

Creative Arts Therapists in Ireland Questionnaire

This questionnaire was designed for the purposes of a workforce survey of Creative Arts Therapists in Ireland.

The questionnaire will be freely available through The Irish Association of Creative Arts Therapists www.iacat.ie to facilitate future research initiatives in the field.

To cite this questionnaire.

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Study Title: Creative Arts Therapies in Ireland: Practice, Professional Engagement & Employment

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Abstract

Background: The Creative Art Therapies are an emerging profession in Ireland's health, education and social care systems. In spite of the increasing number of posts in various sectors, practitioners still await HSE recognition and state registration. There is little descriptive data on Creative Art Therapists (CATs), practice, professional engagement and employment. A survey was undertaken to illuminate the current state of Creative Arts Therapies in Ireland today and to identify areas for development and growth.

Aim: The aim of this study was to explore the profile of CATs in Ireland in relation to practice, professional engagement and employment and to gain a deeper understanding of important issues for practitioners. It was hoped that these insights may inform advocacy efforts and promote development in the field.

Method: An online survey was designed, reviewed and piloted by key partners. It was disseminated to all members of The Irish Association of Creative Arts Therapists (IACAT) and advertised on social media to attract CATs who were not association members living on the island of Ireland.

Results: A total of 96 CATs responded to the survey, a 26% membership response rate. Demographic information reveals a skilled workforce who engage in regular continuing professional development (CPD) and supervision as well as demonstrating a preference for integrative practice. CATs (self-employed and contracted) most frequently worked with children and adolescents, particularly those with additional need and mental health difficulties. Challenges for self-employed therapists and the need for increased training in entrepreneurial skills were highlighted. Many practitioners work part-time and feel underpaid. Although some perceived a lack of sustainable employment, there was an increase in the proportion of CATs working full-time since the previous survey (IACAT, 2013). The Irish health system (Health Service Executive) employs the majority of contracted CATs, nevertheless a disparity of professional titles and pay scales was observed. Five themes emerged from the qualitative data and provide insights into contemporary issues for CATs: challenges, lack of, recognition, the path forward, statutory recognition and positive growth. Ongoing challenges related to statutory recognition prevent the Creative Arts Therapies from reaching their full potential. Raising awareness through media engagement, advocacy and research

were identified as key and ongoing tasks. Although it may be an “uphill battle,” CATs are engaged and committed and support their professional association.

Discussion: This is a comprehensive mapping of CATs in Ireland today, from which representative insights can be gleaned. It presents the distribution and demographic profile of CATs and highlights practice, professional engagement and employment characteristics and trends. Key issues were identified which may support advocacy and strategic development. Strengths, limitations and future directions for research are discussed.

Questionnaire

Introduction

This survey aims to explore practice & employment amongst Creative Arts Therapists in Ireland, examining self-employment, PAYE posts and HSE posts where the therapist has a HSE contract and post fully funded by the HSE. It also enquires about supervision and continuing professional development. Furthermore it offers an opportunity to reflect on how IACAT supports you or can support you better.

Section 1: General Information - All participants

Section 2: IACAT members

Section 3: Non IACAT therapists

Section 4: CPD & Supervision

Section 5: Supervisors

Section 6 : Self-Employed work (private practice, sessional or freelance work)

Section 7: PAYE work (Section 38/39 HSE funded services, private organisations, schools, ETB, charities semi-state bodies, community)

If you have more than one PAYE you will have the opportunity to add a second

Section 8: HSE employee with a HSE contract and work for HSE service.

Please do not fill out if you are in a HSE funded service but do not hold a HSE contract

If you have more than one HSE post you will be given an opportunity to add a second

All responses will be anonymised, with numeric codes automatically assigned to each respondent. The researcher will be the sole data collector with exclusive access to the data. All processing will be conducted with integrity and confidentiality. Stored data will be kept on an encrypted online server with a two-factor authentication. The online data will be kept for a period of 1 year and then deleted. A csv file will be retained and saved offline. In compliance with GDPR the researcher can facilitate access to one's data or to export or delete it upon request (GDPR, 2018)

If you have any questions or queries please contact Bill Ahessy billahessy@gmail.com

Thank you for your time and participation.

