


Job Evaluation Rating Documentation

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Rehabilitation Aide</u> Date <u>October, 2000</u> Revised Date <u>2004</u> Revised Date _____	Code <u>204</u>
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Decision Making Follows client/patient/resident care plan when assisting therapy and nursing staff. Issues regarding clients/patients/residents mobility and prescribed care plans are resolved from a limited number of set alternatives.	Degree <u>2.0</u>
Education Grade 12. Rehabilitation Worker Certificate (1500 hours).	Degree <u>3.5</u>
Experience No previous experience. Six (6) months on the job to become familiar with assisting with resident mobility and independence and region/facility/department policies and procedures.	Degree <u>2.0</u>
Independent Judgement Uses established methods to assist therapy and nursing staff in maintaining clients/patients/residents mobility. Minor problems associated with client/patient/resident care are resolved, however direction is sought from nursing staff when necessary.	Degree <u>2.5</u>
Working Relationships Requires tact when discussing patient problems and advising them of the therapeutic care plan. Has regular contact with clients/patients requiring tact and discretion.	Degree <u>3.0</u>

Impact of Action	Degree
Assists therapy and nursing staff in maintaining resident mobility to meet quality and service requirements. Misjudgment in transfers/lifts or range of motion exercises may result in minor injury to clients/patients/residents and embarrassment in public/family relations.	<u>2.0</u>
Leadership and/or Supervision Provides orientation to staff.	<u>1.0</u>
Physical Demands Regular physical effort twisting, standing and crouching with unpredictable weights associated with lifting/transferring clients/patients/residents.	<u>2.5</u>
Sensory Demands Regular sensory effort assisting with treatments, listening, sewing, observing clients/patients/residents when providing care.	<u>2.0</u>
Environment Regular exposure to major disagreeable conditions such as blood/body fluids, rudeness, unpredictable weights, and exposure to infectious disease.	<u>4.0</u>