


Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Licensed Practical Nurse</u> Date <u>October 2000; 2004; November 2005</u> Revised Date <u>September 2006; February 2011</u> Revised Date <u>March 16, 2023</u>	Code <u>020</u>
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Decision Making 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.	Degree <u>3.5</u>
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Education Grade 12. Practical Nursing diploma (Saskatchewan Polytechnic, one thousand eight hundred and thirty (1830) hours). Licensed with the College of Licensed Practical Nurses of Saskatchewan.	Degree <u>4.5</u>
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Experience 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.	Degree <u>4.0</u>
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Independent Judgement 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.	Degree <u>4.0</u>
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Working Relationships 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.	Degree <u>4.0</u>
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Licensed Practical Nurse

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<p>Impact of Action</p> <p>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.</p>	<p>Degree</p> <p>3.0</p>
<p>Leadership and/or Supervision</p> <p>Provides limited direction by assigning, checking and maintaining flow of work to staff and students.</p>	<p>Degree</p> <p>3.0</p>
<p>Physical Demands</p> <p>Frequent physical effort standing, reaching, lifting and twisting causing fatigue.</p>	<p>Degree</p> <p>3.0</p>
<p>Sensory Demands</p> <p>Regular visual/listening effort required while working with clients/patients/residents, administering medications/immunizations, monitoring medical equipment and frequent multiple sensory demands.</p>	<p>Degree</p> <p>2.5</p>
<p>Environment</p> <p>Frequent exposure to major conditions such as blood and body fluids, unpredictable weights and verbal/physical abuse.</p>	<p>Degree</p> <p>5.0</p>