

ATTACHMENT B IFB #5918

Hourly Pay Rates per Band are in line with the State Pay Rate per Band
Authorized Users bill rate will be the pay rate plus the Contractors percentage.

Pay Bands Effective Upon Award			Northern VA (NOVA) Pay Bands Effective Upon Award		
Range			Range		
Position Pay Bands	Minimum Hourly Rate	Maximum Hourly Rate Not to Exceed	Position Pay Bands	Minimum Hourly Rate	Maximum Hourly Rate Not to Exceed
1	\$12.00	\$26.45	1	\$12.00	\$33.23
2	\$12.00	\$32.59	2	\$12.00	\$41.22
3	\$13.63	\$37.70	3	\$13.63	\$47.86
4	\$17.81	\$47.29	4	\$17.81	\$60.33
5	\$23.27	\$59.82	5	\$23.27	\$76.62
6	\$30.39	\$76.19	6	\$30.39	\$97.90
7	\$39.71	\$97.58	7	\$39.71	\$116.33
8	\$51.87	\$125.52	8	\$51.87	\$149.86

NOTE: Northern Virginia Hourly Pay Rates are applicable to most agencies/facilities located in Zone 100 & some of the locations in 99.

Position Groups/Pay Band Status/General Position Requirements

The following requirements are general in nature. Actual requirements will be determined by the ordering agency/facility.

A. Line 1 through Lot 9 comprise Nursing/Physician Assistant Services # 49110

Occupational Family: Health and Human Services - Pay Band Range: 3 – 6

Roles Comprising This Group

These roles describe the collective characteristics of the work performed by workers in the **Nursing/Physician Assistance Services** Group. The roles define paths for **licensed practical nurses, registered nurses, certified nurse practitioners, and physician assistants.**

PAY BAND	PRACTITIONER ROLES	ROLE CODE	MANAGEMENT ROLES	ROLE CODE
3	Licensed Practical Nurse	49111		

4	Registered Nurse I	49112		
5	Registered Nurse II Nurse Practitioner I Physician Assistant	49113	Registered Nurse Manager I	49115
6	Registered Nurse III Nurse Practitioner II	49114	Registered Nurse Manager II	49116

LINE 1	Licensed Practical Nurse	Code 49111	Pay Band 3
Complexity	<ul style="list-style-type: none"> The scope of services involves assisting in direct patient care. Applies knowledge of principles and practices of practical nursing and pharmacology acquired through formal education and training. Contacts are made with patients in the provision of practical nursing care. 		
Results	<ul style="list-style-type: none"> Work impacts the quality of practical nursing care and patient comfort. Successful application of skills results in positive patient outcomes. 		
Accountability	<ul style="list-style-type: none"> Receives guidance, direction and supervision from an R.N., nursing supervisor, manager, medical professional, or administrator. May take venipuncture specimens. Work requires some discretion and judgment and is clearly defined by the licensure regulations. May supervise or provide work direction to nursing aides or direct service staff. 		

LINE 2	Registered Nurse I	Code 49112	Pay Band 4
Complexity	<ul style="list-style-type: none"> Scope of services involves all aspects of professional nursing care. Applies knowledge of principles and practices of professional registered nursing care acquired through formal education and training. Contacts are made with patients, medical support staff, supervisory nurses and physicians in the provision of professional nursing care. 		
Results	<ul style="list-style-type: none"> Work impacts the quality of patient care. Successful application of skills enhances positive medical outcomes. 		
Accountability	<ul style="list-style-type: none"> Receives guidance and direction from a nursing supervisor, manager or medical professional or administrator. Develops total patient assessment, which requires considerable judgment and decision-making. Provides leadership to LPNs and other medical direct service support staff. Work requires frequent use of discretion and judgment in patient assessment and case management. 		

LINE 3	Registered Nurse II (Charge, Supervisory, Specialty Area)	Code 49113	Pay Band 5
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Complexity	<ul style="list-style-type: none"> • Scope of work ranges from responsibility for a nursing specialty area, working supervisor to charge nurse. • Contacts are made with patients, staff nurses, supervisory, manager level nurses, physicians and other program or management staff. • Assignments range from increased clinical or administrative responsibility to supervision of registered nurses, LPNs or other medical support staff. • May perform clinical research and study activities, develop research protocol, gather and analyze data and prepare abstracts for publication.
Results	<ul style="list-style-type: none"> • Work impacts the quality and effectiveness of patient care. • Oversight of nursing services is significant. • May serve as point of contract for a medical specialty area within a nursing program.
Accountability	<ul style="list-style-type: none"> • Responsible for mentoring and developing others. • Responsible for guidance and/or supervision of nursing, medical and direct support staff. • May assign staff, evaluate clinical and administrative issues, and evaluate performance. • Judgment is exercised over issues of patient care and performance of staff.

LINE 4	Nurse Practitioner I	Code 49113	Pay Band 5
Complexity	<ul style="list-style-type: none"> • Applies knowledge acquired through formal education in an accredited program. • May be designated according to field of specialization. • Scope of work includes performing comprehensive physical examinations and preventive health measures, ordering and performing therapeutic and diagnostic procedures, and prescribing controlled substances and devices in accordance with current regulations. • Contacts are made with patients in the provision of care and physicians for their consultation. 		
Results	<ul style="list-style-type: none"> • The availability and oversight of a physician may limit the severity of complications. • Patients receive general health care services and treatment. 		
Accountability	<ul style="list-style-type: none"> • Interprets and evaluates diagnostic test results. • Records physical findings. • Develops and implements patient management plans; instructs and counsels patients regarding plans. • Performs work with ready access to supervision and guidance from a physician. • Refers complex cases beyond the scope of practice to a physician or specialist. 		

LINE 5	Physician Assistant	Code 49113	Pay Band 5
Complexity	<ul style="list-style-type: none"> • Applies knowledge acquired through formal education in an accredited program. • Scope of work includes performing comprehensive physical examinations, performing therapeutic procedures, administering and ordering diagnostic procedures, and prescribing controlled substances and devices in accordance with current regulations. • Contacts are made with patients in the provision of care and physicians for their consultation. 		
Results	<ul style="list-style-type: none"> • The availability and oversight of a physician may limit the severity of complications. • Patients receive general health care services and treatment. 		

