


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Detoxification Attendant</u></p> <p><b>Date</b> <u>2004</u></p> <p><b>Revised Date</b> <u>March 22, 2012</u></p> <p><b>Revised Date</b> <u>September 15, 2021</u></p>	<p><b>Code</b></p> <hr/> <p>334</p>
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<p><b>Decision Making</b></p> <p>Follows written protocols and withdrawal plans with some latitude for choice of action within limits of accepted practice. Exercises discretion providing care to detoxification clients/patient/residents.</p>	<p><b>Degree</b></p> <hr/> <p>3.0</p>
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<p><b>Education</b></p> <p>Grade 12. Addictions Counselling diploma (Sask Polytechnic 2030 hours)(Rating 4.5).</p> <p>*As per MOA regarding the Education factor review (January 2019) the JJEMC will continue to utilize 1696 hours as no other factors were impacted by this change. The education rating will remain at (4.0).</p>	<p><b>Degree</b></p> <hr/> <p>4.0</p>
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<p><b>Experience</b></p> <p>Twelve (12) months previous experience with an addictions recovery program in a cross cultural setting. Twelve (12) months on the job experience to develop working relationships with various agencies and to become familiar with cross-cultural issues and department policies and procedures.</p>	<p><b>Degree</b></p> <hr/> <p>5.0</p>
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<p><b>Independent Judgement</b></p> <p>Cares for detoxification clients following protocols and withdrawal plans. Exercises judgement when dealing with clients during withdrawal.</p>	<p><b>Degree</b></p> <hr/> <p>3.5</p>
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<p><b>Working Relationships</b></p> <p>Requires tact and discretion to provide instruction/explanation to families and clients during screening and treatment. Secures the cooperation of clients, families and others through persuasion regarding detoxification treatment issues.</p>	<p><b>Degree</b></p> <hr/> <p>4.0</p>
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<b>Impact of Action</b> May cause identifiable deterioration in relations with clients and families as a result of inappropriate withdrawal management. Serious injuries may result from incorrectly screening and documenting client history.	<b>Degree</b>  3.0
<b>Leadership and/or Supervision</b> May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.	<b>Degree</b>  1.0
<b>Physical Demands</b> Occasional physical effort keyboarding, standing, walking, lifting, carrying supplies with periods of lifting unpredictable weights when assisting clients.	<b>Degree</b>  1.5
<b>Sensory Demands</b> Regular visual and listening concentration when observing clients and families. Periods of competing multiple sensory demands when dealing with clients in various stages of recovery.	<b>Degree</b>  2.5
<b>Environment</b> Regular exposure to major conditions such as aggressive/unpredictable clients, infectious diseases and verbal/physical abuse.	<b>Degree</b>  4.0