


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Speech &amp; Language Pathologist Assistant</u></p> <p><b>Date</b> <u>October 2000</u></p> <p><b>Revised Date</b> <u>2004; October 2011</u></p> <p><b>Revised Date</b> <u>June 16, 2022</u></p>	<p><b>Code</b></p> <p>131</p>
--	--	-------------------------------

<p><b>Decision Making</b></p> <p>Uses discretion when modifying therapy according to client condition. Some choice of action when constructing or programming augmentative communication systems for clients.</p>	<p><b>Degree</b></p> <p>3.0</p>
---	---------------------------------

<p><b>Education</b></p> <p>Grade 12. Speech-Language Pathologist Assistant diploma (Medicine Hat College 1408 hours).</p>	<p><b>Degree</b></p> <p>3.5</p>
---	---------------------------------

<p><b>Experience</b></p> <p>No previous experience. Twelve (12) months on the job to become familiar in the application of therapeutic practices, to apply augmentative communication systems familiar with department policies and procedures.</p>	<p><b>Degree</b></p> <p>4.0</p>
---	---------------------------------

<p><b>Independent Judgement</b></p> <p>Adhere to the Saskatchewan Association of Speech Language Pathologist and Audiologists guidelines, standards and code of ethics. Work involves a choice of methods, analysis and troubleshooting when constructing/programming augmentative communication systems.</p>	<p><b>Degree</b></p> <p>3.5</p>
---	---------------------------------

<p><b>Working Relationships</b></p> <p>Uses persuasion and motivation when working with clients. Contacts with special needs clients/patients/residents and families can be difficult and emotionally charged.</p>	<p><b>Degree</b></p> <p>4.0</p>
--	---------------------------------

**Job Title**

Speech &amp; Language Pathologist Assistant

**Code**

131

<b>Impact of Action</b> Misjudgement in therapy application may result in minor injury/discomfort to clients/patients/residents which may cause delay in further therapy.	<b>Degree</b>  2.0
<b>Leadership and/or Supervision</b> Provides occasional guidance to students/staff and may have input into student appraisals.	<b>Degree</b>  2.0
<b>Physical Demands</b> Regular physical effort keyboarding, working in awkward positions, lifting/transferring/positioning clients/patients/residents and constructing augmentative communication systems.	<b>Degree</b>  2.0
<b>Sensory Demands</b> Regular sensory effort with observing and listening to clients/patients/residents/families, taking direction/instruction, transcribing, and computer operation.	<b>Degree</b>  2.0
<b>Environment</b> Regular exposure to major disagreeable conditions such as body fluids, chemicals and infectious disease.	<b>Degree</b>  4.0