Accountability	<ul style="list-style-type: none"> Practice requires that the Board of Medicine be apprised of the supervising physician(s) and the way in which the Physician Assistant will be utilized. Develops and implements patient management plans; instructs and counsels patients regarding plans. Records physical findings. Interprets and evaluated diagnostic test results.
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LINE 6	Registered Nurse Manager I	Code 49115	Pay Band 5
Complexity	<ul style="list-style-type: none"> Applies knowledge of the principles of supervision, management, leadership, and administrative functions. Contacts are made with patients, staff nurses, supervisory nurses, physicians, and other clinical, program, or management staff concerning management of a nursing program. 		
Results	<ul style="list-style-type: none"> Work impacts the quality and effectiveness of patient care. Impact on services is significant. Develops nursing unit objectives, policies and standards. Develops standards for patient care, delivery of services and training and development of staff. 		
Accountability	<ul style="list-style-type: none"> Leads, supervises, and manages RNs and medical support staff. May assign staff, evaluate clinical and administrative issues, evaluate performance of patient care by staff, assist with budget preparation and management, and direct all nursing programs for a unit or program. Exercises judgment over issues of patient care, performance of staff, and utilization of resources. 		

LINE 7	Registered Nurse III (nursing consultation/clinical nurse specialist)	Code 49114	Pay Band 6
Complexity	<ul style="list-style-type: none"> Provides comprehensive services according to the specialized training received from an accredited program. Provides expert consultation on complex nursing issues. Contacts are made with patients, staff nurses, supervisory, manager level nurses, physicians and other program staff. 		
Results	<ul style="list-style-type: none"> Work impacts the quality and effectiveness of patient care. Impact on services in significant. 		
Accountability	<ul style="list-style-type: none"> Responsible for mentoring and developing others. Judgment is exercised over issues of nursing program consultation. 		

LINE 8	Nurse Practitioner II (certified nurse practitioner)	Code 49114	Pay Band 6
Complexity	<ul style="list-style-type: none"> Scope of work includes performing physical examinations and preventive health measures, ordering and performing diagnostic procedures, and prescribing controlled substances and devices in accordance with current regulations. Contacts are made with patients in the provision of care and more limited contact with physicians for their consultation. 		

Results	<ul style="list-style-type: none"> • The limited availability of physician oversight increases the consequence of error. • Work significantly affects the health of patients due to higher level of independence.
Accountability	<ul style="list-style-type: none"> • Performs work under limited access to a physician or works in an environment where physician availability is typically limited. • Works independently with minimal supervision providing diagnosis and treatment according to protocol.

LINE 9	Registered Nurse Manager II	Code 49116	Pay Band 6
Complexity	<ul style="list-style-type: none"> • Scope of work involves providing direction to an agency nursing program. • Work requires extensive knowledge of nursing management. • Contacts are made with field practitioners, physicians, and other clinical, program, and management staff. 		
Results	<ul style="list-style-type: none"> • Work impacts the level and quality of nursing services, standards of nursing practice, and allocation of resources. 		
Accountability	<ul style="list-style-type: none"> • Ensures quality of nursing care. • Develops goals, objectives, and standards of nursing. • Directs subordinate nurse managers and supervisors. • Determines overall direction of comprehensive nursing and health care programs and budgets. 		

B. Line 10 through Lot 13 comprise Counseling Services #49010

Occupational Family: Health and Human Services' Pay Band Range: 3 – 5

Roles Comprising This Group

These roles describe the collective characteristics of the work performed in the **Counseling Services** Group. The roles include workers as **social workers**, **vocational rehabilitation counselors**, **chaplains**, and other types of **counselors**.

PAY BAND	PRACTITIONER ROLES	ROLE CODE	MANAGEMENT ROLES	ROLE CODE
3	Counselor I	49011		
4	Counselor II	49012		
5			Counselor Manager	49013

LINE 10	Counselor I	Code 49011	Pay Band 3
Complexity	<ul style="list-style-type: none"> • Work requires discretion and judgment in counseling Interventions. • The scope of services involves case management, counseling, resource referral, and obtaining support services. • Applies knowledge of principles and techniques of social and vocational case 		

	<p>management, counseling techniques and practices, behavior modification, conflict management, mediation, and available community resources.</p> <ul style="list-style-type: none"> • May require a degree in social work or related field. • Frequent contacts with clients, families, direct service staff, employers, community agencies, and other service providers to discuss the needs of clients and available resources.
Results	<ul style="list-style-type: none"> • Work impacts the quality and success of individualized service plans for clients. • Effective performance improves the social, emotional, physical, vocational, and/or situational issues of clients.
Accountability	<ul style="list-style-type: none"> • Exercises independent judgment in coordination and delivery of services. • Collaborates with supervisor to develop individualized plans for clients. • Receives guidance and direction in areas of policy application and priorities. • Responsible for providing case management services to clients with social, emotional, physical, and/or situational problems.

LINE 11	Counselor II (Direct Service)	Code 49012	Pay Band 4
Complexity	<ul style="list-style-type: none"> • Tasks are varied and progress in difficulty based on the type of client and the services required. • A graduate degree or certification may be required. • Frequent contact with: clients and their families or friends; state, federal, or local human service agencies; court and law enforcement officials; medical or other clinical professionals; employers and the business community; and other service providers. • Applies knowledge of the theory, techniques, and practices of counseling, social work, case management, conflict management, and mediation. • Applies knowledge of human service legislation and laws and assistive technology. 		
Results	<ul style="list-style-type: none"> • Provision of services directly affects the ability of clients to become independent, achieve gainful employment, or become participating members of society. • Successful partnerships with clients and service providers impact the cost efficiency and effectiveness and the quality of services provided 		
Accountability	<ul style="list-style-type: none"> • Decisions regarding daily interaction with clients are made independently. • Guidance is received regarding policy interpretation, development of new programs, and expenditure of funds. • Experienced workers handle the most complex assignments or provide guidance to others on the more complex issues. • Independently manages and authorizes expenditures for client services within authorized amounts. 		

LINE 12	Counselor II (Lead /Supervisory)	Code 49013	Pay Band 4
Complexity	<ul style="list-style-type: none"> • Applies knowledge of supervisory principles and practices. • Applies knowledge of counseling methods and techniques. • Assignments range from counseling clients, to leading or supervising staff, to recommending improvements in service delivery. 		

