


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Client Vocational Program Assistant</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>210</u></p>
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<p>Decision Making</p> <p>Follows clearly prescribe practices when assisting with the planning and implementation of vocational projects/ programs for special needs clients/residents. Some choice of action when assigning each individual with a task to perform as best suited to their ability.</p>	<p>Degree</p> <p><u>2.5</u></p>
<p>Education</p> <p>Grade 12.</p>	<p><u>2.0</u></p>
<p>Experience</p> <p>Twelve (12) months previous experience working with a variety of tools and equipment. Twelve (12) months on the job acquire on the job training where required (e.g., Greenhouse Pesticide Application certificate, Landscape Pesticide Application certificate), to consolidate experience working with special need clients/patients, project/ programs and related equipment to become familiar with region/facility/department policies and procedures.</p>	<p><u>5.0</u></p>
<p>Independent Judgement</p> <p>Performs work in accordance with rehabilitative programs, Occupational Health and Safety regulations and facility policies. Resolves minor operating problems associated with client/resident behavior and ability. Direction is sought in extenuating circumstances.</p>	<p><u>3.0</u></p>
<p>Working Relationships</p> <p>Motivates and persuades special needs clients/residents to participate in assigned rehabilitation projects.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
<p>Coordinates clients/residents with appropriate work programs/supplies and monitors activities to satisfy quality and service requirements. Misjudgement in training or assignment of tasks to clients/residents could lead to serious injury to themselves or others.</p>	<p><u>2.5</u></p>
<p>Leadership and/or Supervision Provides limited direction to clients/residents, assigns,checks and maintains flow of work while performing more involved phases of same work.</p>	<p><u>3.0</u></p>
<p>Physical Demands Regular physical effort planting, shoveling, lifting, chemical application, loading/unloading.</p>	<p><u>2.0</u></p>
<p>Sensory Demands Regular sensory effort performing safety checks, operating equipment, with periods of competing multiple sensory demands when observing clients/residents using power equipment.</p>	<p><u>2.5</u></p>
<p>Environment Regular major disagreeable conditions such as chemicals, sharps, aggressive client/resident behaviour, travel, unpredictable weights and extreme noise.</p>	<p><u>4.0</u></p>