


Job Evaluation Rating Documentation

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| <p>CUPE, SEIU, SGEU, SAHO</p>  | <p>Job Title <u>Recreation Working Supervisor</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>201</u></p> |
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| <p>Decision Making</p> <p>Plan, develop, maintain and carry out recreation programs in accordance with the care plan for clients/patients/residents. Decisions are made within accepted practices. Recreation plans are adapted to specific client/patient/resident needs.</p> | <p>Degree</p> <p><u>3.5</u></p> |
| <p>Education</p> <p>Grade 12. Therapeutic Recreation diploma (2760 hours).</p> | <p><u>5.0</u></p> |
| <p>Experience</p> <p>Twelve (12) months previous discipline-related experience to consolidate knowledge and skills. Twelve (12) months on the job to develop supervisory/administrative skills and to become familiar with region/facility/department policies and procedures.</p> | <p><u>5.0</u></p> |
| <p>Independent Judgement</p> <p>Recreation programs are developed within standard practices and established procedures. Modifies activities through program evaluation and analysis to ensure client/patient/resident needs are met.</p> | <p><u>3.5</u></p> |
| <p>Working Relationships</p> <p>Secures cooperation of clients/patients/residents through persuasion and motivation to participate in recreation programs. Encourages families to interact with clients/patients/residents and educates on how to deal with different conditions. Contacts may include clients/patients/residents with Alzheimers, stroke, dementia.</p> | <p><u>4.0</u></p> |

| Impact of Action | Degree |
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| Leads initiatives to develop new programs to enhance effectiveness of services provided. The impact of cancelled, late or inappropriate programs may affect public relations or result in limited discomfort to clients/patients/residents. Misjudgements in planning stimulating programs may impact the health and well being of clients/patients/residents. | <u>2.5</u> |
| Leadership and/or Supervision Provides regular direction to staff and volunteers for assigning work, checking results and controlling costs. | <u>4.0</u> |
| Physical Demands Regular physical effort lifting, pushing, pulling, portering, driving, and standing. | <u>2.0</u> |
| Sensory Demands Regular sensory effort designing/developing programs, reading/writing reports, observing and interacting with clients/patients/residents/families. | <u>2.0</u> |
| Environment Regular exposure to minor conditions or hazards such as driving, noise, odour, and profanity/rudeness. | <u>3.0</u> |