

Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO 	Job Title Head Child Care Worker Date January 13, 2026 Revised Date _____ Revised Date _____	Code 541 _____
Decision Making <p>Some choice of action when coordinating programming. Uses discretion in deciding how to best provide care or services to children.</p>	Degree 3.0 _____	
Education <p>Grade 12. Early Childhood Education certificate (Saskatchewan Polytechnic 909 hours).</p>	Degree 3.0 _____	
Experience <p>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.</p>	Degree 5.0 _____	
Independent Judgement <p>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.</p>	Degree 3.5 _____	
Working Relationships <p>Has regular contact with children/family requiring appropriate tact to discuss problems.</p>	Degree 3.0 _____	

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