


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Adaptive Seating Specialist</u></p> <p><b>Date</b> <u>October 2000, 2004</u></p> <p><b>Revised Date</b> <u>October 2006</u></p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p><u>099</u></p>
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<p><b>Decision Making</b></p> <p>Some choice of action within limits defined by accepted practice when building, fabricating and adjusting adaptive seating equipment to meet client/patient/resident needs. May be required to adapt existing practices and methods or choose from a variety of alternatives to build what is required.</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 12. Occupational Therapist Assistant/Physical Therapist Assistant course (1374 hours).</p>	<p><u>3.5</u></p>
<p><b>Experience</b></p> <p>Twelve (12) months previous experience working with specialized seating systems including related carpentry and mechanical skills. Twenty-four (24) months on the job to apply care plans for specific client needs, consolidate knowledge and skills and become familiar with region/facility/department policies and procedures.</p>	<p><u>6.0</u></p>
<p><b>Independent Judgement</b></p> <p>Work is carried out within generally accepted practices utilizing a choice of materials/products that best fit client/patient/resident needs. Exercises judgement in designing and adapting equipment.</p>	<p><u>4.0</u></p>
<p><b>Working Relationships</b></p> <p>Provides instruction to clients/patients/residents, families and other health care professionals (internal and external) on how to use seating equipment for optimal results. Contacts may be difficult, specialized and/or emotionally charged while one-on-one with clients/patients/residents/families.</p>	<p><u>4.0</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Determines and allocates resources for the implementation and delivery of designing/fabrication services for the department. Misjudgement in adaption or building of equipment may delay succeeding or related services through rearranging schedules to accommodate refitting. Misjudgement in adaptation or building of equipment may cause serious discomfort (eg. sores) to clients/patients/residents.	<u>2.5</u>
<b>Leadership and/or Supervision</b> Provides occasional functional guidance to trainees and staff.	<u>2.0</u>
<b>Physical Demands</b> Frequent physical effort lifing and moving equipment bending, crouching and kneeling with periods of heavy lifting and awkward positions. Requires hand-eye coordination while operating power tools.	<u>3.0</u>
<b>Sensory Demands</b> Regular sensory effort such as observing clients, listening, designing/building/inspecting equipment, upholstering, sewing and using hand/power tools.	<u>2.0</u>
<b>Environment</b> Regular exposure to major conditions such as paints, fumes, dust, glues, solvents, noise, sharp tools and equipment, odour and blood/body fluids.	<u>4.0</u>