



**JOB DESCRIPTION
IDAHO ELKS REHABILITATION HOSPITAL**

JOB TITLE	Pediatric Clinical Therapist	WORK SCHEDULE	Varies, non-exempt
DEPARTMENT	Pediatrics	REPORTING STAFF	None
SUPERVISOR	Director	POSITION NUMBER	

August 2003

This document reflects Idaho Elks Rehabilitation Hospital's best effort to describe the essential functions and essential qualifications of the position described. Nothing in this document is intended to exclude the opportunity for modifications or adjustment to the job or the manner of performing it consistent with the requirements to provide reasonable accommodation to the disabled. **With or without accommodation the essential functions must be performed.** Should you be unable to accomplish any function you may request reasonable accommodation pursuant to the American's with Disabilities Act and the Idaho Human Rights Act. If you are selected for an interview, you should present your request for reasonable accommodation accompanied by a description of how you propose to perform the essential functions.

The content of this document is not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

If you have any questions regarding this information, please contact the Employee Services Office.

IERH Core Values - the performance of **all** members of the Idaho Elks Rehabilitation Hospital team is based on the following requirements:

INTEGRITY - Demonstrate our ethics by telling the truth, keeping commitments, and having the courage to always do the right thing. We respect the privacy, property, and choices of everyone.

EXCELLENCE - Work as a team and support each other to help our patients achieve the best outcomes.

RESOURCEFULNESS - Challenge ourselves to provide the best care and treatment for our patients, creating new ways to reach goals through improved techniques, flexible management, and the efficient use of resources.

HUMANITY - Provide compassionate care for all who are in need of our services regardless of race, gender, national origin, religion, or ability to pay.

POSITION STATEMENT - Describes the general, overall purpose of the position.

Provides clinical therapeutic counseling services to children, adolescents and families as ordered by a physician. Implements and directs multifaceted clinical therapy, and applies clinical skills to client and family needs. Completes baseline assessments and formulates therapeutic recommendations. Works as a member of a multidisciplinary team to meet functional goals of patient and family. Adheres to Medicaid's rules and regulations of counseling as standard of practice for documentation.

ESSENTIAL QUALIFICATIONS - Requirements an individual must meet in order to be eligible for the position, including knowledge, skills, education, experience, and certification/registration/licensure.

- Master's degree in social work from accredited school.
- Idaho Social Work license issued by the Bureau of Occupational Licenses.
- Clinical Independent Practitioners License and Medicaid certified to provide services to Medicaid subscribers
- 3 years actual work experience applying principles and practices of social work, and clinical counseling principles in a clinical counseling practice with children and/or adolescents in a multidisciplinary team setting working with children and families
- Working knowledge of community health, welfare, and social agency systems and services
- Adherence to the code of professional conduct as stated in the Idaho Social Work Examiners Law and Rules and all other applicable regulatory requirements

NON-ESSENTIAL QUALIFICATIONS - Attributes that will enhance an individual's chance for success in the position.

- Pediatric Rehabilitation experience.

ESSENTIAL JOB FUNCTIONS - Fundamental job duties that are essential because (1) the position exists to perform the function, (2) the number of employees available to perform the function is limited, or (3) the function is so highly specialized that the person is hired for his or her expertise or ability to perform the function.

- (65%) Provides direct counseling services (either group or individual) to patients and families as ordered by a physician.
- (20%) Documents and adheres to all Medicaid counseling rules and regulations as standard of practice in regards patient charts and necessary meetings and collaboration.
- (5%) Provides required updates and case reviews on patients and families to physician as dictated by Medicaid rules and regulations.
- (5%) Provides required updates and case reviews on patients and families to multidisciplinary team with recommendations for treatment.
- (3%) Performs additional duties deemed necessary to the position and its function.
- (2%) Direct marketing to physician groups regarding services and therapeutic goals and outcomes or programs.
- **NONESSENTIAL JOB FUNCTIONS** – Functions that are not essential or primary to the position.
- Facilitates support groups.

IMPORTANT INFORMATION: The following three sections on physical requirements, environmental factors, and typical manner of accomplishing essential job functions, describes the anticipated typical means of accomplishing the essential functions of the job. Should you be unable to accomplish any function, or to perform in the manner described, you may request reasonable accommodation pursuant to the Americans with Disabilities Act and the Idaho Human Rights Act. Your request for reasonable accommodation may be made to the department manager or the Human Resource representative and needs to be accompanied by a description of how you propose to perform the essential function(s).

PHYSICAL REQUIREMENTS: In an average day the employee may be required to:

Activity	Not Required	Occasionally (1% - 33%)	Frequently (34% - 66%)	Continuously (67% - 100%)
Bend		x		
Squat		x		
Kneel		x		
Climb/Balance		x		
Push/Pull		x		
Reach Above Shoulder Level		x		
Lift From High/Low Position		x		

Explain: Moving equipment and supplies

	Not Required	Simple Grasping (Example: Writing)	Pushing/Pulling	Fine Manipulation (Example: Typing)
Repetitive Use Of Hands (Description Required):		Writing	Moving equipment and supplies	Keyboarding

	Speech	Vision	Taste	Smell	Hearing
Sensory Requirements (Description Required):	Giving instructions and other verbal communications	Reading			Receiving instructions and other verbal communications

ENVIRONMENTAL FACTORS: The employee can expect to encounter the following conditions:

Amount of Time Spent Inside: 99%			Amount of Time Spent Outside: 1%		
Temperature:	Normal Range: x	Extreme Cold:	Extreme Heat:	Extreme Temperature Changes:	
	Comments:				
Humidity:	Wet/Humid:		Dry:	Normal Range: x	
Atmosphere Conditions:	Fumes:	Odors:	Dusts:	Mists:	Gases:
	Poor Ventilation:	Comments:			
Hazards:	Mechanical:	Electrical:	Burns:	Explosives:	Radiation:
	Other:	Comments:			
Respiratory and/or Skin Irritants: Rare Comments:		Requires protective clothing or personal devices: Comments: PRN			
Stress due to:	Staffing requirements; working holidays, weekends, varied shifts:		Supporting sick and dying patients and their families:	Work load:	
Is there potential exposure to blood and body fluid?:	Exposure will be --	<input type="checkbox"/> High - Routine exposure or potential	<input checked="" type="checkbox"/> Medium - No routine exposure, but may be required as condition of employment	<input type="checkbox"/> Low - No exposure, no requirement to be exposed as a condition of employment	

Typical Manner of Accomplishing Essential Functions

Average work hours per day: 8		Shift: Varies		
The job allows the employee to vary physical position or activity for comfort: Yes		Explain:		
In a normal work day, the employee may be required to: (= 8 hours total)	Sit: Not Required: Hours: 3	Stand: Not Required: Hours: 2	Walk: Not Required: Hours: 2	Combination Standing and Walking: Not Required: Hours: 4
Maximum consecutive time (minutes/hours) required for each activity.		Sitting: 1	Standing: 1	Walking: 1
In terms of a(n) hour work day the weight to be lifted is:	Not Required	Occasionally 1% - 33%	Frequently 34% - 66%	Continuously 67% - 100%
Up to 10 lbs.		x		
11 to 25 lbs.		x		
26 to 35 lbs.		x		
36 to 45 lbs.		x		
46 to 55 lbs.	x			
56 to 75 lbs.	x			
76 to 100 lbs.	x			
Explain: Moving equipment and supplies				