


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Dental Assistant</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date _____</p>	<p>Code</p> <p><u>018</u></p>
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<p>Decision Making Exercises some discretion within limits defined by accepted practice in providing care/education to patients.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Education Grade 12. Dental Assistant Certificate (1415 hours). Certification with Canadian National Dental Assisting Board.</p>	<p><u>4.0</u></p>
<p>Experience No previous experience. Nine (9) months on the job to establish working relationships with other health staff/school/community members and to become familiar with intraoral procedures and region/facility/department policies and procedures.</p>	<p><u>3.0</u></p>
<p>Independent Judgement Performs work as per Dental Assistant guidelines, procedures and protocols. Direction is sought from Dental Therapist. Problems associated with taking x-rays are resolved with limited analysis.</p>	<p><u>3.0</u></p>
<p>Working Relationships Direct contact with clients/patients. Contacts may be difficult or emotionally charged. Provides technical explanation and/or instruction is to clients/patients.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
<p>Assists with dental procedures and teaches oral hygiene to meet quality and service requirements. Intraoral procedures may result in minor discomfort. Ensures accurate charting to provide appropriate dental care.</p> <p>Misjudgements in performing dental therapy may result in serious short term discomfort.</p>	<u>2.5</u>
<p>Leadership and/or Supervision</p> <p>Provides orientation to staff and functional guidance to other dental staff as to the education/care needs of clients/patients.</p>	<u>1.5</u>
<p>Physical Demands</p> <p>Regular cumulative physical effort standing in with periods of awkward positions while using accurate coordination of fine movement.</p>	<u>2.5</u>
<p>Sensory Demands</p> <p>Regular sensory effort performing precision work, instructing, observing/listening attentively with periods of competing multiple sensory demands.</p>	<u>2.5</u>
<p>Environment</p> <p>Frequent exposure to major disagreeable hazards such as sharps, blood and body fluids, infectious diseases and unpredictable clients/patients.</p>	<u>5.0</u>