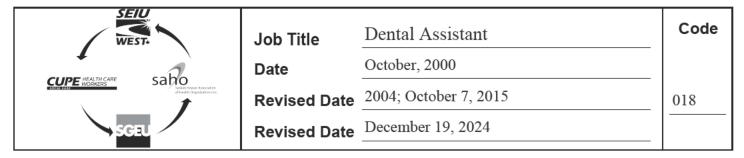
Job Evaluation Rating Document



Decision Making	Degree
Utilizes choice of action within limits defined by accepted practice in providing dental care/education to patients. Modifies treatment procedures to meet individual patient needs.	
	3.5

Degree	
4.0	
	<u>4.0</u>

Experience	Degree
No previous experience. Twelve (12) months on the job to establish working relationships with other health staff, school and community members and to become familiar with intra-oral procedures and department policies and procedures.	4.0

Independent Judgement	Degree
Performs work as per Dental Assistant guidelines, procedures and protocols. Required to make changes to treatment plans based on unpredictable behaviour of children.	
	3.5

Working Relationships	Degree
Position requires tact and discretion dealing with patients/families. Contacts may be difficult or emotionally charged. Provides technical explanation and/or instruction to patients/families.	
	4.0

Job Title	Dental Assistant Code	018
	ate charting to provide appropriate dental care. Misjudgements in performing redures may result in serious short term discomfort.	Degree 2.5
May show oth	d/or Supervision ers how to perform tasks or duties by familiarizing new employees with the work esses. Provides functional guidance to other dental staff as to the education/care onts/families	Degree
needs of patie	nts/fammes.	1.5
	lative physical effort standing with periods of working in awkward positions curate coordination of fine movement.	Degree
		2.5
Sensory Dema	nds	Degree

Sensory Demands	Degree
Regular sensory effort performing precision work, instructing, observing, listening attentively with periods of competing multiple sensory demands.	
	2.5

Environment	Degree
Frequent exposure to major disagreeable hazards such as sharps, blood and body fluids, infectious diseases and unpredictable patients.	
	5.0