Results	<ul style="list-style-type: none"> Supervision of staff directly affects the ability of clients to become independent, achieve gainful employment, or become participating members of society. Influences the professional development and skill acquisition of direct service providers to ensure competent service delivery.
Accountability	<ul style="list-style-type: none"> Supervises, trains, or acts as a mentor to staff. Consults with higher level manager to resolve staff issues and to ensure the provision of quality services. Plans and schedules unit's activities independently

LINE 13	Counselor Manager	Code 49013	Pay Band 5
Complexity	<ul style="list-style-type: none"> Applies knowledge of the management of various social work and rehabilitation services, case management development, therapeutic assessment, counseling, treatment, and human service delivery systems. Applies knowledge of management practices and principles. A graduate degree or certification may be required. 		
Results	<ul style="list-style-type: none"> Ensures quality of services and coordination of community resources. Effective management of services meets the diverse needs of clients and has a long-term effect on overall program success. Effective budget administration ensures the continued provision of cost effective services for clients. 		
Accountability	<ul style="list-style-type: none"> Receives minimal guidance in the administration of program activities. 		

C. Line 14 through Lot 18 comprise Direct Service #49050

Occupational Family: Health and Human Services - Pay Band Range: 1 – 3

Roles Comprising This Group

These roles describe the collective characteristics of the work performed by those in the **Direct Service** Career Group. The roles define the typical career paths for workers who pursue careers such as **respiratory therapy assistants, hospital attendants, nursing assistants, dental assistants, emergency medical technicians, pharmacy technicians, psychiatric technicians, community health workers, dietetics technicians, medication assistants, physical/occupational therapist aide, training center direct care workers, and dental laboratory technicians.**

PAY BAND	PRACTITIONER ROLES	ROLE CODE	MANAGEMENT ROLES	ROLE CODE
1	Direct Service Associate I	49051		
2	Direct Service Associate II	49052		
3	Direct Service Associate III	49053		

LINE 14	Direct Service Associate I	Code 49051	Pay Band I
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Complexity	<ul style="list-style-type: none"> • Work is well defined and is performed within prescribed policies and procedures. • Tasks are repetitive and are influenced by the population served. • Applies basic knowledge of processes, methods and/or procedures for a variety of services or a detailed knowledge of a specific program or service. • Responsibilities include: cleaning and setting up instruments, equipment, and facilities; collecting specimens; preparing and providing routine information about services; providing routine/general guidance to clients, patients, customers. • May have responsibility for: transporting patients and clients; basic housekeeping; changing dressings; measuring vital signs; supervising/observing children, client or patient activities and some routine administrative tasks.
Results	<ul style="list-style-type: none"> • Actions affect the health, safety, and well being of clients. • Clients are treated with respect and dignity.
Accountability	<ul style="list-style-type: none"> • Limited discretion is required to carry out responsibilities. • Supervision is received by detailed instructions and/or worker actions are subject to close review.

LOT 15	Direct Service Associate II	Code 49052	Pay Band 2
Complexity	<ul style="list-style-type: none"> • Understanding of a client's diagnosis and treatment or program plan. • Understanding of a client's social and cultural needs. • Services are broad in scope. • Applies knowledge of related program, regulations, practices, procedures, methods, instruments, and/or equipment. • Responsibilities include: providing information which conveys service availability to clients; assisting in the development of client service plans; implementing service plans; planning and implementing activities; and performing physical, dental, medical, laboratory, clinical, nutritional, administrative, environmental, eligibility, outreach and pharmaceutical tasks in support of clients or service delivery. • Work is complicated by nature of assigned caseload. 		
Results	<ul style="list-style-type: none"> • Client care, program, or training needs are met. • Delivery of quality care or effective customer service. • Clients are linked to the services they need within their community. 		
Accountability	<ul style="list-style-type: none"> • Exercises situational judgment and discretion to assure appropriate action is or has been taken. • Collects, records, and reports client data. • Actions are subject to review. • May lead or supervise other staff. 		

LOT 16	Direct Service Associate III (Expert)	Code 49053	Pay Band 3
Complexity	<ul style="list-style-type: none"> • Applies knowledge related to either: a variety of service programs, practices, methods, procedures, regulations, instruments and equipment; or a specific service area. • Observes and understands family dynamics. Recognizes the need for intervention and recommends resources. • Supports interdisciplinary treatment or professional services, client assessment, 		

	<ul style="list-style-type: none"> or program development and coordination. Provides hands-on, intensive advocacy, intervention and mentoring that have a long-term influence on clients' independence, personal accountability, problem-solving skills and overall quality of life. Plans, provides, and documents services. May advise clients of their rights, investigate and respond to complaints, and maintain associated documentation.
Results	<ul style="list-style-type: none"> Services appropriate to client needs. Promotion of client social, recreation, personal care, independent living, or vocational skills, and self-esteem and motivation. Treatment/program plans meet goals. Services have long-term impact on client safety, security, physical and mental well being, as well as the ability of clients to obtain gainful employment and becoming participating member of society.
Accountability	<ul style="list-style-type: none"> Develops components of Treatment/program plans. Applies discretion and judgment to independently resolve service delivery problems. Direct accountability for service due to occasional supervisory review. Decisions affect the efficiency and quality of service delivery. May have lead responsibilities. May be responsible for specialized laboratory techniques, such as repairing or manufacturing dental prosthetics.

LOT 17	Direct Service Associate III (Supervisor)	Code 49053	Pay Band 3
Complexity	<ul style="list-style-type: none"> Applies knowledge related to either: a variety of service programs, practices, methods, procedures, regulations, instruments and equipment; or a specific service area. Applies knowledge of the principles of supervision. May serve on, and/or coordinate activities of, an interdisciplinary team. 		
Results	<ul style="list-style-type: none"> Services are delivered as prescribed. Long-term impact on client safety, security, and physical and mental well being. Writes components of treatment/program plans. Evaluates program effectiveness in conjunction with professional Staff. Responsibilities may control service delivery or have the potential for significant liability to the Commonwealth. 		
Accountability	<ul style="list-style-type: none"> Ensures delivery of services. Applies discretion and judgment to independently resolve daily service administrative operations. Compliance with state and federal regulations. Decisions affect the efficiency and quality of service delivery. Client records contain appropriate documentation. Supervises staff providing direct services, sometimes on multiple shifts and in multiple living areas. 		

D. Line 18 through Lot 20 comprise Health Care Compliance #49170

Occupational Family: Health and Human Services - Pay Band Range: 4 - 6

Roles Comprising This Group

These roles describe the collective characteristics of the work performed by workers in the **Health Care Compliance** Group. The roles define the careers such as **utilization review analysts**, **hospital quality assurance specialists**, **health care compliance specialists**, and **medical facility inspectors**.

