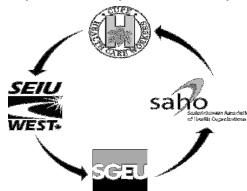


Job Evaluation Rating Documentation

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Research Assistant</u> Date <u>October, 2000</u> Revised Date <u>2004</u> Revised Date _____	Code <u>172</u>
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Decision Making Follows clearly prescribed practices when performing research for various programs and projects. Problems in scoring tests are easily identified and readily corrected.	Degree <u>2.0</u>
Education Grade 12. Four (4) year Bachelors degree in a health-related Science.	Degree <u>6.0</u>
Experience Twelve (12) months previous experience performing research. Twelve (12) months on the job to enhance research skills, develop a knowledge of relevant computer programs, learn supervisor's preferences and become familiar with region/facility/department policies and procedures.	Degree <u>5.0</u>
Independent Judgement Performs literature reviews and scoring assessments according to standard practice or established procedures. Minor operating problems such as recruitment of participants are resolved with limited analysis. Seeks direction from the supervisor when research data is not within parameter of expected results.	Degree <u>3.0</u>
Working Relationships Required to present and discuss ideas with supervisors regarding research projects and test results. Has regular contact with the general public requiring tact and discretion.	Degree <u>2.5</u>

Impact of Action	Degree
Researches/analyzes data and records results to meet quality and service requirements. Inadequate research analysis could result in program changes affecting the region's operations, which may require the work of others to trace or make corrections.	<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. Provides functional guidance to operating personnel regarding research projects.	<u>1.5</u>
Physical Demands Regular physical effort keyboarding and scoring assessments.	<u>2.0</u>
Sensory Demands Regular sensory effort reading and observing/conversing with clients/patients/residents with periods of intense concentration used in analysis of the research and preparation of reports.	<u>2.5</u>
Environment Occasional exposure to minor conditions such as multiple deadlines, interruptions and some travel.	<u>2.0</u>