


Job Evaluation Rating Document

	Job Title	Rehabilitation Aide	Code 204
	Date	October, 2000	
	Revised Date	2004; November 15, 2017	
	Revised Date	May 14, 2025	

Decision Making	Degree
Follows client/patient/resident care plan when assisting therapy and nursing staff. Issues regarding clients/patients/residents mobility and prescribed care plans are resolved from a limited number of set alternatives.	2.0

Education	Degree
Grade 12. Disability Support Professional certificate (Saskatchewan Polytechnic 945 hours).	3.0

Experience	Degree
No previous experience. Nine (9) months on the job to become familiar assisting with client/patient/resident mobility and independence and department policies and procedures.	3.0

Independent Judgement	Degree
Uses established methods to assist therapy and nursing staff in maintaining clients/patients/residents mobility. Minor problems associated with client/patient/resident care are resolved, however direction is sought from therapy and nursing staff when necessary.	2.5

Working Relationships	Degree
Has regular contact requiring appropriate tact with client/patient/resident when discussing the therapeutic care plan.	3.0

Impact of Action Improper transfers/lifts or range of motion exercises may result in minor injury to clients/patients/residents and embarrassment in public/family relations.	Degree 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. Provides functional guidance to other staff on the application of therapeutic devices.	Degree 1.5
Physical Demands Regular physical effort twisting, standing and crouching with unpredictable weights associated with lifting/transferring clients/patients/residents.	Degree 2.5
Sensory Demands Regular sensory effort assisting with treatments, listening and observing clients/patients/residents when providing care.	Degree 2.0
Environment Regular exposure to major disagreeable conditions such as blood/body fluids, rudeness, unpredictable weights and exposure to infectious disease.	Degree 4.0