


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Senior Security Officer</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>169</u></p>
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<p><b>Decision Making</b></p> <p>Has some choice of action within accepted practice when responding to emergency/unusual incidents. Uses discretion when restraining combative patients. Establishes short term goals for the interviewing and training of new security officers. Liaises with other departments/agencies to resolve security issues.</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 12. International Association for Healthcare Security and Safety course (100 hours).</p>	<p><u>2.0</u></p>
<p><b>Experience</b></p> <p>Twenty-four (24) months previous experience in security. Twelve (12) months on the job to develop administrative/coordination skills, consolidate knowledge of security routines, learn layout of facility and become familiar with region/facility/department policies and procedures.</p>	<p><u>6.0</u></p>
<p><b>Independent Judgement</b></p> <p>Coordinates the operations of the security department in accordance with generally accepted practices. Judgement is exercised in the analysis and troubleshooting of unusual security problems and recommending of new or improved security procedures.</p>	<p><u>4.5</u></p>
<p><b>Working Relationships</b></p> <p>Provides technical explanation and/or instruction to other departments in security matters. 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>

<b>Impact of Action</b>	<b>Degree</b>
<p>Coordinates parking controls, key inventory, staff training and planning security for other departments.</p> <p>Misjudgements in restraining individuals may result in serious injury/discomfort. Inadequate training/instruction of employees to deal with aggressive/violent situations may result in identifiable deterioration in public/employee relations.</p>	<u>3.0</u>
<p><b>Leadership and/or Supervision</b></p> <p>Assigns, checks and maintains flow of security work. Leads security employees with limits on authority.</p>	<u>3.0</u>
<p><b>Physical Demands</b></p> <p>Occasional physical effort walking, restraining patients and computer operation.</p>	<u>1.0</u>
<p><b>Sensory Demands</b></p> <p>Regular sensory effort preparing/reviewing/proofing reports, training, conducting security audits, patrolling, monitoring clients/patients/residents, observing security monitors and following-up on reported incidents.</p>	<u>2.0</u>
<p><b>Environment</b></p> <p>Regular exposure to minor conditions such as rudeness and profanity and interruptions. Little exposure to major conditions such as blood/body fluids, and aggressive employees/clients/patients/residents.</p>	<u>3.0</u>