

**CLASS TITLE:**

**PSYCHIATRIC TECHNICIAN**

**Class Code: 02912402**

**Pay Grade: 22A**

**EO: E**

**CLASS DEFINITION:**

**GENERAL DEFINITION OF CLASS:** To provide care to psychiatric patients, as a member of a therapeutic team, to establish a positive milieu and healthy relationships with patients and family; to participate in the formulation and implementation of treatment plans with professional, clinical and support staff; to verbally communicate all observations and interventions and document any patient problems, behavior and recommendations to the Registered Nurse assigned to the unit and patients; and to do related work as required.

**SUPERVISION RECEIVED:** Works under the supervision of a Registered Nurse from whom assignments are received and specific instructions given with each new or unusual assignment. Work is subject to review and inspection in process and upon completion for effectiveness and conformance with standards of care including hospital policies and procedures.

**SUPERVISION EXERCISED:** To lead and mentor other support staff engaged in providing direct care to patients.

**ILLUSTRATIVE EXAMPLES OF WORK PERFORMED:**

To provide care to psychiatric patients, as a member of a therapeutic team, to establish a positive milieu and healthy relationships with patients and family.

To participate in the formulation and implementation of treatment plans with professional, clinical and support staff.

To communicate all observations and interventions and document any patient problems, behavior and recommendations to the Registered Nurse assigned to the unit and patients.

To provide direct care to hospitalized patients with mental illness.

To exercise supervision over patients consistent with nursing care and treatment plans with an understanding of the complexities and behavioral implications of psychiatric diagnoses.

To provide supervision and direction to severely and chronically mentally ill patients in a compassionate and respectful manner.

To promote a safe and respectful experience for patients and staff, engaging in the least restrictive therapeutic activities to promote the well-being of patients.

To serve as a member of the therapeutic team and assist professional staff in formulating and implementing treatment plans while establishing a positive, healthy relationship with patients and interacting professionally with other team members.

To implement motivational interviewing and to report progress to members of the team.

To participate in treatment planning and patient care processes by observing patient behaviors, implementing behavioral interventions, utilizing de-escalation techniques, and milieu activity.

To lead therapeutic treatment activities under the direction of a professional treatment team.

To plan, facilitate, and lead structured group activities including basic living skills, patient education, and patient goal setting based on patients' treatment plans and unit schedule under the direction of the Registered Nurse.

To serve as a role model through leading and mentoring others to ensure a safe milieu for patients and staff.

In conjunction with the clinical team, identifies situations that impact the safety of the environment and to deploy preventive measures while defusing patient escalation.

To provide immediate crisis management, intervention and leadership in response to behavioral emergencies using hospital approved non-verbal, verbal, and physical techniques.

To utilize restraint application under the direction of a Registered Nurse.

To respond to patient care needs and support patients' rights in accordance with Rhode Island Mental Health law.

To observe and report on the physical health of patients and report any signs and symptoms of mental illness to the attention of the Registered Nurse.

To participate in shift hand-off and effectively communicate patient behaviors to team members.

To accurately and timely document records of patient activity, services, safety checks, special precaution logs, incidents, special treatment episodes, client debriefings, and staff debriefings.

To accompany patients to other departments and appointments both on and off hospital grounds as required.

To ensure a safe environment, free of dangerous or unapproved items including sharps, contraband, or flammables as per hospital policy.

To adhere to policies and procedures pertaining to the safety of the buildings, including but not limited to conducting unit rounds and searches, conducting patient counts and safety checks, identifying and reporting elopements, enhanced observations, completing unit status reports, observing behavior, and reporting unusual incidents to the Registered Nurse.

To adhere to and promote the use of standard precautions, chemical safety, and proper body mechanics in accordance with hospital standards.

To maintain professional appearance per hospital policy.

To directly intervene, appropriately and without hesitation, in physically challenging situations involving patients.

To utilize de-escalation techniques with patients.

To employ proper restraint techniques to ensure patient safety.

In conflict situations, to interact in a manner that facilitates conflict resolution.

To use administrative route and communication procedures to resolve work-related problems in accordance with policies and protocol.

To seek assistance from nurses and supervisors in unfamiliar situations and when interventions are uncertain.

To consistently adhere to proper administrative protocols, policies and procedures.

To do related work as required.

## **REQUIRED QUALIFICATIONS FOR APPOINTMENT:**

**KNOWLEDGE, SKILLS & CAPACITIES:** A working knowledge of the care and treatment of psychiatric patients including those with mental and developmental disabilities; the ability to apply the practices, methods, and techniques for the care and treatment of psychiatric patients including those with mental and developmental disabilities; the ability to maintain a safe, respectful, and therapeutic environment based on the principles established for the organization; to competently apply knowledge and skills to effectively engage in a therapeutic relationship with patients while maintaining professional boundaries; the ability to provide an unwavering commitment to the safety of the patients and awareness of all ongoing developments and concerns in the treatment setting; the ability to consistently interact with patients and staff in a professional, positive, and therapeutic manner; the ability to observe and report clinical details about the mental and physical conditions of the patients, including behavioral observations as part of a behavioral plan or observational behavior protocol; the ability to read, write and speak English and to effectively and efficiently communicate both verbally and in writing; ability to observe and concentrate for extended periods of time; ability to remain cognitively focused on patient behaviors for extended periods of time; capacity to perform critical thinking and react effectively to patient situations by utilizing approved techniques; ability to stand, walk and sit for extended periods of time; ability to use hands to reach, push and pull; ability to stoop, kneel and crouch; ability to compile lengthy hand-written and/or typed reports; ability to speak and hear the calls of patients and the instructions of staff; ability to perceive and distinguish different smells and colors; ability to judge distances and spatial relationships; ability to observe areas to the sides, above and below while focusing on a given point; ability to adjust eyes to bring objects into sharp focus; and related capacities and abilities.

**EDUCATION AND EXPERIENCE:**

Education: Such as may have been gained through: Possession of Bachelor's degree from an accredited college or university in a Behavioral Science, Human Services or closely related field; and

Experience: Such as may have been gained through: A minimum of two (2) years of experience in a private or public hospital or clinical program involving the care, custody, treatment and rehabilitation of severely and chronically mentally ill patients.

**SPECIAL REQUIREMENTS:** At the time of appointment and as a condition of continued employment:

1. Must possess and maintain Cardio Pulmonary Resuscitation (CPR)/Basic Life Saving (BLS) certification.
2. Must be physically capable of lifting at least 40 lbs. and have the physical agility and strength to maintain a safe and secure environment for patients and staff.
3. Shall be considered medically fit for the position after examination by qualified personnel designated by the department; such qualification shall require a vision test of at least 20/100 Snellen in the better eye, without glasses, corrected to at least 20/70 Snellen in one eye and 20/30 Snellen in the other eye with added requirement that defective vision must not be due to organic or progressive disease. Such qualification shall also require a hearing test in which each ear must test at least 15/15 by the Whispering Voice Test.
4. Must at all times be physically and cognitively qualified to perform all assigned duties as evidenced by a physician's certificate.
5. Must possess and maintain a valid motor vehicle operator's license.

Class Created: April 1, 2018