


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Community Mental Health Worker</u></p> <p><b>Date</b> _____</p> <p><b>Revised Date</b> <u>2004</u></p> <p><b>Revised Date</b> <u>New</u></p>	<p><b>Code</b></p> <p><u>347</u></p>
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<p><b>Decision Making</b></p> <p>Follows prescribed practices when programming recreation/social activities. Solutions to issues associated with programming are resolved from a number of pre-existing alternatives.</p>	<p><b>Degree</b></p> <p><u>2.0</u></p>
<p><b>Education</b></p> <p>Grade 12. Rehabilitation Worker Certificate (1500 hours).</p>	<p><u>3.5</u></p>
<p><b>Experience</b></p> <p>No previous experience. Nine (9) months on the job to complete program specific training (e.g., Food Safe Handling Course) consolidate knowledge and skills, become familiar with community/programs/clientele and region/facility/department policies and procedures.</p>	<p><u>3.0</u></p>
<p><b>Independent Judgement</b></p> <p>Programs are delivered following established methods. Minor problems associated with clientele are resolved with limited analysis or direction is sought for more complex problems.</p>	<p><u>2.5</u></p>
<p><b>Working Relationships</b></p> <p>Has regular contact with clientele requiring courtesy/tact and comforting/nurturing skills. Contacts with clientele involves specialized or emotionally charged situations.</p>	<p><u>3.5</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Provides social and recreational activities by coordinating resources to meet quality and service requirements. Minor injuries may result from inappropriate supervision of activities. Taking clients to inappropriate activities may cause embarrassment in public, client or family relations.	<u>2.0</u>
<b>Leadership and/or Supervision</b> Provides orientation to co-workers.	<u>1.0</u>
<b>Physical Demands</b> Occasional physical effort sitting, driving, walking, cleaning, moving furniture/equipment.	<u>1.0</u>
<b>Sensory Demands</b> Occasional sensory effort record keeping, with periods of observing/ listening attentively to clients.	<u>1.5</u>
<b>Environment</b> Occasional exposure to major hazards such as interruptions, verbal/physical abuse, noise.	<u>3.0</u>