* Required

1. Please state your gender

Mark only one oval.

- Female
- Male
- Non-binary
- Prefer not to disclose

2. Please state your age range *

Mark only one oval.

- 21 - 30
- 31 - 40
- 41 - 50
- 51 - 60
- 61 - 70
- 70+

3. Which county do you live in? *

Mark only one oval.

- Antrim
- Armagh
- Carlow
- Cavan
- Clare
- Cork
- Derry

- Donegal
- Down
- Dublin
- Fermanagh
- Galway
- Kerry
- Kildare
- Kilkenny
- Laois
- Leitrim
- Limerick
- Longford
- Louth
- Mayo
- Meath
- Monaghan
- Offaly
- Roscommon
- Sligo
- Tipperary
- Tyrone
- Waterford
- Westmeath
- Wexford
- Wicklow

4. Please state your modality? *

*

Mark only one oval.

- Art Therapist
- Dance Movement Therapist
- Dramatherapist
- Music Therapist
- Creative Arts Therapist
- Other: _____

5. How long have you been practicing as an CAT? *

Mark only one oval.

- Less than one year
- Between 1 & 3 years
- Between 3 & 10 years
- Between 10 & 15 years
- Between 15 - 20 years
- Between 20 - 25 years
- More than 25 years

6. What post-graduate educational in CATs have you completed? *

Check all that apply.

- Post Graduate Diploma
- Masters
- PhD
- Currently studying for a PhD
- Other: _____

7. Where did you receive your CAT training? *

Check all that apply.

- Ireland
- Northern Ireland
- UK
- Europe
- North America
- Asia
- Africa
- Australia & New Zealand
- Middle East

8. Have you engaged in any further training since becoming a CAT? *

Mark only one oval.

- Yes
- No
- Other: _____

9. Please specify

10. How long did it take you to find work after qualifying as a CAT? *

Mark only one oval.

- Still searching
- Less than 6 months
- 6 months - 1 year
- 1 - 2 years
- 2+ years
- Other: _____

11. Further comments...

12. Please indicate your employment status *

Mark only one oval.

- Employed and currently working as a CAT (including part-time and self-employed work)
- Employed but NOT working as a CAT, seeking CAT employment
- Employed but NOT working as a CAT, NOT seeking CAT employment
- Unemployed - seeking CAT employment
- Unemployed - NOT seeking CAT employment
- Retired
- Career Break
- Other: _____

13. Further comments...

14. Further comments...

15. Where is the majority of your work based? *

Mark only one oval.

- City
- Urban areas
- Country areas
- Urban & Country

16. Do you ever do any CAT work outside Ireland? *

Mark only one oval.

- Yes
- No
- Other: _____

17. Further comments...

18. How many hours travel time is involved in your average week? *

19. What proportion of your time are you working as a CAT? *

Mark only one oval.

- None
- Half day (3 hours) per week = 0.1
- 1 day per week = 0.2
- 1.5 days per week = 0.3
- 2 days per week = 0.4
- 2.5 days per week = 0.5
- 3 days per week = 0.6
- 3.5 days per week = 0.7
- 4 days per week = 0.8
- 4.5 days per week = 0.9
- 5 days per week = 1.0
- Other

20. If doing any non CAT work, what proportion of your time is this?

Mark only one oval.

- Half day (3 hours) per week = 0.1
- 1 day per week = 0.2
- 1.5 days per week = 0.3
- 2 days per week = 0.4
- 2.5 days per week = 0.5
- 3 days per week = 0.6
- 3.5 days per week = 0.7
- 4 days per week = 0.8
- 4.5 days per week = 0.9
- 5 days per week = 1.0
- Other

21. What form does this work take?

22. How would you describe your theoretical orientation? *

Check all that apply.

- Psychoanalytic
- Psychodynamic
- Humanistic (Client-centred, Gestalt, Existential)
- Cognitive behavioural, rehabilitative
- Community, ecological
- Feminist, Anti-Oppressive
- Family, Couples, Therapy (Systemic)
- Integrative or Holistic

Other: _____

23. Further comments...

24. Please discuss any art forms or creative methods outside of your main modality/CAT training that you regularly use in your work?

25. Are you a member of any other organisation or associations? (Please tick)

Check all that apply.

