


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Rehabilitation Worker</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>203</u></p>
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<p>Decision Making</p> <p>Utilizes some choice of action and/or discretion when modifying the client's care plan. Uses discretion when assisting clients with rehabilitation strategies.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Education</p> <p>Grade 12. Rehabilitation Worker diploma (3000 hours).</p>	<p><u>5.5</u></p>
<p>Experience</p> <p>No previous experience. Twelve (12) months on the job to apply care plans to clients/patients/residents, region programs and services, and become familiar with region/facility/department policies and procedures.</p>	<p><u>4.0</u></p>
<p>Independent Judgement</p> <p>Works according to client/patient/resident care plan. Uses analysis and judgment when dealing with unstable/unpredictable client/patient/resident behaviour.</p>	<p><u>3.5</u></p>
<p>Working Relationships</p> <p>Cooperation of clients/patients/residents to participate in therapy program is achieved through persuasion and motivation which sometimes involves difficult or emotionally charged situations.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
Provides rehabilitation services and programs to meet quality and service requirements. Misjudgment in the assessment of the effectiveness of therapy programs may result in serious injury/discomfort to clients/patients/residents which may cause delay in further therapy and/or embarrassment with family members.	<u>2.5</u>
Leadership and/or Supervision Provides orientation and functional guidance to other staff.	<u>1.5</u>
Physical Demands Regular physical effort carrying out rehabilitative activities and exercises with heavy lifting associated with transferring clients/patients/residents.	<u>2.0</u>
Sensory Demands Regular sensory effort observing, instructing and listening to clients/patients/residents.	<u>2.0</u>
Environment Occasional major disagreeable conditions such as blood/body fluids, rudeness, unpredictable weights, and exposure to infectious disease.	<u>3.0</u>