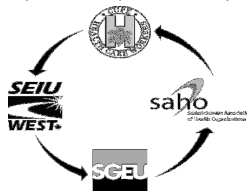


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Orthopaedic Shoemaker</u></p> <p><b>Date</b> <u>October, 2000</u></p> <p><b>Revised Date</b> <u>2004; July, 2011</u></p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p style="text-align: center;"><u>174</u></p>
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<p><b>Decision Making</b></p> <p>Utilizes a choice of action when designing, building and modifying shoes to meet client needs. May be required to adapt existing practices and methods or choose from a variety of alternatives to fabricate footwear.</p>	<p><b>Degree</b></p> <p style="text-align: center;"><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 12. Bachelor of Science degree in Kinesiology. Pedorthics diploma and certification with the Pedorthic Association of Canada.</p>	<p style="text-align: center;"><u>7.5</u></p>
<p><b>Experience</b></p> <p>Twelve (12) months previous employment in Pedorthics or Chiropody. Twelve (12) months on the job to become familiar with physician preferences and become familiar with region/facility/department policies/procedures.</p>	<p style="text-align: center;"><u>5.0</u></p>
<p><b>Independent Judgement</b></p> <p>Designs and builds corrective and supportive footwear in accordance with generally accepted practices. Work involves choice of methods and judgement when selecting materials.</p>	<p style="text-align: center;"><u>4.0</u></p>
<p><b>Working Relationships</b></p> <p>Provides instruction to clients and families on how to use and care for footwear and supportive devices. Contacts may be difficult, specialized and/or emotionally charged while one-on-one with clients/patients/residents/families.</p>	<p style="text-align: center;"><u>4.0</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Misjudgement in designing/building footwear and supportive devices may delay succeeding or related services through rearranging schedules to accommodate refitting. Misjudgement in adaptation or building of footwear/supportive devices may cause serious discomfort (e.g., sores) to clients/patients/residents.	<u>2.5</u>
<b>Leadership and/or Supervision</b> Provides occasional functional guidance to prosthetics/orthotics staff regarding footwear and supportive devices.	<u>2.0</u>
<b>Physical Demands</b> Regular physical effort fabricating shoes utilizing a variety of hand/power tools with periods of fine movements when cutting patterns and operating industrial sewing machines.	<u>2.5</u>
<b>Sensory Demands</b> Regular sensory effort documenting and listening to clients/patients/residents and physicians. Frequent effort designing and building footwear and accessories.	<u>2.5</u>
<b>Environment</b> Regular exposure to major disagreeable conditions such as heat, glues, chemicals, dust, sharp equipment and extreme noise.	<u>4.0</u>