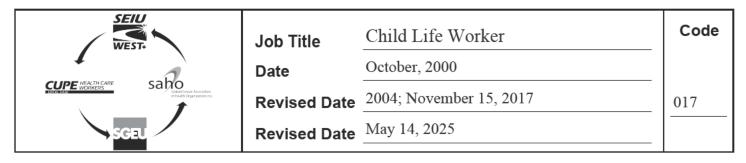
Job Evaluation Rating Document



Assesses the psychosocial needs of children and families. Provides preoperative teaching, play therapy, cognitive distraction, and preparation for diagnostic tests providing support before, during and after procedures. Utilizes choice of action when determining age appropriate programming. 3.0	Decision Making	Degree
	therapy, cognitive distraction, and preparation for diagnostic tests providing support before, during and after procedures. Utilizes choice of action when determining age appropriate	3.0

Education	Degree
Grade 12. Early Childhood Education diploma (Saskatchewan Polytechnic 1500 hours) (Rating 3.5)	
*As per the MOA regarding the Education factor review (January 2019) the JJEMC will continue to utilize 2400 hours as no other factors were impacted by this change. The education rating will remain at (4.5).	4.5

Experience	Degree
No previous experience. Twelve (12) months on the job to work with children and families from different cultures/backgrounds and become familiar with department policies and procedures.	
	4.0

Independent Judgement	Degree
All work is within established procedures. Direction is sought when encountering new situations. Judgement is required when dealing with individual needs.	
	3.5

Working Relationships	Degree
Direct contact with children, families and co-workers. Secures cooperation of others which involves specialized and/or emotionally charged situations.	
	4.0

Sensory Demands	Degree
Regular sensory effort reading, writing and observing/listening attentively to children.	
	2.0

Environment		Degree
Regular exposure to mi	nor disagreeable conditions such as noise and foul language.	
		3.0