


# Job Evaluation Rating Document

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| <p><b>CUPE, SEIU, SGEU, SAHO</b></p>  | <p><b>Job Title</b>      <u>Support Services Worker</u></p> <p><b>Date</b>              <u>2004</u></p> <p><b>Revised Date</b>   <u>May 23, 2012</u></p> <p><b>Revised Date</b>   <u>November 6, 2019</u></p> | <p style="text-align: center;"><b>Code</b></p> <hr style="width: 50%; margin: auto;"/> <p style="text-align: center;">346</p> |
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| <p><b>Decision Making</b></p> <p>Follows clearly prescribed practices when providing support services. Solutions to issues are selected within a range of pre-existing alternatives when exercising/walking/feeding residents.</p> | <p style="text-align: center;"><b>Degree</b></p> <hr style="width: 50%; margin: auto;"/> <p style="text-align: center;">2.0</p> |
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| <p><b>Education</b></p> <p>Grade 10.</p> | <p style="text-align: center;"><b>Degree</b></p> <hr style="width: 50%; margin: auto;"/> <p style="text-align: center;">1.0</p> |
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| <p><b>Experience</b></p> <p>No previous experience. Three (3) months on the job to become familiar with department policies and procedures.</p> | <p style="text-align: center;"><b>Degree</b></p> <hr style="width: 50%; margin: auto;"/> <p style="text-align: center;">1.0</p> |
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| <p><b>Independent Judgement</b></p> <p>Performs duties that are well established and defined. Some choice of action when determining resident's ability/willingness to participate in walking/exercising program.</p> | <p style="text-align: center;"><b>Degree</b></p> <hr style="width: 50%; margin: auto;"/> <p style="text-align: center;">2.0</p> |
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| <p><b>Working Relationships</b></p> <p>Regular contacts are with residents while walking or feeding, requiring comforting and nurturing skills, courtesy, tact and cheerfulness with residents while walking, exercising and feeding.</p> | <p style="text-align: center;"><b>Degree</b></p> <hr style="width: 50%; margin: auto;"/> <p style="text-align: center;">2.5</p> |
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**Job Title**

Support Services Worker

**Code**

346

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| <p><b>Impact of Action</b></p> <p>Misjudgements when portering/walking/feeding residents may result in minor injury/discomfort.</p>   | <p><b>Degree</b></p> <p>1.5</p> |
| <p><b>Leadership and/or Supervision</b></p> <p>May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.</p>  | <p><b>Degree</b></p> <p>1.0</p> |
| <p><b>Physical Demands</b></p> <p>Regular effort including standing, walking, pushing and pulling requiring accurate fine or course movements when exercising/feeding/transferring residents.</p>               | <p><b>Degree</b></p> <p>2.0</p> |
| <p><b>Sensory Demands</b></p> <p>Occasional sensory effort performing dietary duties with periods of visual attentiveness while walking/feeding residents.</p>  | <p><b>Degree</b></p> <p>1.5</p> |
| <p><b>Environment</b></p> <p>Regular exposure to major conditions and hazards such as blood/body fluids, exposure to infectious diseases, verbal and/or physical abuse and excessive/unpredictable weights.</p> | <p><b>Degree</b></p> <p>4.0</p> |