


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Parent &amp; Youth Outreach Worker</u></p> <p><b>Date</b> <u>June 22, 2012</u></p> <p><b>Revised Date</b> <u>September 14, 2022</u></p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p>430</p>
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<p><b>Decision Making</b></p> <p>Follows clearly prescribed practices with all client interaction. Solutions to issues are resolved from a number of pre-existing alternatives laid out in the care plan. Some choice of action is required when supporting clients/patients/residents and their families.</p>	<p><b>Degree</b></p> <p>2.5</p>
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<p><b>Education</b></p> <p>Grade 12. Youth Care Worker Certificate (Saskatchewan Polytechnic 900 hours).</p>	<p><b>Degree</b></p> <p>3.0</p>
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<p><b>Experience</b></p> <p>Twelve (12) months previous experience. Three (3) months on the job to consolidate knowledge and skills, become familiar with community/programs/clientele and department policies and procedures.</p>	<p><b>Degree</b></p> <p>5.0</p>
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<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><b>Degree</b></p> <p>2.5</p>
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<p><b>Working Relationships</b></p> <p>Has regular contact with clientele requiring courtesy/tact and comforting/nurturing skills. Secures the participation of clients/families in activities through persuasion and/or motivation.</p>	<p><b>Degree</b></p> <p>3.5</p>
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<b>Impact of Action</b> Inaccuracies in the completion of forms or information submitted to client files may affect services provided. Failure to use sensitivity or being over-assertive with clients may lead to poor relations.	<b>Degree</b>  <u>2.0</u>
<b>Leadership and/or Supervision</b> May show others how to perform tasks.	<b>Degree</b>  <u>1.0</u>
<b>Physical Demands</b> Occasional physical effort while assisting with recreation activities with regular computer operation.	<b>Degree</b>  <u>1.5</u>
<b>Sensory Demands</b> Occasional sensory effort filing, computer operation, writing reports, with periods of observing/ listening attentively to clients.	<b>Degree</b>  <u>1.5</u>
<b>Environment</b> Occasional exposure to major disagreeable conditions such as aggressive/unpredictable clients and unsanitary conditions.	<b>Degree</b>  <u>3.0</u>