

Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title Social Services Worker</p> <hr/> <p>Date October, 2000</p> <hr/> <p>Revised Date 2004</p> <hr/> <p>Revised Date October 2018</p> <hr/>	<p>Code</p> <p>039</p> <hr/>
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<p>Decision Making</p> <p>Provides counseling to clients that meet program objectives. Provides guidance to clients in unusual circumstances and may make exceptions to accepted practice when dealing with crisis. In consultation with clinicians, conducts, analyzes and develops plans, principles and practices for services provided.</p>	<p>Degree</p> <p>4.5</p> <hr/>
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<p>Education</p> <p>Grade 12. Baccalaureate of Social Work degree.</p>	<p>Degree</p> <p>6.0</p> <hr/>
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<p>Experience</p> <p>No previous experience. Twelve (12) months on the job to build necessary multi-disciplinary relationships with related external agencies and to become familiar with department policies and procedure.</p>	<p>Degree</p> <p>4.0</p> <hr/>
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<p>Independent Judgement</p> <p>Assess, treat, counsel and make recommendations/referrals for individuals to promote mental and emotional well-being using various frameworks.</p>	<p>Degree</p> <p>4.5</p> <hr/>
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<p>Working Relationships</p> <p>Requires diplomacy and tact when developing relationships with clients and outside agencies. Counsels clients/patients/residents with mental/emotional health issues.</p>	<p>Degree</p> <p>5.0</p> <hr/>
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<p>Impact of Action</p> <p>Improper safety plans may result in serious harm to clients or others. Misjudgment in counseling method may affect the quality of the counseling session and subsequent relationship with clients/patients/residents.</p>	<p>Degree</p> <p>3.0</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 driving, charting, reading and writing.</p>	<p>Degree</p> <p>1.0</p>
<p>Sensory Demands</p> <p>Regular report writing, reading and charting with periods of recurring counseling of clients/patients/residents and families.</p>	<p>Degree</p> <p>2.5</p>
<p>Environment</p> <p>Occasional major hazards such as abusive clients/patients/residents, personal injury and violence.</p>	<p>Degree</p> <p>3.0</p>