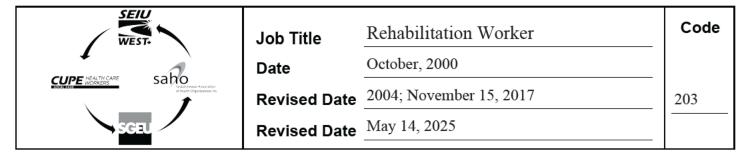
Job Evaluation Rating Document



Decision Making	Degree	
Utilizes some choice of action and/or discretion when modifying plan to meet clients/patients/residents needs. Uses discretion when assisting clients/patients/residents with rehabilitation strategies.	3.0	

Education	Degree
Grade 12. Disability Support Professional certificate (Saskatchewan Polytechnic 945 hours) (Rating 3.0)	
*As per the MOA regarding the Education factor review (January 2019) the JJEMC will continue to utilize 3000 hours as no other factors were impacted by this change. The education rating will remain at (5.5).	5.5

Experience	Degree
Twelve (12) months previous experience working with clients/patients/residents with varying levels of ability. Twelve (12) months on the job to apply care plans for clients/patients/ residents, organization programs and services and become familiar with department policies and procedures.	5.0

Independent Judgement	Degree
Works according to client/patient/resident care plan. Uses analysis and judgement when dealing with unstable/unpredictable client/patient/resident behaviour.	
	3.5

Working Relationships	Degree
Ensures cooperation of clients/patients/residents through persuasion and motivation. Contacts include difficult or emotionally charged situations.	
	4.0

Job Title

203

Impact of Action Misjudgement in the assessment of the effectiveness of therapy programs may result in serious injury/discomfort to clients/patients/residents which may cause delay in further therapy and/or embarrassment with family members. 2.5

May show others how to perform tasks or duties by familiarizing new employees with the work area and processes. Provides functional guidance to other staff, clients and families on the usage/fitting of adaptive devices. 1.5

Physical Demands	Degree
Regular physical effort carrying out rehabilitative activities, exercises and lifting associated wi transferring clients/patients/residents.	th
	2.0

Sensory Demands	Degree
Regular sensory effort observing, instructing and listening to clients/patients/residents.	
	2.0

Environment	Degree
Occasional major disagreeable conditions such as blood/body fluids, rud weights and exposure to infectious disease.	deness, unpredictable
	3.0