

**JEWP NATIONAL BENCHMARK REF NO. L107R (16/09/04)****JOB TITLE: ARTS THERAPIST PRINCIPAL (Art, Music, Drama, Dance Movement)****JOB STATEMENT:**

- (1) Assesses patients/ clients with complex, high risk needs for suitability for individual or group arts therapy/psychotherapy in the relevant art form
- (2) Provides specialist individual and group arts therapy/psychotherapy sessions, liaises with nursing or other care staff, evaluates care
- (3) May provide specialist advice, clinical supervision for other therapists in relevant art form; may lead a team of arts therapists/ psychotherapists
- (4) Undertakes research in specialist field

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE level</b>	<b>JE score</b>
<b>1.Communication &amp; Relationship Skills</b>	<b>Communicates highly complex, sensitive information: requires empathy &amp; reassurance, barriers to understanding, hostile, antagonistic or highly emotive atmosphere</b> Communicates highly complex condition related information to clients, relatives; undertakes group sessions where atmosphere may be highly emotive	6	60
<b>2.Knowledge, Training &amp; Experience</b>	<b>Highly specialist knowledge across range of procedures, underpinned by theory and practice</b> Specialist 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 experience	7	196
<b>3.Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations, requiring analysis, interpretation, comparison of range of options</b> Skills for assessing risks and suitability of clients for individual or group arts therapy/psychotherapy in relevant art form, recommends alternative therapies	4	42
<b>4.Planning &amp; Organisational Skills</b>	<b>Plan and organise complex activities, requiring adjustments</b> Plans specialist workload and service provision, including co-ordination with other disciplines, education and training	3	27
<b>5.Physical Skills</b>	<b>Developed physical skills; manipulation of objects, people; narrow margins for error</b> Use of arts therapy equipment, advanced sensory skills	3 (a)	27
<b>6.Responsibility for Patient/Client Care</b>	<b>Develops specialist programmes of care; provides highly specialised advice</b> Assesses, develops & implements specialist individual and group arts therapy/ psychotherapy sessions in relevant art form; provides specialised advice	6(a) (c)	39
<b>7.Responsibility for Policy/Service Development</b>	<b>Implements policies, proposes policy or service changes, impact beyond own area</b> Contributes to policy, service development with impact beyond own area	3	21
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Safe use of equipment by others; maintains stock control; authorised signatory for small payments/ purchase of physical assets; holds delegated budget</b> Ensures cleanliness and maintenance of arts equipment, instruments used by clients; orders supplies; authorises client travel expenses/ purchases supplies & equipment; holds delegated budget	2(b)(c) (d)- 3(a) (b) (d)	12-21
<b>9.Responsibility for Human Resources</b>	<b>Day to day management; provides specialist training</b> Manages arts therapy/psychotherapy team; provides specialist training to other disciplines	3(a)(c)	21
<b>10.Responsibility for Information Resources</b>	<b>Records personally generated clinical information</b> Updates patient/client records, writes reports	1	4
<b>11.Responsibility for Research &amp; Development</b>	<b>Regularly undertakes research/ major job requirement/ co-ordinates research</b> Undertakes e.g. complex audits, research/ major job requirement/ co-ordinates specialist research	2(a) – 3-4	12- 21-32

<b>12.Freedom to Act</b>	<b>Broad occupational policies</b> Works within codes of practice & professional guidelines, managed rather than supervised; leads in specialist field, interprets policies for team	4	32
<b>13.Physical Effort</b>	<b>Sitting in restricted position; occasional/ frequent moderate physical effort for several short periods</b> Sitting in constrained position for assessment and therapy sessions; manoeuvres therapy equipment, active physical movement	2(a) (d)- 3(c)	7-12
<b>14.Mental Effort</b>	<b>Frequent concentration, pattern unpredictable/occasional intense concentration</b> Concentration for assessments, interruptions/ intense concentration for arts psychotherapy sessions	3(a)- 4(b)	12-18
<b>15.Emotional Effort</b>	<b>Frequent highly distressing</b> Child abuse, self injury, family traumas, patients; clients with challenging behaviour	4(b)	25
<b>16.Working Conditions</b>	<b>Occasional/frequent exposure, unpleasant conditions/ some exposure to hazards</b> Verbal abuse, aggression/ risk of physical aggression in psychiatric intensive care units	2(a)- 3(a)- 4(a)	7-12- 18
		Band 8a-b	544- 595