


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Child Life Worker</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date <u>November 15, 2017</u></p>	<p>Code</p> <p><u>017</u></p>
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<p>Decision Making</p> <p>Assesses the psychosocial needs of children and families. Provides preoperative teaching, play therapy, cognitive distraction, and preparation for diagnostic tests providing support before, during and after procedures. Utilizes choice of action when determining age appropriate programming.</p>	<p>Degree</p> <p><u>3.0</u></p>
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<p>Education</p> <p>Grade 12. Early Childhood Education diploma (Saskatchewan Polytechnic 1770 hours) (Rating 4.0)</p> <p>*As per the MOA regarding the Education factor review (January 2019) the JJEMC will continue to utilize 2400 hours as no other factors were impacted by this change. The education rating will remain at (4.5).</p>	<p>Degree</p> <p><u>4.5</u></p>
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<p>Experience</p> <p>No previous experience. Twelve (12) months on the job to work with children and families from different cultures/backgrounds and become familiar with department policies and procedures.</p>	<p>Degree</p> <p><u>4.0</u></p>
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<p>Independent Judgement</p> <p>All work is within established procedures. Direction is sought when encountering new situations. Judgement is required when dealing with individual needs.</p>	<p>Degree</p> <p><u>3.5</u></p>
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<p>Working Relationships</p> <p>Direct contact with children, families and co-workers. Secures cooperation of others which involves specialized and/or emotionally charged situations.</p>	<p>Degree</p> <p><u>4.0</u></p>
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<p>Impact of Action</p> <p>Inaccurate reporting could result in minor delays in continuation of care. Misjudgement in the assessment of the psychosocial needs of children/families may result in serious emotional discomfort leading to or following surgeries.</p>	<p>Degree</p> <p>2.5</p>
<p>Leadership and/or Supervision</p> <p>Provides occasional guidance to the primary function of others, including training.</p>	<p>Degree</p> <p>2.0</p>
<p>Physical Demands</p> <p>Occasional physical effort with periods of standing/walking while lifting and holding children.</p>	<p>Degree</p> <p>1.5</p>
<p>Sensory Demands</p> <p>Regular sensory effort reading, writing and observing/listening attentively to children.</p>	<p>Degree</p> <p>2.0</p>
<p>Environment</p> <p>Regular exposure to minor disagreeable conditions such as noise and foul language.</p>	<p>Degree</p> <p>3.0</p>