


# Job Evaluation Rating Document

	<b>Job Title</b>	Pedorthist	<b>Code</b>  174
	<b>Date</b>	October, 2000	
	<b>Revised Date</b>	2004; July, 2011; September 11, 2018	
	<b>Revised Date</b>	December 16, 2025	

<b>Decision Making</b>	<b>Degree</b>
Utilizes a choice of action when designing and repairing footwear and foot orthotics to meet client needs. May be required to adapt existing practices and methods or choose from a variety of alternatives to design/repair footwear and foot orthotics.	3.5

<b>Education</b>	<b>Degree</b>
Grade 12. Baccalaureate of Science degree in Kinesiology (3800 hours) and Pedorthics diploma (Western University 1420 hours), for a total of 5220 hours. Certification with The College of Pedorthics of Canada.	8.0

<b>Experience</b>	<b>Degree</b>
Twelve (12) months previous experience in Pedorthics or Chiropody. Twelve (12) months on the job to become familiar with physician preferences and become familiar with department policies/procedures.	5.0

<b>Independent Judgement</b>	<b>Degree</b>
Designs and repairs footwear and foot orthotics in accordance with generally accepted practices. Work involves choice of methods and judgement when selecting materials.	4.0

<b>Working Relationships</b>	<b>Degree</b>
Provides instruction to clients and families on how to use and care for footwear and foot orthotics. Contacts may be difficult, specialized and/or emotionally charged.	4.0

<b>Impact of Action</b>  Misjudgement in designing/repairing footwear and foot orthotics may delay succeeding or related services through rearranging schedules to accommodate refitting. Misjudgement in designing/repairing footwear/foot orthotics may cause serious discomfort (e.g., sores) to clients/patients/residents.	<b>Degree</b>  <u>2.5</u>
<b>Leadership and/or Supervision</b>  Provides occasional functional guidance to staff regarding footwear and foot orthotics.	<b>Degree</b>  <u>2.0</u>
<b>Physical Demands</b>  Regular physical effort designing/repairing footwear and foot orthotics utilizing a variety of hand/power tools with frequent periods of fine movements.	<b>Degree</b>  <u>2.5</u>
<b>Sensory Demands</b>  Regular sensory effort documenting and listening to clients/patients/residents and physicians. Frequent effort designing and repairing footwear and foot orthotics.	<b>Degree</b>  <u>2.5</u>
<b>Environment</b>  Frequent exposure to minor disagreeable conditions such as chemical substances and sharp objects.	<b>Degree</b>  <u>4.0</u>