


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Research Officer</u></p> <p>Date <u>November, 2008</u></p> <p>Revised Date _____</p> <p>Revised Date _____</p>	<p>Code</p> <p><u>401</u></p>
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<p>Decision Making</p> <p>Performs research work in accordance with generally accepted practices. Develops short-term plans when applying design methodologies to research projects.</p>	<p>Degree</p> <p><u>3.5</u></p>
<p>Education</p> <p>Masters degree with advanced Statistics and Research-Methods training.</p>	<p><u>7.0</u></p>
<p>Experience</p> <p>One (1) year previous experience completing a research project in a health-related field. One (1) year on-the-job experience to identify past and concurrent projects/work; to become familiar with medical terms, healthcare trends and issues, and region/facility/department policies and procedures.</p>	<p><u>5.0</u></p>
<p>Independent Judgement</p> <p>Carries out research in accordance with generally accepted practices. Work involves a choice of methods or procedures, analysis and troubleshooting to solve research problems and acquire the best possible data. Exercises judgement in order to meet resource limitations.</p>	<p><u>4.0</u></p>
<p>Working Relationships</p> <p>Regular contact with clients when discussing research problems. Submits research documents and makes recommendations based on results. Uses tact and discretion when discussing survey tools/methods with clients.</p>	<p><u>3.5</u></p>

Impact of Action	Degree
Misjudgements in analyzing research data may lead to incorrect conclusions which may result in an identifiable deterioration in public/employee relations. Inadequate planning for research projects may result in improper/inadequate data and seriously impact the research project.	<u>3.0</u>
Leadership and/or Supervision Provides limited direction to project teams. Provides functional guidance/specialty advice to operational leaders based on research results.	<u>3.0</u>
Physical Demands Regular physical effort keyboarding.	<u>2.0</u>
Sensory Demands Frequent sensory effort reading and using the computer with periods of intense effort when writing complex reports.	<u>3.0</u>
Environment Occasional exposure to minor environment conditions such as interruptions and multiple deadlines.	<u>2.0</u>