



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

PSYCHIATRIC TECHNICIANS

Class Title	Class Code	Pay Band	Alt Pay Band*
Psychiatric Technicians-B	K2053B	35	
Psychiatric Technicians-O	K2053O	40	
Psychiatric Technicians-A	K2053A	45	

**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

Care for individuals with mental or emotional disturbances, following physician instructions and hospital procedures. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and may administer oral medications after trainings.

Nature of Work

Psychiatric technicians provide nursing, psychiatric, and personal care to the individuals with mental illness or emotional disturbances. They work as part of a medical team in either a psychiatric facility or mental health clinic. Psychiatric technicians provide fundamental care often at its most basic level. Their main responsibility is centered around and focused on patient care which includes assisting with patient personal hygiene, including, helping patients to bathe, use the bathroom, and maintain clean living areas. Psychiatric technicians assist with administration of oral medications after training. They are trained to monitor a patient's condition by taking blood pressure readings and pulse, respiration and temperature. Psychiatric technicians observe patients to detect behavior patterns and reports observations to medical staff. They will intervene to restrain violent or potentially violent or suicidal patients by verbal or physical means as required. Psychiatric technicians lead prescribed individual or group therapy sessions as part of specific therapeutic procedures. They teach patients basic living and working skills and encourage patients to develop social relationships and to participate in recreational activities.

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 and receive guidance in providing a variety of nursing services and para-professional counseling for individuals with mental illness.

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Recommended Education and Experience for Full Performance

High School Diploma or GED and one (1) year of paid direct patient care or correctional officer experience.

Minimum Qualifications

High School Diploma or GED.

Operational

- Employees in this Role provide a variety of nursing services and para-professional counseling designed for the mentally ill.
- Employees may provide technical assistance to less experienced technicians.

Recommended Education and Experience for Full Performance

High School Diploma or GED and one and one half (1.5) years of paid direct patient care or correctional officer experience.

Minimum Qualifications

High School Diploma or GED and three (3) months of paid direct patient care or correctional officer experience.

Advanced

- Employees in this role perform sub-professional nursing services and para-professional counseling for mental health clients.
- Employees have sub-professional responsibility for a patient care unit.

Recommended Education and Experience for Full Performance

High School Diploma or GED and two (2) years of paid direct patient care or correctional officer experience.

Minimum Qualifications

High School Diploma or GED and six (6) months of paid direct patient care or correctional officer 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.

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.

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.

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

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

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.

Public Safety and Security — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

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.

Administration and Management — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

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.

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

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Speaking — Talking to others to convey information effectively.

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.

Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Service Orientation — Actively looking for ways to help people.

Active Learning — Understanding the implications of new information for both current and future problem-solving and decision-making.

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

Note: Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation and are not to be construed as minimum qualifications.

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.