


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Youth Care Worker</u></p> <p>Date <u>November 27, 2009 - Interim Rating</u></p> <p>Revised Date <u>February 10, 2015</u></p> <p>Revised Date <u>September 14, 2022</u></p>	<p>Code</p> <hr/> <p style="text-align: center;">451</p>
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<p>Decision Making</p> <p>Follows prescribed practices when implementing program/treatment pathways. Uses discretion in deciding the best approach in providing activities/programs to clients/patients/residents.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">2.5</p>
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<p>Education</p> <p>Grade 12. Youth Care Worker diploma (Saskatchewan Polytechnic 1755 hours)</p>	<p>Degree</p> <hr/> <p style="text-align: center;">4.0</p>
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<p>Experience</p> <p>No previous experience. Eighteen (18) months on the job to obtain cognitive and dialectical behavioural therapy training, gain conflict resolution skills and become familiar with department policies and procedures.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">5.0</p>
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<p>Independent Judgement</p> <p>Works according to client/patient/resident care plan. Uses analysis and judgment when dealing with unstable/unpredictable behaviour of client/patient/resident.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">3.5</p>
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<p>Working Relationships</p> <p>Direct contact with adolescents, families and co-workers. Secures cooperation of others which involves specialized and/or emotionally charged situations.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">4.0</p>
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Youth Care Worker

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Impact of Action Misjudgements in approach to providing treatment pathways/programs may cause discomfort to clients/patients/residents and embarrassment to family relations. Inaccuracies in clients/patients/residents assessment/reporting may effect subsequent programming decisions.	Degree 2.0
Leadership and/or Supervision May show others how to perform tasks or duties by familiarizing new employees with the work area and processes. Provides programming as directed by the care team.	Degree 1.5
Physical Demands Occasional physical effort operating the computer, writing with regular periods of standing/walking, when carrying out programs with clients/patients/residents.	Degree 1.5
Sensory Demands Regular sensory effort interviewing clients/patients/residents and family members and observing/listening attentively to clients/patients/residents.	Degree 2.0
Environment Occasional major disagreeable conditions such as blood/body fluids, unpredictable weights and exposure to infectious disease.	Degree 3.0