


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b>      Orthopedic Shoemaker</p> <hr/> <p><b>Date</b>              October, 2000</p> <hr/> <p><b>Revised Date</b>    2004; July, 2011</p> <hr/> <p><b>Revised Date</b>    September 11, 2018</p> <hr/>	<p><b>Code</b></p>  <p>174</p> <hr/>
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<p><b>Decision Making</b></p> <p>Utilizes a choice of action when designing, building and modifying shoes to meet client needs. May be required to adapt existing practices and methods or choose from a variety of alternatives to fabricate footwear.</p>	<p><b>Degree</b></p>  <p>3.5</p> <hr/>
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<p><b>Education</b></p> <p>Grade 12. Baccalaureate of Science degree in Kinesiology (3800 hours) and Pedorthics diploma (Western University 1572 hours), for a total of 5372 hours. Certification with The College of Pedorthics of Canada.</p>	<p><b>Degree</b></p>  <p>8.0</p> <hr/>
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<p><b>Experience</b></p> <p>Twelve (12) months previous experience in Pedorthics or Chiropody. Twelve (12) months on the job to become familiar with physician preferences and become familiar with department policies/procedures.</p>	<p><b>Degree</b></p>  <p>5.0</p> <hr/>
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<p><b>Independent Judgement</b></p> <p>Designs and builds corrective and supportive footwear in accordance with generally accepted practices. Work involves choice of methods and judgement when selecting materials.</p>	<p><b>Degree</b></p>  <p>4.0</p> <hr/>
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<p><b>Working Relationships</b></p> <p>Provides instruction to clients and families on how to use and care for footwear and supportive devices. Contacts may be difficult, specialized and/or emotionally charged.</p>	<p><b>Degree</b></p>  <p>4.0</p> <hr/>
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<p><b>Impact of Action</b></p> <p>Misjudgement in designing/building footwear and supportive devices may delay succeeding or related services through rearranging schedules to accommodate refitting. Misjudgement in adaptation or building of footwear/supportive devices may cause serious discomfort (e.g., sores) to clients/patients/residents.</p>	<p><b>Degree</b></p> <p>2.5</p>
<p><b>Leadership and/or Supervision</b></p> <p>Provides occasional functional guidance to staff regarding footwear and supportive devices.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Physical Demands</b></p> <p>Regular physical effort fabricating shoes utilizing a variety of hand/power tools with frequent periods of fine movements when cutting patterns and operating industrial sewing machines.</p>	<p><b>Degree</b></p> <p>2.5</p>
<p><b>Sensory Demands</b></p> <p>Regular sensory effort documenting and listening to clients/patients/residents and physicians. Frequent effort designing and building footwear and accessories.</p>	<p><b>Degree</b></p> <p>2.5</p>
<p><b>Environment</b></p> <p>Regular exposure to major disagreeable conditions such as heat, glues, chemicals, dust, sharps and extreme noise.</p>	<p><b>Degree</b></p> <p>4.0</p>