


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Support Services Worker</u></p> <p>Date _____</p> <p>Revised Date <u>2004</u></p> <p>Revised Date <u>New</u></p>	<p>Code</p> <p style="text-align: center;"><u>346</u></p>
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<p>Decision Making</p> <p>Follows clearly prescribed practices when providing support services. Solutions to issues are selected within a range of pre-existing alternatives when walking/feeding residents .</p>	<p>Degree</p> <p style="text-align: center;"><u>2.0</u></p>
<p>Education</p> <p>Grade 10.</p>	<p style="text-align: center;"><u>1.0</u></p>
<p>Experience</p> <p>No previous experience. Three (3) months on the job to become familiar with region/facility/department policies and procedures.</p>	<p style="text-align: center;"><u>1.0</u></p>
<p>Independent Judgement</p> <p>Performs duties that are well established and defined. Some choice of action when determining resident's ability/willingness to participate in walking program.</p>	<p style="text-align: center;"><u>2.0</u></p>
<p>Working Relationships</p> <p>Regular contacts are with residents while walking or feeding, requiring comforting and nurturing skills. courtesy, tact and cheerfulness.</p>	<p style="text-align: center;"><u>2.5</u></p>

Impact of Action	Degree
Performs support services to meet quality and service requirements. Misjudgements when portering/walking/feeding residents may result in minor injury/discomfort.	<u>1.5</u>
Leadership and/or Supervision Provides occasional orientation to staff.	<u>1.0</u>
Physical Demands Regular effort including standing, walking requiring accurate fine or coarse movements when walking/feeding residents.	<u>2.0</u>
Sensory Demands Occasional sensory effort performing dietary duties with periods of visual attentiveness while walking/feeding residents.	<u>1.5</u>
Environment Occasional exposure to major conditions such as verbal/physical abuse, blood and body fluids.	<u>3.0</u>