

JEWP NATIONAL BENCHMARK REF NO. L110RRR (16/09/04)**JOB TITLE: HEAD OF ARTS THERAPIES (Art, Music, Drama, Dance Movement)****JOB STATEMENT:**

- (1) Assesses patients/ clients referred to postholder for suitability for individual or group arts therapy/psychotherapy in the relevant art form or for any of the range of arts therapies/psychotherapies provided; may be lead specialist in own field
- (2) Provides individual and group arts therapy/psychotherapy sessions, liaises with nursing or other care staff, evaluates care
- (3) Manages arts therapies service, including service and policy development, staff management, resource management

Factor	Relevant Job Information	JE level	JE score
1.Communication & Relationship Skills	Communicates highly complex/ sensitive information, hostile, antagonistic or highly emotive atmosphere Communicates highly complex condition related information where atmosphere may be highly emotive	6	60
2.Knowledge, Training & Experience	Advanced knowledge across range of procedures, underpinned by theory and practice Professional knowledge acquired through arts or other degree, RMN, psychology, social work, OT, teaching plus experience in the relevant art form plus training in arts therapy/psychotherapy to master's level equivalent plus further specialist training and experience, management, HR knowledge	8(a)	240
3.Analytical & Judgemental Skills	Complex/highly complex facts or situations, requiring analysis, interpretation, comparison of range of options Skills for assessing risks and suitability of patients/ clients for individual or group arts therapy/psychotherapy in own art form/ skills for analysis of service, client, organisational, staffing issues	4	42
4.Planning & Organisational Skills	Plans and organises broad range of complex activities Plans and organises arts therapy/psychotherapy service, annual business plan	4	42
5.Physical Skills	Developed physical skills; manipulation of objects, people; narrow margins for error Use of arts therapy equipment, advanced sensory skills	3(a)	27
6.Responsibility for Patient/Client Care	Accountable for delivery of a sub-division of a clinical service Accountable for delivery of arts therapies/psychotherapies service	6(d)	39
7.Responsibility for Policy/Service Development	Responsible for policy implementation, development for service Implements trust policies for arts therapies/psychotherapies service; develops and implements policy, services	4	32
8.Responsibility for Financial & Physical Resources	Holds budget Budget holder for arts therapies/psychotherapies service	4(a)	32
9.Responsibility for Human Resources	Line manager Line manager for arts therapies/psychotherapies department staff	4(a)	32
10.Responsibility for Information Resources	Records personally generated information Updates patient/client records; writes reports	1	4
11.Responsibility for Research & Development	Undertakes R&D activities/ major job requirement/ co-ordinates R&D Undertakes e.g. complex audits/ carries out research/co-ordinates research projects	2(a)- 3-4	12- 21-32
12.Freedom to Act	Occupational, trust policies Autonomous practitioner; works within codes of practice & professional guidelines, interprets policies for arts therapies/psychotherapies service	5	45
13.Physical Effort	Sitting, standing, walking/ sitting in restricted position Light physical effort/ sitting in constrained position for assessment and therapy sessions	1-2(a)	3-7
14.Mental Effort	Frequent concentration work pattern unpredictable/ occasional intense concentration Concentration during individual and group arts therapy sessions, meetings, documents, budgets; interruptions for service issues/ intense concentration for assessments, psychotherapy	3(a)- 4(b)	12-18
15.Emotional Effort	Occasional/ frequent highly distressing Child abuse, self injury, family traumas, patients/clients with challenging behaviour	3(b)- 4(b)	18-25
16.Working Conditions	Occasional/ frequent exposure, unpleasant conditions Verbal abuse, aggression	2(a)- 3(a)	7-12
		Band 8c-d	647- 689