


Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO 	Job Title	Head Child Care Worker	Code 541
	Date	January 13, 2026	
	Revised Date		
	Revised Date		

Decision Making Some choice of action when coordinating programming. Uses discretion in deciding how to best provide care or services to children.	Degree 3.0
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Education Grade 12. Early Childhood Education certificate (Saskatchewan Polytechnic 909 hours).	Degree 3.0
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Experience Twelve (12) months previous experience as a child care worker. Twelve (12) months on the job to develop coordination/administrative skills and become familiar with department policies and procedures.	Degree 5.0
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Independent Judgement Carries out the majority of the work requirements within generally accepted practices and/or project/program plans. Uses judgement in adjusting approach/presentation for program activities according to individual children needs. Seeks direction when recognizing changes in children's behaviour.	Degree 3.5
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Working Relationships Has regular contact with children/family requiring appropriate tact to discuss problems.	Degree 3.0
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Impact of Action Misjudgement in approach to providing program activities may cause discomfort to children.	Degree 2.0
Leadership and/or Supervision Provides limited direction to others. Assigns, checks and maintains flow of work.	Degree 3.0
Physical Demands Occasional physical effort standing/walking with regular hand/eye coordination carrying out program activities with children.	Degree 1.5
Sensory Demands Regular sensory effort observing/listening attentively to children/staff.	Degree 2.0
Environment Regular exposure to minor disagreeable conditions such as noise, interruptions and infections. Occasional exposure to blood/body fluids.	Degree 3.0