


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Occupational & Physical Therapist 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>026</u></p>
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<p>Decision Making</p> <p>Therapy activities are continually modified and updated according to clients/patients/residents progress and condition. Under the direction of the Therapist, exercises some choice of action in applying specific therapeutic programs based on client/patient/resident assessment.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Education</p> <p>Grade 12. Occupational Therapist Assistant /Physical Therapist Assistant Certificate (1374 hours).</p>	<p><u>3.5</u></p>
<p>Experience</p> <p>No previous experience required. Twelve (12) months on the job experience to apply care plan with a range of client/patients/residents, and become familiar with region/facility/department policies and procedures.</p>	<p><u>4.0</u></p>
<p>Independent Judgement</p> <p>Work is defined by standard practice and procedures. Seeks direction from a Therapist when changes to a patient's condition are recognized and when not within the scope of the Assistant's job. Work involves a choice of methods, analysis and troubleshooting when adapting therapeutic programs to meet client mobility needs.</p>	<p><u>3.5</u></p>
<p>Working Relationships</p> <p>Cooperation of clients/patients/residents to participate in therapy program is achieved through persuasion and motivation which sometimes involves difficult or emotionally charged situations.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
<p>Carries out therapeutic services to meet quality and service requirements. Misjudgement in therapy application or education may result in serious injury/discomfort to clients/patients/residents which may cause delay in further therapy and/or embarrassment with family members.</p>	<p><u>2.5</u></p>
<p>Leadership and/or Supervision Provides occasional guidance to students and staff. May have input to student appraisals.</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/transferring/positioning clients/patients/residents.</p>	<p><u>3.0</u></p>
<p>Sensory Demands Regular sensory effort observing, listening and assisting clients/patients/residents during specific treatment and therapeutic programs.</p>	<p><u>2.0</u></p>
<p>Environment Regular exposure to major disagreeable conditions such as blood/body fluids, rudeness, unpredictable weights, and exposure to infectious disease.</p>	<p><u>4.0</u></p>

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