- IACP (Irish Association for Counsellors and Psychotherapists)
- IAHIP (Irish Association of Humanistic & Integrative Psychotherapists)
- IATPT (Irish Association for Play Therapy and Psychotherapy)
- The Teaching Council
- BAMT (British Association for Music Therapists)
- BAAT (British Association of Art Therapists)
- BADT (British Association of Dramatherpists)
- ADMP (Association of Dance Movement Psychotherapy)

Other: _____

26. Any further comments...

27. Are you a member of a Union? If Yes, which one? *

Mark only one oval.

Yes

No

28. If Yes, which one?

29. What was your gross annual income from all CAT work in 2018? (This can include income from clinical sessions, supervision and training events. Do not include income from non C work)

Mark only one oval.

- Less than €10K
- €10K - 15€K
- €15 - €20K
- €20K - €30K
- €30K - €40K
- €40K - €50K
- €50K - €60K
- €60K - €70K
- +€70K
- Other: _____

30. If you engage in non-CAT work, what percentage of your total income does this make up?

Mark only one oval.

- 0%
- 10%
- 20%
- 25%
- 30%
- 40%
- 50%
- 60%
- 70%
- 80%
- 90%
- 100%

31. How much do you charge for a presentation per hour?

32. How much do you charge for a workshop per hour?

33. Are you currently member of IACAT?

Mark only one oval.

- Yes *Skip to question 34*
- No *Skip to question 42*

IACAT Members

34. How does IACAT best support you?

35. In what ways can IACAT better support you?

36. Are you involved in a regional or local CAT group?

Mark only one oval.

Yes

No

Other: _____

37. If yes, what is the location?

38. If yes, what is the main purpose of the group?

39. If no, would you be interested in starting a regional group?

Mark only one oval.

- Yes
- No
- Maybe
- Other: _____

40. How can we best raise the profile of Creative Arts Therapies in Ireland?

41. Further comments...

Skip to question 50

Non-members

42. Were you previously a member of IACAT?

43. If you were previously a member of IACAT, what year was this?

44. What are your reasons for not currently being a member?

45. Would you consider joining IACAT in the future?

Mark only one oval.

Yes

No

Maybe

Other: _____

46. If yes, what would influence this?

47. If no, why?

48. How can we best raise the profile our Creative Arts Therapies in Ireland?

49. Further comments

CPD & Supervision

50. Do you engage in regular CPD? *

Mark only one oval.

Yes

No

Other: _____

51. Approximately how many hours of CPD do you engage in per year? *

52. Do you keep a CPD log?

Mark only one oval.

Yes

No

Other: _____

53. Do you engage in regular clinical supervision with a senior therapist / supervisor? *

Mark only one oval.

Yes

No

Other: _____

54. Is your supervisor the same modality as you? *

Mark only one oval.

Yes

No

Other: _____

55. If no, what modality are they?

56. How many times a year do you engage in supervision? *

Mark only one oval.

Less than 6 times

6 - 12 times a year

12 times a year

More than 12 times a year

12 - 18 times a year

18 - 25 times a year

Fortnightly

Weekly

Other: _____

57. What is your ratio of clients to supervision?

58. How much do you pay for clinical supervision per hour?

59. Who funds your supervision

Mark only one oval.

- Self-funded
- My employer
- Other: _____

60. Do you engage in peer supervision? *

Mark only one oval.

- Yes
- No
- Other: _____

61. If yes, how many times a year?

62. Are you a supervisor? *

Mark only one oval.

Yes *Skip to question 63*

No *Skip to question 69*

Other: _____

Supervisors

63. What kind of supervision do you provide?

Check all that apply.

Individual clinical supervision

Group clinical supervision

CAT students on placement

Other

64. Have you done any supervision training?

Mark only one oval.

Yes

No

Other: _____

65. How much do you charge for supervision per hour?

66. Do you supervise any non CATs?

Mark only one oval.

Yes

No

67. If yes, which professions?

68. Any further comments...

Skip to question 69

**Self-Employed (Private
Practice / Freelance /
Sessional)**

This section is to only be completed if you are self employed and some or all of your work is private practice, freelance or sessional, short term contracts (public & private).

