


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Social Services Worker</u></p> <p><b>Date</b> <u>October, 2000</u></p> <p><b>Revised Date</b> <u>2004</u></p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p><u>039</u></p>
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<p><b>Decision Making</b></p> <p>Works with clients and their families to promote, enhance or re-establish the mental and/or emotional well-being of clients served through direct clinical services and indirectly through advocacy and mental health promotion.</p> <p>Conducts, analyzes and develops client care plans using clinical experience and knowledge to make assessments and recommend treatment. Has the ability to make exceptions to existing practices to meet patients needs.</p>	<p><b>Degree</b></p> <p><u>4.5</u></p>
<p><b>Education</b></p> <p>Grade 12. Four (4) year Bachelor of Social Work degree.</p>	<p><u>6.0</u></p>
<p><b>Experience</b></p> <p>No previous experience. Twelve (12) months on the job to build necessary multi-disciplinary relationships with related external agencies and to become familiar with region/facility/department policies and procedures.</p>	<p><u>4.0</u></p>
<p><b>Independent Judgement</b></p> <p>Assess, treat, counsel and make recommendations/referrals for individuals to promote mental and emotional well-being using various frameworks as per the Social Work discipline.</p>	<p><u>4.5</u></p>
<p><b>Working Relationships</b></p> <p>Counsels clients/patients/residents with mental illness and emotional health issues who require professional counselling skills and collaborates with outside agencies.</p>	<p><u>5.0</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Evaluates services through client and community feedback and clinical audits. Misjudgment in counselling method may affect the quality of the counselling session and subsequent relationship with clients/patients/residents.  Making a safety plan is extremely important if a client is suicidal or making threats of harm to others.	<u>3.0</u>
<b>Leadership and/or Supervision</b>  Provides orientation to staff. Provides guidance and direction to social work interns.	<u>2.0</u>
<b>Physical Demands</b>  Occasional physical effort driving, keyboarding, reading, and writing with opportunity for relief.	<u>1.0</u>
<b>Sensory Demands</b>  Regular report writing, reading, and keyboarding with periods of recurring counselling of clients/patients/residents and families.	<u>2.5</u>
<b>Environment</b>  Occasional major hazards such as abusive clients/patients/residents, obnoxious odours, personal injury and violence.	<u>3.0</u>