


Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Orderly</u> Date <u>2004</u> Revised Date <u>March 7, 2012</u> Revised Date <u>April 13, 2021</u>	Code <u>322</u>
--	---	-------------------------------

Decision Making Within limits of accepted practice, makes some choices regarding patient treatment in accordance with care plan. Discretion is required when providing care.	Degree <u>3.0</u>
--	---------------------------------

Education Grade 12. Continuing Care Assistant certificate (796 hours Saskatchewan Polytechnic).	Degree <u>3.0</u>
---	---------------------------------

Experience No previous experience. Eighteen (18) months on the job to become familiar with various procedures, ward routines, care plans and time management and to become familiar with department policies and procedures.	Degree <u>5.0</u>
--	---------------------------------

Independent Judgement Work is defined by established procedures. Requires the use of judgement on a regular basis when providing assessment and care.	Degree <u>3.5</u>
---	---------------------------------

Working Relationships Provides technical explanation and/or instruction to client/patient/resident. Uses persuasion/motivation as part of their regular daily tasks. Interactions are often difficult and emotional.	Degree <u>4.0</u>
--	---------------------------------

Job Title

Orderly

Code

322

<p>Impact of Action</p> <p>May cause identifiable deterioration in relations with client/patient/resident as improper care may result in insecurity and lack of trust. Serious injuries may result from lifting or transferring client/patient/resident.</p>	<p>Degree</p> <p>3.0</p>
<p>Leadership and/or Supervision</p> <p>May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.</p>	<p>Degree</p> <p>1.0</p>
<p>Physical Demands</p> <p>Frequent physical effort standing, reaching, lifting, twisting and repetitive motion causing fatigue.</p>	<p>Degree</p> <p>3.0</p>
<p>Sensory Demands</p> <p>Regular visual and listening effort required while working with client/patient/resident, monitoring medical equipment and dealing with 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 and unpredictable weights.</p>	<p>Degree</p> <p>5.0</p>