If your are not engaging in these forms of work please move onto section 6 (PAYE), section 7 (HSE) or section 8 to finish.

69. Do you engage in any self-employed work? (private practice / sessional / freelance) *

Mark only one oval.

Yes *Skip to question 70*

No *Skip to question 93*

Self-Employed (Private Practice / Freelance / Sessional)

This section is to only be completed if you are self employed and some or all of your work is private practice, freelance or sessional, short term contracts (public & private).

If you are not engaging in these forms of work please move onto section 6 (PAYE), section 7 (HSE) or section 8 to finish.

70. When did you start working in a self-employed capacity?

Mark only one oval.

- Less than 1 year
- 1 - 3 years
- 3 - 5 years
- 5 - 10 years
- 10 - 15 years
- 15 - 20 years
- + 20 years

71. How many hours a week do you work in a self-employed capacity?

Mark only one oval.

- Less than 5
- 5 - 10
- 10 - 15
- 15 - 20
- 20 - 25
- 25 - 30
- + 30

72. Do you have a therapy space where client's attend?

Mark only one oval.

Yes

No

Other: _____

73. Is the space adequate?

Mark only one oval.

Yes

No

Other: _____

74. Where do you work?

Check all that apply.

Your own space

In client's homes

Public institutions (Health / Community / Residential)

Private institutions (Health / Community / Residential)

Early Intervention

Primary schools

Secondary schools

Charity Organisations

Community Settings

Government agencies (TULSA...)

Other: _____

75. Which populations do you work with?

Check all that apply.

- Children (Early intervention)
- Children (Additional Needs: Disability, Sensory Impairments, ASD...)
- Children (Mental Health)
- Adolescents (Additional Needs: Disability, Sensory Impairments, ASD...)
- Adolescents (Mental Health)
- Children / Adolescent (Hospital, Rehabilitation Setting)
- Children / Adolescent (Palliative, Hospice)
- Adult (Additional Needs: Disability, Sensory Impairments, ASD...)
- Adult (Mental Health)
- Adult (Hospital, Rehabilitation)
- Adult (Palliative, Hospice)
- Adult (Prison Services)
- Adults (Homeless)
- Adults (Substance Misuse)
- Older Adults (Mental health, Residential services, Nursing home)
- People in Community Settings
- Adult self-development

Other: _____

76. Which best describes the majority of your work?

Mark only one oval.

- Private practice
- Institutional long term programmes
- Institutional short-term programmes
- Community long-term programmes
- Community short-term programmes
- Consulting
- Other: _____

77. Do you have a website?

Mark only one oval.

Yes

No

Other: _____

78. Do you use social media to promote yourself?

Mark only one oval.

Yes

No

Other: _____

79. Do you engage in joint working with clients with other CATs or professionals?

Mark only one oval.

Yes

No

Other: _____

80. If yes, which professionals?

81. How did you set your fee for private (self-employed) work with clients?

Check all that apply.

- Speaking with other CATs
- Speaking with other professionals
- Based on IACAT Guidelines
- Based on existing salary scale
- Website research

Other: _____

82. Any further comments...

83. What rate do you charge for an assessment plus report?

84. What rate do you charge for an individual session (per hour)?

85. What rate do you charge for a group session (per hour)?

86. What institutional rate do you charge per half day (3.5 hours)?

87. What institutional rate do you charge per day (7 hours)?

88. What rate do you charge for consultation per hour?

89. Is non-contact time included in your rate (setting up, packing away, documentation, client notes, reports or liaising with parents, professionals...)?

Mark only one oval.

Yes

No

Other: _____

90. Any further comments...

91. What was your gross annual salary from your self employed CAT work in 2018?

Mark only one oval.

- Less than €10K
- €10K - 15€K
- €15 - €20K
- €20K - €30K
- €30K - €40K
- €40K - €50K
- €50K - €60K
- €60K - €70K
- +€70K
- Other: _____

92. Further Comments...

PAYE (Non HSE) Employed with contract by private, charity, community organisations, ETB, schools or HSE-funded, hospital/services.

93. Do you engage in any PAYE work in which you have a contract? (Non HSE)

Mark only one oval.

