

## Massage Therapists

### **Job Purpose**

The primary duty of the Massage Therapist is to provide therapeutic massage services to clients.

### **Primary Duties & Responsibilities**

- **Provide Services:** Evaluate clients' needs. Provide services within scope of practice. Assess progress & develop treatment plan.
- Maintain treatment rooms & supplies to the standards described in this document and using cleaning logs provided.
- **Documentation:** Maintain accurate SOAP notes for each appointment, except as deemed unnecessary by law. Additional documentation required for insurance clients.
- Maintain professional license to the standards determined by the Commonwealth of Massachusetts's Board of Registration of Massage Therapy.
- During unbooked shifts and/or between appointments, LMTs should reference New Practitioner Shift Guide on what options are available.

### **Responsibility & Accountability**

Massage Therapists report to the Compliance Officer for all matters directly related to Compliance of Massage Therapy. In all other matters, Massage Therapists are under the supervision of the Office Manager. The position is not responsible for supervising others.

### **Knowledge & Skills Required**

- A current Massachusetts-state Massage Therapy license
- Transcript from accredited college or trade school offering Massage Therapy
- Copies of all additional certifications & applicable CEs [Ie. Pregnancy, Hot Stone, NMT, MTPT]
- All Practitioners must obtain all applicable licenses & insurance required for their modality/service prior to accepting any clients. Proof of Insurance, with Oasis Massage listed as an AIE, is required.

### **Performance Standards**

Practitioners are expected to maintain a retention rate above 50% by the end of their first year of employment. Failure to maintain this rate will result in a performance review where the Compliance Officer will enforce discipline that may include additional training, a change in hours, or termination.

Practitioner schedules will fluctuate quarterly based on their overall booking rate; overall booking rates under 70% will result in a reduction in hours and booking rates over 90% will result in an increase in hours, when shifts are available. Practitioners are not required to accept additional hours if they wish to remain part time or if they are already scheduled 40 hours per week.