PAY BAND	PRACTITIONER ROLES	ROLE CODE	MANAGEMENT ROLES	ROLE CODE
4	Health Care Compliance Specialist I	49171		
5	Health Care Compliance Specialist II	49172		
6			Health Care Compliance Manager	49173

LINE 18	Health Care Compliance Specialist I	Code 49171	Pay Band 4
Complexity	<ul style="list-style-type: none"> Applies program rules and regulations in the resolution of human services programs. Applies in-depth knowledge of one or more programs. Frequent contact with service providers, recipients and their families, and representatives of other state and federal agencies on benefits and claims issues. Workers conduct audits, inspections, or investigations of quality and utilization of services and may assist in promulgation review and revision of state licensure regulations operational guidelines. May provide guidance to staff, clients, or others in private and public organizations. May require knowledge of supervisory principles and practices. 		
Results	<ul style="list-style-type: none"> Case, billing, pricing and redemption, and payment records are audited in accordance with applicable regulations and guidelines. Discrepancies are identified and a report-of-findings or other communication is initiated. Findings result in recommendations for, or provision of, corrective actions 		
Accountability	<ul style="list-style-type: none"> Directly accountable for the determination or detection of fraud, proper operation, and third party liability. May lead or supervise staff. Recommends licensure and certification of facilities. Accountable for program policy interpretation. 		

LINE 19	Health Care Compliance Specialist II	Code 49172	Pay Band 5
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Complexity	<ul style="list-style-type: none"> • Applies rules, regulations, and laws in administration of programs. • Renders decisions on unusual problems involving policy interpretation. • Frequent contact with health care providers, program administrators, and representatives from state and federal agencies, and other direct and indirect human service providers to confer on policy problems and request legal opinions. • May require knowledge of supervisory principles and practices. • Implements and oversees corrective actions. • May testify at administrative appeals and hearings. • Inspectors may be required to have licensure.
Results	<ul style="list-style-type: none"> • Approves and/or recommends corrective actions/plans that affect programmatic operations (e.g., changes to policies, or procedures) • Decisions may affect accreditation, licensure, and funding.
Accountability	<ul style="list-style-type: none"> • May lead or supervise staff. • Evaluates program effectiveness and compliance. • Develops administrative procedures. • Some positions approve and issue licenses and certifications.

LINE 20	Health Care Compliance Manager	Code 49173	Pay Band 6
Complexity	<ul style="list-style-type: none"> • Directs a major organizational component of an agency, requiring management of staff, programs, and administrative functions. • Applies knowledge of general managerial and financial management principles and practices for purposes of conducting and assessing short and long-range planning. • Collaborates with state and federal officials on program compliance. • May require knowledge of forecasting and statistical methods and procedures. • May provide expert testimony for administrative, criminal and civil cases. • May require licensure in a health services occupation. 		
Results	<ul style="list-style-type: none"> • Decisions made affect program outcomes, service quality, accreditation, licensure, and funding. • Develops and implements business strategies and follows through with implementation. • Decisions affect public perception of the regulatory programs' effectiveness and expenditure of taxpayer dollars. 		
Accountability	<ul style="list-style-type: none"> • Leadership and supervision of staff. • Responsible for evaluating program effectiveness and ensuring compliance with State and Federal statutes. • Provides the highest level of consultation in the function. • Relies on expertise and judgment to determine, plan and accomplish goals. • May approve and issue licenses and certifications. 		

E. Line 21 through Lot 25 comprise **Health Care Technology #49090**

Occupational Family: Health and Human Services - Pay Band Range: 2 - 5

Roles Comprising This Group

These roles describe the collective characteristics of the work performed by the **Health Care Technology** Group. These roles include **radiologic technologists**, **medical technologists** or **dental hygienists**.

PAY BAND	PRACTITIONER ROLES	ROLE CODE	MANAGEMENT ROLES	ROLE CODE
2	Health Care Technician	49091		
3	Health Care Technologist I	49092		
4	Health Care Technologist II	49093		
5	Health Care Technologist III	49094	Health Care Manager	49095

LINE 21	Health Care Technician	Code 49091	Pay Band 2
Complexity	<ul style="list-style-type: none"> Tasks are usually repetitive in the mounting of films, posting information to files and records, and scheduling patients. Tasks may involve collection of laboratory specimens and performing clinical laboratory tests such as hemoglobin, hematocrit, glucose, urine pregnancy, and urine dipsticks. Clinical testing may also include limited microscopic chemistry or microbiological tests. 		
Results	<ul style="list-style-type: none"> Work facilitates the effective operation of a clinic through the scheduling and monitoring of patient flow. Results may be used by others in the diagnosis, treatment, and prevention of disease. Proper laboratory procedures impact outcomes of clinical tests. Work impacts the quality of patient care and level of customer service. 		
Accountability	<ul style="list-style-type: none"> Responsible for narrow scope of routine well-defined duties and processes. 		

LINE 22	Health Care Technologist I	Code 49092	Pay Band 3
Complexity	<ul style="list-style-type: none"> Procedures support clinical laboratory programs. Tasks are varied and require application of a variety of diagnostic and therapeutic radiological procedures including those requiring special patient positioning and/or the use of contrast media, catheters, or special equipment. Applies knowledge of scientific or technical principles, practices, and regulatory requirements of functional areas. Responsibilities may include explaining procedures to the patient, preparation of the patient and preparing radiopaque contrast media such as barium enemas, barium swallows, intravenous pyelograms, cystograms, and gastro-intestinal series in a clinic or hospital setting. May teach radiographic techniques to students. May serve as lead or single on-duty technologist. 		
Results	<ul style="list-style-type: none"> Products are used by others in the diagnosis, treatment, and prevention of disease. 		

	<ul style="list-style-type: none"> • Work impacts quality of patient care and level of customer service.
Accountability	<ul style="list-style-type: none"> • Responsible for clear production of radiographs. • May review films and decide if procedures need to be repeated. • Independently performs standardized or specialized procedures and seeks advice on more complex or non-routine issues. • May work without on-site supervision in small lab settings.

LINE 23	Health Care Technologist II	Code 49093	Pay Band 4
Complexity	<ul style="list-style-type: none"> • Work requires the application of knowledge in a physical science normally attained through higher levels of learning (e.g., medical technology, chemistry, microbiology, or biological science) and documented training in order to perform advanced clinical or anatomical laboratory testing, or training in CT scan, MRI and invasive radiological procedures. • May apply knowledge of leadership or supervisory principles and practices. • May specialize in computed tomography, magnetic resonance or complex radiological procedures. • May perform clinical treatment and oral health education. • Typical assignments support the diagnosis of diseases and the identification of disease agents. 		
Results	<ul style="list-style-type: none"> • Others use results in the diagnosis, treatment, and prevention of disease. • Work impacts the efficiency, operation, and creditability of a clinical laboratory as well as the program's continued accreditation. • May impact the client's health and the prevention of tooth decay and disease. 		
Accountability	<ul style="list-style-type: none"> • May have leadership, supervisory or teaching responsibilities. • Responsible for clear production of radiographs requiring the use of contrast media, catheters, or special equipment or for performing other complex medical laboratory tests. • May coordinate worker assignments. • Responsible for performing dental hygienist's clinical treatment and education of the client. 		

