


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Assisted Daily Living Recreation Worker</u></p> <p>Date _____</p> <p>Revised Date <u>2004</u></p> <p>Revised Date <u>New</u></p>	<p>Code</p> <p><u>308</u></p>
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<p>Decision Making</p> <p>Follows written care plans with some latitude for choice of action within limits of accepted practice. Exercises discretion providing care to clients/patient/residents.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Education</p> <p>Grade 10. Home Care/Special Care Aide certificate (753 hours).</p>	<p><u>2.0</u></p>
<p>Experience</p> <p>Six (6) months previous experience in a health care environment. Nine (9) months on the job experience to become familiar with client/patient/resident abilities and disabilities, program procedures, resource materials, volunteer program, job routine, and region/facility/department policies and procedures.</p>	<p><u>5.0</u></p>
<p>Independent Judgement</p> <p>Carries out recreational activities according to client/resident care plans and scheduled calendar events. Adjusts recreational activities according to client/resident needs. Seeks direction when recognizing changes in client/resident condition.</p>	<p><u>3.0</u></p>
<p>Working Relationships</p> <p>Secures cooperation of clients/patients/residents through persuasion and motivation to participate in recreation programs. Contact may include clients/patients/residents with Alzheimers, stroke, dementia.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
Provides patient care and completes documentation to meet quality and service requirements. Misjudgements in delivering/monitoring recreation programs may result in embarrassment in public/family relations. Serious injuries may result from lifting or transferring clients/patients/residents.	<u>2.5</u>
Leadership and/or Supervision Provides occasional guidance and functional advice to volunteer regarding handling of clients/residents.	<u>2.0</u>
Physical Demands Regular cumulative physical effort, lifting, pushing, pulling, portering, driving, and standing with periods of unpredictable weights	<u>2.5</u>
Sensory Demands Occasional sensory effort assisting with treatments with regular effort observing clients/patients/residents when providing care.	<u>1.5</u>
Environment Regular exposure to major conditions such as blood and body fluids, unpredictable weight and verbal/physical abuse.	<u>4.0</u>