

PART II

HAWAII HEALTH SYSTEMS CORPORATION  
STATE OF HAWAII

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Minimum Qualification Specification  
for the Classes:

RECREATIONAL THERAPIST I, II, III, IV, V

Basic Education/Experience Requirements:

Bachelor's degree from an accredited four (4) year college or university in recreation, physical education, special education, psychology or sociology which included a minimum of 12 semester credit hours in recreation or therapy oriented area of study such as community recreation, physical fitness, gross motor skills, human growth and development, human personality and behavior, and/or abnormal psychology.

Substitution of Experience for Education: Excess specialized experience as described below or other professional work experience which provided an applicant with knowledges, skills and abilities comparable to those acquired after completion of a 4-year bachelor's degree curriculum as described above may be substituted for the basic educational requirement on a year-to-year basis, up to a maximum of 4 years.

Experience Requirement:

Except for the substitutions provided for in this specification, applicants must have progressively responsible experience of the kind and quality described in the paragraphs below and in the amounts shown in the following table:

Class Title	Specialized Experience (years)	Total Experience (years)
Recreational Therapist I	0	0
Recreational Therapist II	1	1
Recreational Therapist III	2	2
Recreational Therapist IV	3*	3
Recreational Therapist V	4*	4

Specialized Experience: Progressively responsible professional work experience in a recreational therapy program which, along with other therapy programs, provided comprehensive treatment and rehabilitative services to the physically and mentally ill and handicapped, emotionally disturbed, developmentally disabled, substance abused, psychosocially delinquent and the aging.

For the III and IV levels, at least one year of the Specialized Experience must have been comparable to the next lower level in the State service. For the V level, at least one year of Specialized Experience must have been comparable to the IV level or, at least two years of the Specialized Experience must have been comparable to the III level in the State service (the two years of III level Specialized Experience must have included supervisory aptitude).

\*Supervisory Experience: \*For the IV and V levels, applicants must show evidence of supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects; by serving as a group or team leader, previous work experience in a position that demonstrates or performs supervisory functions or in similar work in which opportunities for demonstrating supervisory capabilities exist; by completion of training courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Substitutions Allowed:

Substitution of Education for Experience:

1. Possession of a bachelor's degree in recreational, occupational or physical therapy from an accredited college or university, which included a practicum in therapy, may be substituted for one year of Specialized Experience.
2. Possession of a master's degree in recreational, occupational or physical therapy from an accredited college or university, which included a practicum in therapy, may be substituted for two years of Specialized Experience.

Quality of Experience:

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Licensure Required:

For certain positions, possession of a valid State of Hawaii driver's licensure is required.

Selective Certification:

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. In such positions, applicants may be restricted to those who possess the pertinent experience and/or training required to perform the duties of the position.

Departments requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Physical Requirements:

Applicants must be physically able to perform, efficiently and effectively, the essential duties of the position which typically require the ability to read without strain printed material the size of typewritten characters, glasses permitted, and the ability to hear the conversational voice, with or without a hearing aid, or the ability to compensate satisfactorily. Disabilities in these or other areas will not automatically result in disqualification. Those applicants who demonstrate that they are capable of performing the essential functions of the position will not be disqualified under this section.

Any condition which would cause applicants to be a hazard to themselves or others is cause for disqualification.

Any disqualification under this section will be made only after a review of all pertinent information including the results of the medical examination, and requires the approval of the Director of Human Resources/Designee.

Mental/Emotional Requirements:

All applicants must possess emotional and mental stability appropriate to the job duties and responsibilities and working conditions.

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This is an amendment to the minimum specifications for the classes, RECREATIONAL THERAPIST I - V, to clarify supervisory aptitude, effective April 16, 2013.

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This is an amendment to the minimum specifications for the classes, RECREATIONAL THERAPIST I - V, to include the mental/emotional requirement, effective June 16, 2005.  
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This is an amendment to the minimum qualification specifications for the classes RECREATIONAL THERAPIST I, II, III, IV, V, to clarify the education requirement of a Bachelor's degree from an accredited four (4) year college or university and to delete the test requirement, effective December 15, 2003.  
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This is the first minimum qualification specifications for the new classes RECREATIONAL THERAPIST I, II, III, IV, V.  
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This class is adopted from the State of Hawaii, relative to the transfer of classification and compensation jurisdiction to the Hawaii Health Systems Corporation, effective July 1, 1998, pursuant to Act 262, Session Laws of Hawaii, 1996.  
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DATE APPROVED: April 16, 2013

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PAUL TSUKIYAMA  
Director of Human Resources