


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> Hemodialysis Specialty/Licensed Practical Nurse</p> <p><b>Date</b> June 17, 2025</p> <p><b>Revised Date</b> _____</p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p>540</p>
<p><b>Decision Making</b></p> <p>Within the LPN scope of practice, ensures that care outcomes are achieved as per care plans. Provide continuous assessment/treatment of health needs for the client/patient/resident. Procedures change to accommodate different situations.</p>		<p><b>Degree</b></p> <p>3.5</p>
<p><b>Education</b></p> <p>Grade 12. Practical Nursing diploma (Saskatchewan Polytechnic, one thousand eight hundred and thirty (1830) hours). Care of Patient/Kidney Disease course (Saskatchewan Polytechnic, sixty (60) hours) Licensed with the College of Licensed Practical Nurses of Saskatchewan with Hemodialysis Specialty endorsement.</p>		<p><b>Degree</b></p> <p>4.5</p>
<p><b>Experience</b></p> <p>No previous experience. Twelve (12) months on the job to develop practical applications of theoretical knowledge and to become familiar with routines, care plans, time management and department policies and procedures.</p>		<p><b>Degree</b></p> <p>4.0</p>
<p><b>Independent Judgement</b></p> <p>Carries out the majority of nursing duties within generally accepted practices. Assessing and treating clients/patients/residents involves a choice of procedures, analysis and troubleshooting (problem solving). Exercises judgement in prioritizing clients/patients/residents needs within the limits of department/facility policies.</p>		<p><b>Degree</b></p> <p>4.0</p>
<p><b>Working Relationships</b></p> <p>Provides technical explanation and/or instruction to clients/patients/residents/families. Uses persuasion/motivation as part of their regular daily tasks (e.g., client/patient/resident mobility). Contacts with clients/patients/residents/families may be difficult and emotional.</p>		<p><b>Degree</b></p> <p>4.0</p>

<b>Impact of Action</b>  Misjudgements when administering medications/immunizations (e.g., intramuscular, intravenous, oral) may result in serious injury/discomfort to clients/patients/residents and delays in future treatment.	<b>Degree</b>  3.0
<b>Leadership and/or Supervision</b>  Provides limited direction by assigning, checking and maintaining flow of work to staff and students.	<b>Degree</b>  3.0
<b>Physical Demands</b>  Frequent physical effort standing, reaching, lifting and twisting causing fatigue.	<b>Degree</b>  3.0
<b>Sensory Demands</b>  Regular visual/listening effort required while working with clients/patients/residents, administering medications/immunizations, monitoring medical equipment and frequent multiple sensory demands.	<b>Degree</b>  2.5
<b>Environment</b>  Frequent exposure to major conditions such as blood and body fluids, unpredictable weights and verbal/physical abuse.	<b>Degree</b>  5.0