


Job Evaluation Rating Documentation

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| <p>CUPE, SEIU, SGEU, SAHO</p>  | <p>Job Title <u>Home Care/Special Care Aide</u></p> <p>Date <u>October 2000; 2004</u></p> <p>Revised Date <u>September 2006</u></p> <p>Revised Date _____</p> | <p>Code</p> <p><u>022</u></p> |
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| <p>Decision Making</p> <p>Follows written care plans with some latitude for choice of action within limits of accepted practice. Exercises discretion providing care to clients/patient/residents.</p> | <p>Degree</p> <p><u>3.0</u></p> |
| <p>Education</p> <p>Grade 10. Home Care/Special Care Aide certificate (753 hours).</p> | <p><u>2.0</u></p> |
| <p>Experience</p> <p>No previous experience. Nine (9) months on the job to apply care plan to a range of client/patients/residents and become familiar with region/facility/department policies and procedures.</p> | <p><u>3.0</u></p> |
| <p>Independent Judgement</p> <p>Performs patient care within a prescribed plan for individual patient needs. Direction is sought for minor problems such as those identified by patient's vital signs. Resolve minor problems associated with equipment and apparatus.</p> | <p><u>3.0</u></p> |
| <p>Working Relationships</p> <p>Secures the cooperation of patients, families and others through persuasion regarding mobility and treatment issues. Responds to and handles aggressive residents and altercations between residents.</p> | <p><u>4.0</u></p> |

| Impact of Action | Degree |
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| <p>Provides patient care and completes documentation to meet quality and service requirements. May cause identifiable deterioration in relations with clients/patients/residents as inconsistent care may result in insecurity and lack of trust. Serious injuries may result from lifting or transferring clients/patients/residents.</p> | <p><u>3.0</u></p> |
| <p>Leadership and/or Supervision Provides occasional guidance to staff and practicum students.</p> | <p><u>2.0</u></p> |
| <p>Physical Demands Frequent physical effort working in awkward positions, twisting, standing and crouching with unpredictable weights associated with lifting/trasferring/positioning clients/patients/residents.</p> | <p><u>3.0</u></p> |
| <p>Sensory Demands Occasional sensory effort when assisting with treatments with periods of additional concentration listening to and observing clients/patients/residents when providing care.</p> | <p><u>1.5</u></p> |
| <p>Environment Frequent major exposure to conditions such as blood and body fluids, unpredictable weight and verbal/physical abuse.</p> | <p><u>5.0</u></p> |