LINE 24	Health Care Technologist III	Code 49094	Pay Band 5
Complexity	<ul style="list-style-type: none"> • Applies fundamental concepts, practices, and procedures of supervision and leadership. • Plans and implements the delivery and improvement of services, staffing, and resources (e.g., testing new procedures before implementation in a laboratory) in accordance with quality standards and/or accreditation requirements. • Provides training and consultation to laboratory users on sampling techniques, testing procedures, and interpretation of results. 		
Results	<ul style="list-style-type: none"> • Work impacts the laboratory evidence for diagnosis of diseases or identification of disease agents. • Responsible for all laboratory services and the impact on patient care as well as the efficiency, operation, and credibility and accreditation of a clinical laboratory. 		
Accountability	<ul style="list-style-type: none"> • Responsible for the leadership and/or supervision of staff. Operation of a full 		

	service laboratory or subspecialty laboratory. <ul style="list-style-type: none"> • Incorporates productivity improvements to enhance customer service and laboratory credibility.
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LINE 25	Health Care Manager	Code 49095	Pay Band 5
Complexity	<ul style="list-style-type: none"> • Applies knowledge of management principles and practices. • Establishes work schedules and consults with subordinate Supervisors. • Develops operational goals and objectives. • Prepares operational budget. • Responsible for laboratory quality assurance including quality control, training, and safety in the clinical laboratory. • May require certification, documented training, and advanced education to meet regulatory and/or accreditation requirements. 		
Results	<ul style="list-style-type: none"> • Work impacts the efficiency, operation, and credibility of a clinical laboratory as well as continued program Accreditation. • May design in-service programs for laboratory professionals 		
Accountability	<ul style="list-style-type: none"> • Leadership and development of staff. • Management of a full service medical laboratory. • Provides guidance to subordinate supervisors. • Provides input into short- and long-range planning of facilities, equipment, staffing, and policies. 		

F. Line 26 through Lot 31 comprise Laboratory and Research Services #59070

Occupational Family: Natural Resources and Applied Science - Pay Band Range: 1 – 5

Roles Comprising This Group

These roles describe the collective characteristics of the work performed by workers in the **Laboratory and Research Services** Group. The roles define careers such as **laboratory aides, laboratory assistants, laboratory specialists, research assistants, and research specialists.**

PAY BAND	PRACTITIONER ROLES	ROLE CODE	MANAGEMENT ROLES	ROLE CODE
1	Laboratory and Research Aide	59071		
2	Laboratory and Research Technician	59072		
3	Laboratory and Research Specialist I	59073		
4	Laboratory and Research Specialist II	59074		

5			Laboratory and Research Manager	59075
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LINE 26	Laboratory and Research Aide	Code 59071	Pay Band 1
Complexity	<ul style="list-style-type: none"> Applies knowledge of basic sanitation techniques, laboratory safety procedures, research procedures, animal handling/care and hygiene, and use of laboratory equipment. Performs routine work with limited variation. Follows established directions and procedures. Limited contacts outside of co-workers and supervision. May perform a variety of tasks related to animal care such as feeding and caring for animals. 		
Results	<ul style="list-style-type: none"> Proper sanitation procedures ensure appropriate laboratory testing and research conditions. Provides responsible care of animals. Responsible for equipment in support of research, laboratory, or clinical programs or teaching services. May be required to adhere to established standards and Guidelines as set forth by accredited programs. 		
Accountability	<ul style="list-style-type: none"> Decision-making and judgment is limited to assigned functional area and based on clearly defined procedures and guidelines or under direct supervision 		

LINE 27	Laboratory and Research Technician	Code 59072	Pay Band 2
Complexity	<ul style="list-style-type: none"> Applies knowledge of sanitation techniques and laboratory safety. Applies knowledge of research and testing procedures and techniques, and of animal handling, care and welfare. Performs a variety of procedures supporting laboratory, research, clinical or autopsy and necropsy services, or geological services. May provide limited surgical assistance. Follows established directions and procedures. Frequent contacts with co-workers, supervisors, students, faculty, and research staff to discuss study techniques or results or handling and care of animals. 		
Results	<ul style="list-style-type: none"> Proper laboratory, autopsy and necropsy procedures impact outcomes of tests and research, and impact the safety, health, and well-being of laboratory animals, staff and the general public through the identification of scientific and legal findings or contagious disease sources. Proper sanitation procedures ensure appropriate laboratory testing and research conditions. Provides responsible care of animals. Responsible for equipment in support of research, laboratory, or clinical programs or teaching services. May be required to adhere to established standards and guidelines as set forth by accredited programs. 		

Accountability	<ul style="list-style-type: none"> • Responsible for generally well defined procedures supporting laboratory, testing, research or clinical programs. • Decision-making and judgment is typically based on clearly defined procedures, although skilled positions may exercise independent judgment. • Refers non-routine issues to supervision. • May lead other staff, activities, or provide guidance and leadership to students and interns. • Development of competencies may lead to broader, more responsible assignments.
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LINE 28	Laboratory and Research Specialist I	Code 59073	Pay Band 3
Complexity	<ul style="list-style-type: none"> • Applies knowledge of scientific/technical principles, practices, and regulatory requirements of functional areas. • Performs a variety of procedures supporting clinical, research, field research, service or regulatory and/or diagnostic laboratory programs. • Duties may include performing standardized or specialized scientific or clinical procedures, performing preliminary procedures to prepare, expedite, and facilitate further scientific examination and training, assisting in veterinary surgical procedures, analysis and compilation of data, communicating findings/research results, animal care, repairing and maintaining equipment and ordering supplies. • May have contact with, private business, other state agencies or government entities, faculty, students and researchers, and/or the general public to communicate results and explain laboratory procedures or regulatory requirements. 		
Results	<ul style="list-style-type: none"> • Proper application of procedures impacts outcomes of tests and research, legal evidence, and the safety, health, and economic well being of the general public, research staff, environment and/or animals through identification of scientific and legal findings, contagious and benign disease sources. • Performance of duties may impact the level of public confidence and consumer satisfaction. • May be required to adhere to established standards and guidelines as set forth by accredited programs. 		
Accountability	<ul style="list-style-type: none"> • Independently performs standardized or specialized procedures and seeks advice on more complex or non-routine issues. • Decision-making has moderate to significant impact on program's success. • Exercises judgment and decision making to determine appropriate procedures; compiles data, documents and communicates findings. • May lead, train or supervise students, staff or coordinate program activities. 		

