


# Job Evaluation Rating Document

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| <p><b>CUPE, SEIU, SGEU, SAHO</b></p>  | <p><b>Job Title</b> <u>Child Care Worker</u></p> <p><b>Date</b> <u>January 31 2013 - Interim Rating</u></p> <p><b>Revised Date</b> <u>January 9, 2014</u></p> <p><b>Revised Date</b> <u>September 14, 2022</u></p> | <p><b>Code</b></p> <p><u>478</u></p> |
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| <p><b>Decision Making</b></p> <p>Follows prescribed practices when implementing program activities. Uses discretion in deciding the best approach in providing activities/programs to clients.</p> | <p><b>Degree</b></p> <p><u>2.5</u></p> |
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| <p><b>Education</b></p> <p>Grade 12. Early Childhood Education certificate (Saskatchewan Polytechnic 909 hours).</p> | <p><b>Degree</b></p> <p><u>3.0</u></p> |
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| <p><b>Experience</b></p> <p>No previous experience. Twelve (12) months on the job to gain knowledge in department policies and procedures.</p> | <p><b>Degree</b></p> <p><u>4.0</u></p> |
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| <p><b>Independent Judgement</b></p> <p>Carries out program plan as determined by program coordinator. Uses judgement in adjusting approach/presentation for program activities according to individual client needs. Seeks direction when recognizing changes in client's behaviour.</p> | <p><b>Degree</b></p> <p><u>3.0</u></p> |
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| <p><b>Working Relationships</b></p> <p>Has regular contact with clients/family requiring appropriate tact to discuss problems.</p> | <p><b>Degree</b></p> <p><u>3.0</u></p> |
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**Job Title**

Child Care Worker

**Code**

478

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| <p><b>Impact of Action</b></p> <p>Misjudgement in approach to providing program activities may cause discomfort to client.</p>  | <p><b>Degree</b></p> <p>2.0</p> |
| <p><b>Leadership and/or Supervision</b></p> <p>May show others how to perform tasks or duties by familiarizing new employees with work area processes.</p>                    | <p><b>Degree</b></p> <p>1.0</p> |
| <p><b>Physical Demands</b></p> <p>Occasional physical effort standing/walking with regular hand/eye coordination carrying out program activities with clients.</p>            | <p><b>Degree</b></p> <p>1.5</p> |
| <p><b>Sensory Demands</b></p> <p>Regular sensory effort observing/listening attentively to children.</p>  | <p><b>Degree</b></p> <p>2.0</p> |
| <p><b>Environment</b></p> <p>Regular exposure to minor disagreeable conditions such as noise, interruptions and infections.<br/>Occasional exposure to blood/body fluids.</p> | <p><b>Degree</b></p> <p>3.0</p> |