training to institution staff.

Recommended Education and Experience for Full Performance

Bachelor's degree with a major in one of the following fields of study is required for this position: Recreational Therapy, Sociology, Psychology, Guidance or Counseling Social Work or Education and two (2) years of experience in recreational and group work in a community

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center, playground, school, hospital, or organized recreational program to include one (1) year experience in providing educational or treatment services to special population.

Minimum Qualifications

Associate's degree with a major in one of the following fields of study is required for this position: Recreational Therapy, Sociology, Psychology, Guidance or Counseling Social Work and/or Education and two (2) years of relevant work experience to be determined by employer. Any combination of education from an accredited college or university in a related field and/or direct experience in this occupation totaling four (4) years may substitute for the required education and experience.

Knowledge and Skills

*Note: This information has been produced by compiling information and documentation provided by O*NET. O*NET™ is a trademark of the U.S. Department of Labor, Employment and Training Administration.*

Knowledge

Psychology — Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

Therapy and Counseling — Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Education and Training — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

Sociology and Anthropology — Knowledge of group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures and their history and origins.

Medicine and Dentistry — Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

Skills

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Speaking — Talking to others to convey information effectively.

Service Orientation — Actively looking for ways to help people.

Social Perceptiveness — Being aware of others' reactions and understanding why they react as they do.

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Coordination — Adjusting actions in relation to others' actions.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Reading Comprehension — Understanding written sentences and paragraphs in work related documents.

Complex Problem Solving — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

Instructing — Teaching others how to do something.

Writing — Communicating effectively in writing as appropriate for the needs of the audience.

Statutory Requirements: N/A

Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions, and the recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Default FLSA Status: Non-Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Bargaining Unit: This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

Established: 07/07/2001

Revised: 9/20/2011

**Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation.*

Note: Classification description subject to change. Please refer to the SPO website www.spo.state.nm.us to ensure this represents the most current copy of the description.