LINE 29	Laboratory and Research Specialist II (Advanced - Expert)	Code 59074	Pay Band 4
Complexity	<ul style="list-style-type: none"> • Applies knowledge of assigned technical or research area. • Participates or leads in the design, modification and performance of laboratory or research projects. • Frequent contact with private business, other state agencies or government entities, principal investigators, faculty, laboratory staff, students and 		

	<p>researchers, and/or the general public to report and interpret results, provide consultation and technical assistance, and discuss research projects.</p> <ul style="list-style-type: none"> Responsibilities include: participating in or leading work in the design, modification, evaluation and performance of laboratory, field surveys or research procedures; writing or modifying computer programs to analyze data and generate reports; researching literature related to project/procedures; conducting experiments; writing segments of reports and manuscripts; coordinating grants and budgets; assisting lower level staff; troubleshooting instrument problems and performing preventive maintenance on equipment.
Results	<ul style="list-style-type: none"> Accurate scientific testing, research, and consultation minimizes errors in laboratory findings, scientific research and fieldwork. Proper application of procedures impacts outcomes of tests and research, and the safety, health, and well being of the general public, research staff, and laboratory animals through identification of scientific findings, and contagious and benign disease sources.
Accountability	<ul style="list-style-type: none"> Independently performs and provides consultation on specialized laboratory/research procedures and projects. Independent decision-making on appropriate methods, design and data interpretation. Some positions ensure compliance with established standards and guidelines as set forth by accredited programs. Independently monitors, evaluates and analyzes quality control results and determines corrective action as needed.

LINE 30	Laboratory and Research Specialist II (Supervisor)	Code 49074	Pay Band 4
Complexity	<ul style="list-style-type: none"> Applies knowledge of supervisory principles and practices. Applies knowledge of assigned technical or research area. Participates or leads in the design, modification and performance of laboratory or research projects. Frequent contact with principal investigators, research faculty, laboratory personnel and students to discuss policies, procedures and methodology; coordinate research projects; report and interpret results; and provide consultation, and technical assistance. Responsibilities include: writing grant proposals and identifying funding sources; designing and directing complex research projects in consultation with a principal investigator; modifying and developing laboratory and field procedures, quality control processes and determining work methods; reviewing the scientific work results; directing animal care according to applicable federal laws and regulations; hiring and training personnel or students; approving procurement, budgeting, other administrative duties; and teaching a laboratory section of college level students. 		
Results	<ul style="list-style-type: none"> Accurate scientific testing, quality control, research, or consultation and supervision minimize errors in laboratory findings or research, and impact the success of grant proposals and scientific findings. Work impacts the health, safety and well being of the general public, the environment, industry, research, and animal health and welfare. 		

Accountability	<ul style="list-style-type: none"> Independently supervises laboratory research operation or animal care facility to include business functions and accountability for services provided to administrators, faculty, and other users. Responsible for program and staff supervision. Leads teams or special projects. May be required to ensure compliance with established standards and guidelines as set forth by accredited programs.
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LINE 31	Laboratory and Research Manager	Code 59075	Pay Band 5
Complexity	<ul style="list-style-type: none"> Applies knowledge of the principles and methods of laboratory administration and management. Applies knowledge of the theory and application of lab methods and instrumentation for the assigned discipline(s). Ability to plan, lead and evaluate the work of professional staff. Frequent contacts, with regulatory boards or governmental entities regarding standards, quality assurance, and lab procedures. Frequent contact with internal departments regarding administrative matters and with vendors concerning equipment and supplies. Frequent contacts with researchers, staff and students to provide information, consultation or direction concerning laboratory operations. Plans, manages and evaluates the work of professional staff; Develop goals, objectives and timetables; develop and monitor budgets; determine and implement technical methodologies, ensure that quality control standards and safety procedures are in compliance with government regulations and laws. May teach and/or serve as technical experts. 		
Results	<ul style="list-style-type: none"> Proper management of laboratory operations ensures the scientific accuracy, timeliness and quality of services and impacts public health, safety, and the environment. 		
Accountability	<ul style="list-style-type: none"> Responsible for the provision of quality and timely laboratory services laboratory services. Manages work of subordinate supervisors and professional and technical staff engaged in laboratory operations and research. Establishes and monitors quality control procedures. May ensure compliance with established standards and guidelines as set forth by accredited programs. 		

G. Line 32 through Lot 35 comprise Psychological Services #49210

Occupational Family: Health and Human Services - Pay Band Range: 4 - 6

Roles Comprising This Group

These roles describe the collective characteristics of the work performed by those in the **Psychological Services** Group. The roles define the paths for (1) psychologists (licensed clinicians) and (2) unlicensed

clinicians who render psychological services under the supervision of licensed psychologists as defined by the regulations governing the practice of Psychology in Virginia.

PAY BAND	PRACTITIONER ROLES	ROLE CODE	MANAGEMENT ROLES	ROLE CODE
4	Psychologist I Psychology Associate I	49211		
5	Psychologist II Psychology Associate II	49212		
6	Psychologist III Psychology Associate III	49213	Psychology Manager	49214

LINE 32	Psychologist I/Psychology Associate I	Code 49211	Pay Band 4
Complexity	<ul style="list-style-type: none"> Requires the ability to conduct psychological assessments and diagnose using current DSM-IV-TR and ICD-10 classification systems and determine the need for more specialized care. Skill in using various treatment modalities with minimal direct Clinical supervision in the treatment of mental disorders and/or developmental disabilities. Crisis intervention skills and ability to assess and manage risk of harm to self or others. Skill in maintaining therapeutic relationships and services while complying with ethical and professional standards. Ability to document services consistent with expectations of third parties. The Psychologist I require an advanced degree and licensure as a clinical, applied, or school psychologist, depending upon the assigned program. Licensure must demonstrate the training and educational background sufficient to fulfill this role. The Psychology Associate I may require advanced coursework and requires supervision by a licensed psychologist. May require the ability to develop training programs for professional and paraprofessional staff members. May require some expertise in a specific clinical area such as behavioral psychology, clinical psychology, substance use disorders, traumatic brain injury, or forensic psychology. 		
Results	<ul style="list-style-type: none"> Accurate diagnosis with appropriate recommendations for accommodations and interventions. Reports that are timely, readable and consistent with professional standards. Interventions that meet measurable goals, established in treatment plan. 		
Accountability	<ul style="list-style-type: none"> Exercises independent judgment within policy and parameters. Guidance is received on difficult cases, in the development of new clinical competencies, or in situations that present as ethical dilemmas. All services are provided under the direction of a higher-level Psychologist, 		