- Yes *Skip to question 94*
- No *Skip to question 125*

PAYE (Non HSE) Work

94. Which populations do you work with in this employment?

Check all that apply.

- Children (Early intervention)
- Children (Additional Needs: Disability, Sensory Impairments, ASD...)
- Children (Mental Health)
- Adolescents (Additional Needs: Disability, Sensory Impairments, ASD...)
- Adolescents (Mental Health)
- Children / Adolescent (Hospital, Rehabilitation Setting)
- Children / Adolescent (Palliative, Hospice)
- Adult (Additional Needs: Disability, Sensory Impairments, ASD...)
- Adult (Mental Health)
- Adult (Hospital, Rehabilitation)
- Adult (Palliative, Hospice)
- Adult (Prison Services)
- Adults (Homeless)
- Adults (Substance Misuse)
- Older Adults (Mental health, Residential services, Nursing home)
- People in Community Settings
- Adult self-development

Other: _____

95. Who funds this employment?

Check all that apply.

- Charity Funded
- ETB
- School
- HSE Funded
- Government
- Private
- Other

96. Any further comments...

97. How many years are you working in your current role(s)?

98. When was this employment commissioned?

Mark only one oval.

- Within the last 6 months
- Within the last 12 months
- Within the last 2 years
- Within the last 5 years
- Within the last 10 years
- More than 10 years
- Don't know
- Not applicable
- Other: _____

99. If you know who commissioned this post, please indicate this below: eg. the service commissioned it, my line manager, charity, self-created

Check all that apply.

- Self-created
 Another CAT
 The Service
 My line manager
 Charity

Other: _____

100. Any further comments...

101. What kind of contract have you?

Mark only one oval.

- Fixed Term
 Temporary
 Permanent
 Other: _____

102. Comments

103. If permanent, how long have you held the contract(s)?

104. What is the job title on your contract(s)?

105. What are the total weekly hours of this contract?

106. How is your salary graded in this employment?

Mark only one oval.

- Based on HSE Senior therapy scale
- Based on HSE Basic therapy scale
- Another HSE pay scale (please specify)
- Teaching pay scale
- Charity pay scale
- Higher Education Institution pay scale
- Other: _____

107. Any further comments...

108. What is the position/profession of your line manager?

109. Are you a member of an MDT?

Mark only one oval.

Yes

No

Other: _____

110. Do you engage in joint working with clients with other CATs or professionals?

Mark only one oval.

Yes

No

Other: _____

111. If yes, please name the profession(s)

112. Since becoming employed have your working hours changed in this employment?

Mark only one oval.

- Increased
- Decreased
- Stayed the same
- Other: _____

113. Please indicate the amount of hours they increased (+) or decreased (-)

114. How many other CATs are in your immediate employment?

Mark only one oval.

- 0
- 1
- 2
- 3
- 4
- 5+
- Other: _____

115. Do you supervise any other professionals as part of your role?

Check all that apply.

- No
- Other CATs
- Allied health professionals
- Health workers
- Social care workers
- CAT students

Other: _____

116. Approximately how many individual sessions do you offer in this employment per week?

117. Approximately how many group sessions do you offer in this employment per week?

118. What is the total number of sessions you offer each week in this employment?

119. Approximately how many clients are on your caseload in this employment?

120. What is the average duration of music therapy for clients in this employment?

Check all that apply.

- N/A
- Single session
- 1 week
- 2 weeks
- 3 weeks
- 6-12 weeks
- 3-6 months
- 7-12 months
- 1-2 years
- More than 2 years

Other: _____

121. Please select the statement that best describes the level of demand in this employment setting.

Mark only one oval.

- There are fewer referrals than the available sessions I am employed to offer.
- I have just about the right number of referrals for the sessions I am employed to offer.
- I have more referrals than I can see in the sessions I am employed to offer.
- Not applicable to this employment setting.
- Other: _____

122. What was your gross annual salary from this PAYE work in 2018?

Mark only one oval.

- Less than €10K
- €10K - 15€K
- €15 - €20K
- €20K - €30K
- €30K - €40K
- €40K - €50K
- €50K - €60K
- €60K - €70K
- +€70K
- Other: _____

123. Any further comments?

124. Do you have another PAYE (non HSE) position you would like to add?

Mark only one oval.

