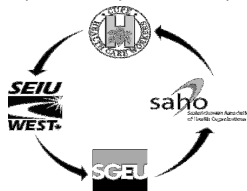


Job Evaluation Rating Documentation

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Client Navigator</u> Date <u>February 13, 2013 Interim</u> Revised Date <u>Feb 6, 2014</u> Revised Date <u>April 9, 2014</u>	Code <u>480</u>
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Decision Making Client Navigator must adapt instructions/procedures to meet clients needs however choice of action is limited by program guidelines. Uses discretion in unusual circumstances to determine the best service required for the client	Degree <u>3.5</u>
Education Grade 12. Practical Nursing diploma (1787 hours). Licensed with the Saskatchewan Association of Licensed Practical Nurses.	<u>4.5</u>
Experience Twenty-four (24) months previous experience working as an LPN. Twelve (12) months on the job to become familiar with health care environment to gain an understanding of healthcare systems and related service programs and to become familiar with region/facility/department policies and procedures.	<u>6.0</u>
Independent Judgement Carries out nursing duties within generally accepted practices. Assessing clients involves a choice of procedures, analysis and trouble shooting (problem solving). Exercises judgement in prioritizing clients needs within the limits of department/facility/regional policies.	<u>4.0</u>
Working Relationships Requires appropriate tact and discretion when providing technical explanation and/or instruction to clients. Clients may be difficult and emotional.	<u>4.0</u>

Impact of Action	Degree
Provides indirect patient care and completes documentation to meet quality and service requirements. Misjudgements when providing health services or health related information may result in injury/discomfort to clients and delays in future treatment.	<u>3.0</u>
Leadership and/or Supervision May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.	<u>1.0</u>
Physical Demands Frequent physical effort while simultaneously operating computer and communicating on the phone.	<u>3.0</u>
Sensory Demands Frequent sensory effort such as computer operation, researching, analyzing, compiling, producing reports, requiring visual, mental and interpretive attentiveness.	<u>3.0</u>
Environment Occasional exposure to minor conditions such as interruptions, rudeness, profanity.	<u>2.0</u>