	typically a licensed clinical psychologist.
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LINE 33	Psychologist II/Psychology Associate II	Code 49212	Pay Band 5
Complexity	<ul style="list-style-type: none"> • Work requires knowledge of a variety of psychological interventions such as psychotherapy, psychoanalysis, group therapy and program development and monitoring. • Work requires knowledge of a variety of psychological assessments Used for diagnosis, treatment planning, and treatment evaluation. • Possess skills in administering and interpreting cognitive, neuropsychological, achievement, adaptive behavior, vocational and personality tests to a wide variety of individuals with physical, mental and emotional disabilities. • The Psychologist II (licensed clinical psychologist) may require court testimony as expert witnesses. • The Psychologist II requires an advanced degree and licensure as a clinical, applied, or school psychologist sufficient to support the legal requirements of the assigned program. • The Psychology Associate II may require advanced coursework and requires supervision by a licensed psychologist. • May oversee the development, implementation and evaluation of developmental disabilities and mental health services. 		
Results	<ul style="list-style-type: none"> • Services meet the needs and expectations of referral sources inside and outside of the agency. • Accurate assessment and/or diagnosis with appropriate recommendations for services. • Services help to improve the treatment team's ability to meet Clients/consumers' goals. • Clinical reports that are timely, readable and consistent with professional standards. • Interventions that meet measurable goals, established in treatment plan. • Accurate assessment, diagnosis and treatment allowing clients to enhance their well being. • Decisions may affect systems beyond the immediate clinical area such as the legal system or the overall provision of psychological/neuropsychological services. 		
Accountability	<ul style="list-style-type: none"> • Licensed Psychologists exercise independent judgment regarding individual client care and may assume a leadership role in the mentoring and development of interns, postdoctoral fellows, or other educational or research affiliates. • Licensed Psychologists may serve as lead service provider, project team leader, supervisor of less experienced psychologists and/or associates. • Guidance is received on difficult cases, in the development of new clinical competencies, or in situations that present as ethical dilemmas. • 		

LINE 34	Psychologist III/ Psychology Associate III	Code 49213	Pay Band 6
Complexity	<ul style="list-style-type: none"> Applies expertise, knowledge and experience in directing, evaluating, integrating, and coordinating behavior analysis/psychological/neuropsychological services. The Psychologist III requires an advanced degree and licensure as a clinical, applied, or school psychologist, sufficient to support the legal requirements of the assigned program, and in addition, may require advanced training or certification in a recognized specialty. The Psychology Associate III may require advanced coursework and requires supervision by a licensed psychologist. 		
Results	<ul style="list-style-type: none"> Effective decisions facilitate successful delivery and timing of services and treatment. Decisions affect on-going program planning and general management. Assessments, training/treatment plans, and follow-up appropriate for clients with complex needs. 		
Accountability	<ul style="list-style-type: none"> Licensed Psychologist provides leadership in maintenance of quality assurance and direction and supervision to subordinate personnel. Licensed Psychologist exercises independent judgment regarding client care and program services and assumes responsibility for subordinate staff. The Psychologist III typically supervises unlicensed staff. 		

LINE 35	Psychology Manager	Code 49214	Pay Band 6
Complexity	<ul style="list-style-type: none"> Applies clinical, programmatic and administrative knowledge. Applies knowledge of management practices and principles. Applies knowledge of facility and community MR, MH, or SA Services. Work requires an advanced degree and licensure as a clinical, applied, or school psychologist, sufficient to satisfy the legal requirements of the assigned program, and in addition, may require advanced training or certification in a recognized specialty. 		
Results	<ul style="list-style-type: none"> Effective program management promotes successful Therapeutic outcomes. Actions impact efficient and effective allocation of resources and contribute to a positive community image. 		
Accountability	<ul style="list-style-type: none"> Responsible for policy development, quality assurance, evidence-based practices and the supervision of psychology staff. Determines overall direction of Comprehensive psychological services programs. May serve as an expert consultant to public and private agencies. 		

H. Line 36 through Lot 42 comprise Rehabilitation Therapies # 49230

Occupational Family: Health and Human Services - Pay Band Range: 3 - 6

Roles Comprising This Group

These roles describe the collective characteristics of the work performed by workers in the **Rehabilitation Therapies** Group. The roles define the paths for four types of licensed therapists (**audiologist**, **speech/language pathologist**, **physical therapist**, and **occupational therapist**); and, two types of unlicensed therapists (**recreation therapist** and **music therapist**) and two types of assistants (**certified occupational therapist assistant** and **licensed physical therapist assistant**).

PAY BAND	PRACTITIONER ROLES	ROLE CODE	MANAGEMENT ROLES	ROLE CODE
3	Therapist Assistant/Therapist I	49231		
4	Therapist II	49232		
5	Therapist III	49233	Therapy Manager I	49234
6			Therapy Manager II	49235

LINE 36	Therapist Assistant (license or certification required)	Code 49231	Pay Band 3
Complexity	<ul style="list-style-type: none"> • Applies knowledge acquired through formal education in an accredited program. • Applies knowledge of principles and practices related to therapeutic interventions. • Client assessments are based on information from standardized assessments (within practice guidelines), observations, medical records, caregivers, and clients. • Response to treatment is assessed to enable appropriate progression within the parameters of the treatment plan. • Work is performed within the parameters of established treatment plans and strategies. • Treatment interventions may include instructing in daily living skills, sensory-motor integration skills, mobility skills, therapeutic exercises, and various physical treatment procedures. • May be responsible for planning or leading group activities or classes. 		
Results	<ul style="list-style-type: none"> • Client receives educational information, guidance, and encouragement in performance of therapeutic activities. • Plans for therapy are implemented. • Client quality of life is improved. • Promotes client independence. 		
Accountability	<ul style="list-style-type: none"> • Ensures that clients perform activities and progress toward goals in accordance with treatment plan. • Records client progress for use by therapists. • Communicates immediately any change in client condition requiring medical attention or re-evaluation. • May provide direction to interns, students, or staff providing supportive services. • Works under supervision of a licensed therapist. 		

LINE 37	Therapist I (license not required)	Code 49231	Pay Band 3
Complexity	<ul style="list-style-type: none"> • Clients are assessed in leisure, recreation, and socialization skills based on information from standardized assessments, observations, medical staff, medical records, family, and clients. 		