- Yes
- No *Skip to question 125*

HSE-employed with HSE contract in a
HSE funded post.

Please do not complete if it is a HSE funded post but you are
not a HSE employee

125. Are you a HSE employed CAT (HSE contract and work for HSE service)

Mark only one oval.

Yes

No *Skip to question 154*

HSE

126. Which populations do you work with in this role?

Check all that apply.

- Children & Adolescents (Private Practice)
- Children (Early intervention)
- Children (Additional Needs: Disability, Sensory Impairments, ASD...)
- Children (Mental Health)
- Adolescents (Additional Needs: Disability, Sensory Impairments, ASD...)
- Adolescents (Mental Health)
- Paediatric / Adolescent (Hospital, Rehabilitation Setting)
- Paediatric (Palliative, Hospice)
- Adult (Private Practice)
- Adult (Additional Needs: Disability, Sensory Impairments, ASD...)
- Adult (Mental Health)
- Adult (Hospital, Rehabilitation)
- Adult (Palliative, Hospice)
- Adult (Prison Services)
- Adult (Homeless)
- Adult (Substance Misuse)
- Older Adults (Mental health, Residential services, Nursing home)
- People in Community Settings

Other: _____

127. When did you start working for the HSE in your current role?

128. When was this employment commissioned?

Mark only one oval.

- Within the last 6 months
- Within the last 12 months
- Within the last 2 years
- Within the last 5 years
- Within the last 10 years
- More than 10 years ago
- Don't know
- Not applicable
- Other: _____

129. If you know who commissioned this post, please indicate this below: eg. the service commissioned it, my line manager, charity, self-created

Check all that apply.

- Self-created
- Another CAT
- The Service
- My line manager
- Charity
- Other: _____

130. What type of contract do you have?

Mark only one oval.

- Permanent
- Temporary
- Other: _____

131. If permanent, how long have you held this contract?

132. What is the job title on your contract?

133. Comments

134. How many hours a week do you work?

135. What position does your line manager hold?

136. Are you a member of an MDT?

Mark only one oval.

Yes

No

Other: _____

137. Do you engage in joint working with clients with other CATs or professionals?

Mark only one oval.

- Yes
- No
- Other: _____

138. If yes, please name the profession(s)

139. What is your pay grade?

140. If not on a therapy grade, have you attempted to be re-graded to a senior therapy scale?

Mark only one oval.

- Yes
- No
- Other: _____

141. If yes, could you please tell us what was the outcome?

142. Since becoming employed have your working hours changed in this employment?

Mark only one oval.

- Increased
- Decreased
- Stayed the same
- Other: _____

143. Please indicate the amount of hours they increased (+) or decreased (-)

144. How many other CATs are in your immediate employment?

Mark only one oval.

- 0
- 1
- 2
- 3
- 4
- 5+
- Other: _____

145. Do you supervise any other professionals as part of your role?

Check all that apply.

- No
- Other CATs
- Allied health professionals
- Health workers
- Social care workers
- CAT students

Other: _____

146. Approximately how many individual sessions do you offer in this employment per week?

147. Approximately how many group sessions do you offer in this employment per week?

148. What is the total number of sessions you offer per week?

149. Approximately how many clients are on your caseload in this employment?

150. Please select the statement that best describes the level of demand in this employment setting.

Mark only one oval.

- There are fewer referrals than the available sessions I am employed to offer.
- I have just about the right number of referrals for the sessions I am employed to offer.
- I have more referrals than I can see in the sessions I am employed to offer.
- Not applicable to this employment setting.
- Other: _____

151. What was your gross annual salary from this HSE work in 2018?

Mark only one oval.

- Less than €10K
- €10K - 15€K
- €15 - €20K
- €20K - €30K
- €30K - €40K
- €40K - €50K
- €50K - €60K
- €60K - €70K
- +€70K
- Other: _____

152. Any further comments...

153. Do you have another HSE position you would like to add?

Mark only one oval.

- Yes
- No *Skip to question 154*

Final Comments

154. Have you any comments about the Creative Arts Therapies in Ireland?

155. Have you any comments on statutory recognition of Creative Arts Therapies

156. Final comments...

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