


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Licensed Practical Nurse</u></p> <p><b>Date</b> <u>October 2000; 2004; November 2005</u></p> <p><b>Revised Date</b> <u>September 2006; February 2011</u></p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p><u>020</u></p>
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<p><b>Decision Making</b></p> <p>Within the LPN scope of practice, ensures that care outcomes are achieved as per care plans. Provide continuous assessment/treatment of health needs for the client/patient/resident. Procedures change to accommodate different situations.</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 12. Practical Nursing diploma (1776 hours). Licensed with the Saskatchewan Association of Licensed Practical Nurses.</p>	<p><u>4.5</u></p>
<p><b>Experience</b></p> <p>No previous experience. Twelve (12) months on the job to develop practical applications of theoretical knowledge and to become familiar with ward routines, care plans, time management and region/facility/department policies and procedures.</p>	<p><u>4.0</u></p>
<p><b>Independent Judgement</b></p> <p>Carries out the majority of nursing duties within generally accepted practices. Assessing and treating clients/patients/residents involves a choice of procedures, analysis and trouble shooting (problem solving). Exercises judgement in prioritizing clients/patients/residents needs within the limits of department/facility/regional policies.</p>	<p><u>4.0</u></p>
<p><b>Working Relationships</b></p> <p>Provides technical explanation and/or instruction to clients/patients/residents. Uses persuasion/motivation as part of their regular daily tasks (e.g., client/patient/resident mobility). Clients/patients/residents are often difficult and emotional.</p>	<p><u>4.0</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Provides patient care and completes documentation to meet quality and service requirements. Misjudgements when administering medications (e.g., intramuscular, intravenous, oral) may result in serious injury/discomfort to clients/patients/residents and delays in future treatment.	<u>3.0</u>
<b>Leadership and/or Supervision</b> Provides limited direction by assigning, checking and maintaining flow of work to Special Care/Home Care Aides and practicum students.	<u>3.0</u>
<b>Physical Demands</b> Frequent physical effort standing, reaching, lifting, twisting, and repetitive motion causing fatigue.	<u>3.0</u>
<b>Sensory Demands</b> Regular visual/listening effort required while working with clients/patients/residents, administering medication, monitoring medical equipment and frequent multiple sensory demands.	<u>2.5</u>
<b>Environment</b> Frequent exposure to major conditions such as blood and body fluids, unpredictable weights and verbal/physical abuse.	<u>5.0</u>