


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Licensed Practical Nurse Working Supervisor</u></p> <p><b>Date</b> _____</p> <p><b>Revised Date</b> <u>2004; December, 2005; March, 2011</u></p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p><u>340</u></p>
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<p><b>Decision Making</b></p> <p>Within the LPN scope of practice, ensures that care outcomes are achieved as per care plans. Provides continuous assessment/treatment of health needs for the client/patient/resident. Procedures change to accommodate different situations.</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 12. Practical Nursing diploma (1776 hours). Licensed with the Saskatchewan Association of Licensed Practical Nurses.</p>	<p><u>4.5</u></p>
<p><b>Experience</b></p> <p>Twenty-four (24) months previous experience working as a LPN to develop practical application of theoretical knowledge. Twelve (12) months on the job to become familiar with routines/care plans, develop administrative/supervisory skills and become familiar with region/facility/departmental policies and procedures.</p>	<p><u>6.0</u></p>
<p><b>Independent Judgement</b></p> <p>Oversees the work of HCAs/SCAs/LPNs/support staff in accordance with generally accepted practices. Requires the use of judgement in providing continuous assessment and care of clients/patients/residents. Work requires analysis and troubleshooting when dealing with staff scheduling and performance issues.</p>	<p><u>4.0</u></p>
<p><b>Working Relationships</b></p> <p>Provides technical explanation and/or instruction to clients/patients/residents. Uses persuasion/motivation as part of their regular daily tasks (e.g., client/patient/resident mobility). Contacts with clients/patients/residents are often difficult and emotional.</p>	<p><u>4.0</u></p>

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Code: \_\_\_\_\_

<b>Impact of Action</b>	<b>Degree</b>
Provides patient care and completes documentation to meet quality and service requirements. Misjudgements when administering medications (e.g., intramuscular, intravenous, oral) may result in serious injury/discomfort to clients/patients/residents and delays in future treatment. Misjudgement in coordinating services and resources may result in uncoordinated, inefficient delivery of service.	<u>3.5</u>
<b>Leadership and/or Supervision</b> Provides regular direction to HCAs/SCAs/LPNs/support staff, assigns work, checks results and controls costs.	<u>4.0</u>
<b>Physical Demands</b> Regular physical effort standing, reaching, lifting, twisting with opportunity for relief with periods of pushing/pulling heavy weights.	<u>2.5</u>
<b>Sensory Demands</b> Regular visual and listening effort required while working with staff and clients/patients/residents. Administers medication and monitors medical equipment with periods of competing multiple sensory demands.	<u>2.5</u>
<b>Environment</b> Regular exposure to major conditions such as blood and body fluids, unpredictable weights and verbal/physical abuse.	<u>4.0</u>