


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Security Officer</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>166</u></p>
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<p>Decision Making</p> <p>Has some choice of action within accepted practice when responding to emergency/unusual incidents. Uses discretion when restraining combative patients.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Education</p> <p>Grade 12. International Association for Healthcare Security and Safety certificate (100 hours).</p>	<p><u>2.0</u></p>
<p>Experience</p> <p>No previous experience. Twelve (12) months on the job to gain knowledge of security routines, layout of facility/grounds, attend cultural diversity, CPR, PART training sessions and become familiar with region/facility/department policies and procedures.</p>	<p><u>4.0</u></p>
<p>Independent Judgement</p> <p>Security work is performed within established procedures. Exercises judgement when responding to crisis or emergency situations and when monitoring suspicious activities as restrained by the criminal code and region policies and procedures.</p>	<p><u>3.5</u></p>
<p>Working Relationships</p> <p>Uses persuasion and motivation securing cooperation of clients/patients/residents and general public when responding to adverse situations.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
Provides security services to meet quality and service requirements. Misjudgement in dealing with aggressive/violent situations may cause embarrassment in public/employee relations. Misjudgements in restraining individuals may result in serious injury/discomfort.	<u>2.5</u>
Leadership and/or Supervision Provides occasional orientation to new staff. Provides functional guidance to internal operating personnel (e.g., site orientation, emergency preparedness)	<u>1.5</u>
Physical Demands Regular physical effort walking with periodic heavy effort to physically restrain clients/patients/residents and others.	<u>2.5</u>
Sensory Demands Regular sensory effort requiring visual attentiveness when patrolling, observing/monitoring clients/patients/residents, observing security monitors and maintaining activity logs.	<u>2.0</u>
Environment Occasional exposure to major disagreeable conditions such as abusive/aggressive clients/patients/residents, unpredictable weights, sharp objects and blood/body fluids. Regular exposure to minor disagreeable conditions such as mild sprains and abrasions, cuts, bruises, inclement weather.	<u>3.0</u>