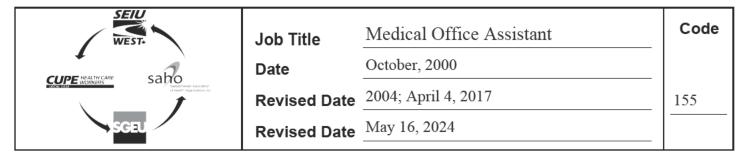
# **Job Evaluation Rating Document**



Decision Making	Degree
Has ability to prioritize work. Issues regarding financial transactions and patient appointments may require some minor problem solving from a limited number of pre-existing alternatives. Utilizes discretion when developing methods to coordinate client care with other departments.	2.5

Education	Degree
Grade 12. Medical Office Administration diploma (Saskatoon Business College 860 hours) (Rating of 3.0)	
*As per the MOA regarding Education factor review (January 2019) the JJEMC will continue to utilize 1040 hours as no other factors were impacted by this change. The education will remain at 3.5	3.5

Experience	Degree
Twelve (12) months previous experience working in an office environment. Nine (9) months of the job to become familiar with medical transcription, billing, office standards, scheduling and	
department policies and procedures.	5.0

Independent Judgement	Degree
Performs physician billing according to standard practice. Uses judgement when addressing patient needs and directing them to appropriate care.	
	3.0

Working Relationships	Degree
Requires tact to discuss billing issues and inquiries. Requires regular contact with professionals/clients/patients/residents/general public and families.	
	3.0

**Degree** 

Inaccurate maintenance of records may affect other related services. Misjudgements in coordination of client appointments may delay related or succeeding services.

2.0

## Leadership and/or Supervision

May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.

1.0

Degree

# **Physical Demands**

Regular physical effort filing and performing computer operation.

2.0

Degree

#### **Sensory Demands**

Regular sensory effort consisting of computer operation and registration duties while listening to clients/patients/residents with periods of competing multiple sensory demands.

2.5

**Degree** 

### **Environment**

Occasional exposure to minor conditions such as interruptions and multiple deadlines.

2.0

Degree