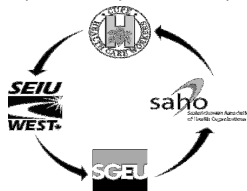


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Porter</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date _____</p>	<p>Code</p> <p><u>120</u></p>
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<p>Decision Making</p> <p>Transports and transfers clients/patients/residents using established guidelines and methods. Portering problems are easily identified and priorities may be shifted during emergent situations.</p>	<p>Degree</p> <p><u>2.0</u></p>
<p>Education</p> <p>Grade 10.</p>	<p><u>1.0</u></p>
<p>Experience</p> <p>No previous experience. Three (3) months on the job to become familiar with region/facility/department policies and procedures and facility layout.</p>	<p><u>1.0</u></p>
<p>Independent Judgement</p> <p>Uses established methods when transporting patients, equipment and supplies. Has some choice of action in prioritizing work.</p>	<p><u>2.0</u></p>
<p>Working Relationships</p> <p>Has regular contact with clients/patients/residents when assisting/transporting them, requiring courtesy and cheerfulness.</p>	<p><u>2.5</u></p>

Impact of Action	Degree
Provides portering services to meet quality and service requirements. Minor injury may occur when transporting clients/patients/residents. Misjudgements in prioritizing the transport of patients, equipment, supplies and specimens may delay related services.	<u>2.0</u>
Leadership and/or Supervision May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.	<u>1.0</u>
Physical Demands Frequent physical effort walking, lifting, transferring, pushing clients/patients/residents and equipment.	<u>3.0</u>
Sensory Demands Occasional sensory effort observing, positioning and listening to clients/patients/residents and equipment.	<u>1.0</u>
Environment Regular major exposure to disagreeable conditions such as blood/body fluids, infectious disease, unpredictable weights and personal injury.	<u>4.0</u>