Registered Therapist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
REGISTERED THERAPIST I	4362	B20	$51,158 - $81,351
REGISTERED THERAPIST II	4363	B21	$54,278 - $87,046
REGISTERED THERAPIST III	4364	B23	$61,184 - $99,658
REGISTERED THERAPIST IV	4365	B25	$69,572 - $114,099
REGISTERED THERAPIST V	4366	B27	$84,182 - $142,374

GENERAL DESCRIPTION

Performs habilitation or rehabilitation therapy work by providing therapeutic rehabilitation activities.

DISTINGUISHING CHARACTERISTICS

The Registered Therapist job classification series should be used only if there is no other therapy-specific job classification series available within the State's Position Classification Plan. This series is intended for therapists who may independently assess, diagnose, and/or develop treatment plans for clients. This series is not intended for employees who must work under the supervision of a registered therapist and are not able to independently diagnose, assess or develop therapeutic treatment plans; for such roles, the Registered Therapist Assistant may be a more appropriate job classification.

EXAMPLES OF WORK PERFORMED

Delivers therapeutic treatments to clients.

Instructs clients in various rehabilitation therapy techniques, including, music, recreation, or education therapies.

Assigns therapeutic activities to clients and reports reactions.

Prepares reports on clients' progress in treatment, physical changes, and emotional reactions.

Develops assessment tools and techniques and conducts rehabilitation assessments.

Promotes and plans recreational activities and environmental safety and comfort measures.

Provides professional oversight and guidance to other occupations or support staff to ensure compliance and adherence to regulatory standards and established procedures.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level V may also perform work listed within the previous levels.

***Note**: Factors that may distinguish between journey and senior levels include the degree of independence in performing the work; the complexity of the work; the scope of responsibility; and the employee's related experience, education, and certifications. Other factors may include the complexity and responsibility of assigned caseloads, specialization of practice, and type of practice setting. Employees at the journey levels generally manage more routine or standard caseloads, while escalating unusual or complex cases to more experienced employees. Journey-level employees may independently perform the full range of work identified within current or previous levels and may assist others performing the work of greater complexity.*

REGISTERED THERAPIST I: Performs routine (journey-level) habilitation or rehabilitation therapy work. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment.

REGISTERED THERAPIST II: Performs moderately complex (journey-level) habilitation or therapeutic rehabilitation work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may:

- Analyze individual needs of clients and outline and execute therapy programs to address client needs.
- Modify treatment plans based on client progress.
- Instruct therapeutic staff in conducting habilitation or rehabilitation activities.
- Select the appropriate therapy techniques for accomplishing the motions, actions, or therapeutic outlets prescribed for the client.

***Note**: Senior-level employee may perform the full range of work identified in the levels preceding their own, and/or may coordinate and/or oversee that work for others. Senior-level employees may have more complex or specialized caseloads or have additional management or supervisory authority. Factors that may distinguish between senior levels include the scope of responsibility, oversight, and authority, and the nature, complexity, scope, and impact of the work performed. Other factors may include the employee's practice specialization and the type of practice setting.*

Senior-level employees (levels III-V) may serve in a lead, supervisory, or managerial role; however, typically, supervisory responsibilities within this job classification series will be found at level IV and V depending on the structure and size of the supervised workgroup.

REGISTERED THERAPIST III: Performs highly complex (senior-level) habilitation or therapeutic rehabilitation work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop treatment protocols for specialty areas.
- Review and analyze progress reports.
- Evaluate and deliver therapeutic treatment for clients.

REGISTERED THERAPIST IV: Performs advanced (senior-level) habilitation or therapeutic rehabilitation work. Work involves coordinating therapeutic rehabilitation activities for clients within a program area and developing protocols for an assigned program in habilitation or rehabilitation therapy services. May supervise the work of others. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop and plan quality assurance activities and in-service training programs
- Develop and administer schedules of activities.
- Organize volunteer activities affiliated with the rehabilitation therapy program.

REGISTERED THERAPIST V: Performs highly advanced (senior-level) habilitation or therapeutic rehabilitation work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Conduct therapeutic research and disseminate findings.
- Oversee therapeutic equipment production, maintenance, and repair.
- Review and analyze progress reports and program activities, evaluating based on client needs and implementing solutions.
- Prepare and submit data for budgets.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Agencies have the discretion to identify the general or specialized experience, education, or certifications required for positions and may tailor qualification requirements to specifically meet the agency's business needs. Agencies may substitute experience, education, military service, apprenticeships, and relevant credentials for one another, if appropriate and allowed by statute.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of therapy principles and techniques.
- Skill in the use of rehabilitation equipment, materials, and tools; in the repair of rehabilitation therapy equipment; and in the use of a computer and applicable software.
- Ability to plan therapy programs, to develop and conduct assessments, to provide guidance to others, and to communicate effectively.

Additional for Registered Therapist III – V levels

- Ability to administer therapy programs, to supervise the work of others, and to coordinate program activities.

Additional for Registered Therapist V level

- Skill in conducting therapeutic research and report writing.
- Ability to prepare budget requests, and to direct programs.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be a licensed or certified therapist in relevant therapy specialty as required in the State of Texas.