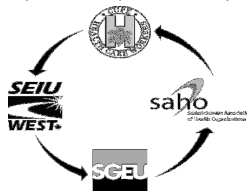


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Community Health Worker - Methadone Program</u></p> <p>Date _____</p> <p>Revised Date <u>2004</u></p> <p>Revised Date <u>Mar 16/12</u></p>	<p>Code</p> <p><u>325</u></p>
--	--	--------------------------------------

<p>Decision Making</p> <p>Follows prescribed practices when encouraging addicts to participate in the Harm Reduction Methadone Program (HRMP). Solutions to client issues 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. Addictions Counselling diploma (1696 hours).</p>	<p><u>4.0</u></p>
<p>Experience</p> <p>Twelve (12) months previous experience with addictions recovery program in a cross cultural setting. Twelve (12) months on the job to become familiar with contacts within the community, acquire the trust of clientele and become familiar 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 absentee clients are resolved with limited analysis.</p>	<p><u>2.5</u></p>
<p>Working Relationships</p> <p>Has regular contact with clients requiring tact and discretion which may involve emotionally charged situations. Uses persuasion and motivation with clients when promoting the HRMP.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
Meets quality and service requirements when working with addicts and encouraging them to participate in the HRMP. Inability to obtain the trust of clients may result in low participation in the HRMP or unwillingness to work with other community programs. 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.	<u>2.0</u>
Leadership and/or Supervision Provides orientation to staff.	<u>1.0</u>
Physical Demands Occasional physical effort keyboarding, standing, walking.	<u>1.0</u>
Sensory Demands Occasional sensory effort , maintaining statistics, assisting with presentations and communicating with health care professionals/community agencies when presenting client issues with periods of attentive listening when working with clients.	<u>1.5</u>
Environment Regular exposure to major conditions such as unpredictable, abusive clients, verbal abuse.	<u>4.0</u>