


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Community Health Worker - Street Program</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>211</u></p>
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<p>Decision Making</p> <p>Follows prescribed practices when preparing kits and assisting with the Needle Exchange program. Solutions to issues associated with educational programs or health agency referrals are resolved from a number of pre-existing alternatives.</p>	<p>Degree</p> <p><u>2.0</u></p>
<p>Education</p> <p>Grade 12.</p>	<p><u>2.0</u></p>
<p>Experience</p> <p>Six (6) months previous experience with inner city community/programs. Twelve (12) months on the job to become familiar with referral process to community programs, basic health principles (e.g., hygiene, nutrition) clientele and region/facility/department policies and procedures.</p>	<p><u>5.0</u></p>
<p>Independent Judgement</p> <p>Performs work using established methods. Minor operating problems associated with the Needle Exchange program are resolved with limited analysis.</p>	<p><u>2.5</u></p>
<p>Working Relationships</p> <p>Has regular contact with difficult clients requiring tact and discretion which may involve emotionally charged situations. Uses persuasion and motivation with clients when promoting use of various programs/services.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
<p>Assists with needle exchange program to meet quality and service requirements. Inability to obtain the trust of clients may result in street people not using clean needles or condoms which may result in the spread of disease.</p> <p>Errors in maintaining statistics and entering data may cause inaccuracies in reports and records which may affect how future resources are assigned to this program.</p>	<u>2.0</u>
<p>Leadership and/or Supervision</p> <p>Provides orientation to staff.</p>	<u>1.0</u>
<p>Physical Demands</p> <p>Occasional physical effort keyboarding, standing, walking, driving van, lifting supplies and stocking shelves with periods of coordination of fine/coarse movements preparing/assembling kits.</p>	<u>1.5</u>
<p>Sensory Demands</p> <p>Occasional sensory effort preparing kits, tabulating statistics, driving van with periods of concentrated visual and listening attention while observing clients.</p>	<u>1.5</u>
<p>Environment</p> <p>Regular major disagreeable conditions such as chemicals, used needles, exposure to infectious disease and verbal abuse.</p>	<u>4.0</u>