	<ul style="list-style-type: none"> Plans, organizes, conducts, and modifies individual and group therapeutic interventions. Applies knowledge of principles and practices related to therapeutic program. Works as a member of an interdisciplinary treatment team and in collaboration with physicians, nurses, psychologists, social workers, other therapists, and other health care and vocation professionals. May be responsible for planning or leading group activities or classes. May be responsible for teaching clinical interns, students or staff. Client assessments are based on information from standardized assessments (within practice guidelines), observations, medical records, caregivers, and clients.
Results	<ul style="list-style-type: none"> Client's physical, mental, and social well being is encouraged. Client's depression, stress, and anxiety are reduced. Client's needs, interests, and choices are supported. Clients learn new leisure skills. Clients experience exercise, mental stimulation, and creativity through recreation and leisure activities.
Accountability	<ul style="list-style-type: none"> Provides clients with opportunities for physical activity, mental stimulation, creativity, and fun by the use of leisure activities, arts and crafts, animals, sports, games, dance and movement, drama, music, horticulture, and community outings. Evaluates and reports client progress. May provide guidance to interns, students, and staff providing supportive services.

LINE 38	Therapist II (RT Leadership)	Code 49232	Pay Band 4
Complexity	<ul style="list-style-type: none"> Conducts assessments, develops and implements treatment plans and intervention techniques, and evaluates results. Requires in-depth knowledge in area of specialization. Works as a member of an interdisciplinary treatment team. May require the application of knowledge of supervisory practices and principles. 		
Results	<ul style="list-style-type: none"> Therapeutic interventions are carried out in accordance with program plans. Program and services meet the needs of clients and are in accordance with agency and accrediting body standards. 		
Accountability	<ul style="list-style-type: none"> May supervise professional staff or programs. Decisions affect the efficiency and quality of service delivery. Program data shows progress. Client record indicates participation in appropriate recreation/leisure activities. 		

LINE 39	Therapist II (SLP/AUD)	Code 49232	Pay Band 4
Complexity	<ul style="list-style-type: none"> Applies knowledge acquired through formal education in an accredited program. Conducts client evaluations and re-evaluations using numerous standardized and informal assessment tools. 		

	<ul style="list-style-type: none"> • Interprets assessment data to make diagnoses and develop scientifically based treatment plans that meet individual client needs. • Works in collaboration with physicians, psychologists, social workers, other therapists, and other health care and vocation professionals. • Works as a member of an interdisciplinary treatment team. • Selects and implements appropriate therapeutic interventions based on client needs. • May design and fabricate adaptive equipment and instruct clients in its use. • Provides education to professionals, paraprofessionals, families, and caregivers regarding specific communication and cognitive disabilities and management techniques.
Results	<ul style="list-style-type: none"> • Clients develop or recover reliable communication, auditory, and cognitive skills that enable them to meet educational, vocational, social, and independent living goals. • Program and services meet the needs of clients and are in accordance with agency and accrediting body standards.
Accountability	<ul style="list-style-type: none"> • Documents client initial evaluation, progress, and problems. • Documentation affects reimbursement to the organization. • Decisions affect the efficiency and quality of service delivery.

LINE 40	Therapist III	Code 49233	Pay Band 5
Complexity	<ul style="list-style-type: none"> • Applies knowledge acquired through formal education in an accredited program. • Numerous evaluative tools are used to assess needs and evaluate progress toward goals. • May design and fabricate adaptive equipment and instruct clients in its use. • Selects and implements appropriate therapeutic interventions based on individual client needs. • Works in collaboration with physicians, psychologists, social workers, other therapists, and other health care and vocation professionals. • Works as a member of an interdisciplinary treatment team. • Some positions require knowledge of supervisory practices and principles. • May instruct other clinical professionals in areas of expertise in assessment and treatment techniques. 		
Results	<ul style="list-style-type: none"> • Daily living and work skills as well as overall fitness and health are developed, recovered, or promoted. • Clients progress toward identified goals for independent, productive, and satisfying lives. 		
Accountability	<ul style="list-style-type: none"> • Plans and implements programs. • Documents activities and progress, modifying therapeutic interventions when necessary. • Documentation affects reimbursement to the organization. • Some positions lead or supervise professionals and paraprofessionals or may take a team leadership/mentoring position in specific areas of expertise. • Independently identifies problems and provides services to clients. 		

LINE 41	Therapist Manager I	Code 49234	Pay Band 5
Complexity	<ul style="list-style-type: none"> Plans and implements speech, language and hearing services. Coordinates services with other programs. May instruct other clinical professionals on disorders of speech and hearing. Applies knowledge acquired through formal education in an accredited program. Applies knowledge of management principles and practices. 		
Results	<ul style="list-style-type: none"> A high-quality comprehensive speech and hearing diagnostic and therapy program. Tests and treatments for impaired hearing and communication are available to relevant client groups. 		
Accountability	<ul style="list-style-type: none"> Develops, manages plans, organizes, directs, controls, and coordinates programs. Manages fiscal aspects of program in accordance with all legal and regulatory guidelines. Evaluates program standards and assesses client progress based on program and individual objectives. Oversees staff and administrative and clinical functions. Accountable for program performance. Keeps abreast of the most recent developments in testing and treatment in order to evaluate and recommend modern clinical procedures and testing and treatment equipment. Develops, plans, and administers the training program for student interns, therapy aides, and others 		

LINE 42	Therapist Manager II	Code 49235	Pay Band 6
Complexity	<ul style="list-style-type: none"> Responsibility exists for planning and directing a wide range of therapeutic services in a number of operational work units. May also provide direct therapy services. Coordinates program development and modifications with other services to ensure that clients receive fully integrated services. Prepares and delivers lectures in area of expertise to other clinical professionals and students. Applies knowledge acquired through formal education in an accredited program. Applies knowledge of comprehensive therapeutic rehabilitative services. Applies knowledge of management principles and practices. 		
Results	<ul style="list-style-type: none"> A high-quality comprehensive rehabilitative therapy program. Program complies with accreditation and certification standards governing service delivery. 		
Accountability	<ul style="list-style-type: none"> Develops, manages plans, organizes, directs, controls, and coordinates programs. Evaluates program standards and assesses client progress based on program and individual objectives. Oversee staff and administrative and clinical functions. Develops, plans, and administers the training program for student interns, 		

	<p>therapy aides, and others.</p> <ul style="list-style-type: none">• Keeps abreast of the most recent developments in testing and treatment in order to evaluate and recommend modern clinical procedures and testing and treatment equipment.• Accountable for program performance.
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