


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Community Outreach & Education Worker</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>047</u></p>
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<p>Decision Making</p> <p>Choice of action is limited by program guidelines. Discretion is required in solving problems when dealing with clients in a crisis situation to determine how to best provide service.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Education</p> <p>Grade 12. Aboriginal Social Work certificate (1900 hours).</p>	<p><u>4.0</u></p>
<p>Experience</p> <p>No previous experience. Twelve (12) months on the job to gain experience in assessment skills, community development and outreach programs, crisis management skills, understand cross-cultural issues and resources, and to become familiar with region/facility/department policies and procedures.</p>	<p><u>4.0</u></p>
<p>Independent Judgement</p> <p>Outreach work is carried out within program/project objectives. Workers must use a variety of procedures and analysis to determine how best to deliver services.</p>	<p><u>4.0</u></p>
<p>Working Relationships</p> <p>Outreach clients often require persuasion and/or motivation to accept the needed services. Many clients are difficult to deal with and highly emotional on a frequent basis.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
<p>Determines and allocates resources to meet the objectives of community programs. Misjudgement in assessment, inadequate education or communication may cause identifiable deterioration in public acceptance of the program or delays in service with the possibility of serious injury/discomfort.</p>	<p><u>3.0</u></p>
<p>Leadership and/or Supervision Provides occasional orientation to co-workers.</p>	<p><u>1.0</u></p>
<p>Physical Demands Regular physical effort driving, standing, walking, lifting, carrying supplies, assisting clients.</p>	<p><u>2.0</u></p>
<p>Sensory Demands Regular sensory effort with visual and listening attentiveness to clients' concerns/problems, reading, report writing and long periods of driving.</p>	<p><u>2.0</u></p>
<p>Environment Regular exposure to major conditions such as unsanitary conditions, exposure to infectious disease, abusive clients, high risk contacts.</p>	<p><u>4.0</u></p>

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