


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b>      <u>Rehabilitation Worker</u></p> <p><b>Date</b>              <u>October, 2000</u></p> <p><b>Revised Date</b>    <u>2004</u></p> <p><b>Revised Date</b>    <u>November 15, 2017</u></p>	<p><b>Code</b></p> <p><u>203</u></p>
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<p><b>Decision Making</b></p> <p>Utilizes some choice of action and/or discretion when modifying plan to meet clients/patients/residents needs. Uses discretion when assisting clients/patients/residents with rehabilitation strategies.</p>	<p><b>Degree</b></p> <p><u>3.0</u></p>
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<p><b>Education</b></p> <p>Grade 12. Disability Support Worker certificate (Saskatchewan Polytechnic 900 hours) (Rating 3.0)</p> <p>*As per the MOA regarding the Education factor review (January 2019) the JJEMC will continue to utilize 3000 hours as no other factors were impacted by this change. The education rating will remain at (5.5).</p>	<p><b>Degree</b></p> <p><u>5.5</u></p>
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<p><b>Experience</b></p> <p>Twelve (12) months previous experience working with clients/patients/residents with varying levels of ability. Twelve (12) months on the job to apply care plans for clients/patients/residents, organization programs and services and become familiar with department policies and procedures.</p>	<p><b>Degree</b></p> <p><u>5.0</u></p>
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<p><b>Independent Judgement</b></p> <p>Works according to client/patient/resident care plan. Uses analysis and judgement when dealing with unstable/unpredictable client/patient/resident behaviour.</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
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<p><b>Working Relationships</b></p> <p>Ensures cooperation of clients/patients/residents through persuasion and motivation. Contacts include difficult or emotionally charged situations.</p>	<p><b>Degree</b></p> <p><u>4.0</u></p>
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<b>Impact of Action</b> Misjudgement in the assessment of the effectiveness of therapy programs may result in serious injury/discomfort to clients/patients/residents which may cause delay in further therapy and/or embarrassment with family members.	<b>Degree</b>  2.5
<b>Leadership and/or Supervision</b> May show others how to perform tasks or duties by familiarizing new employees with the work area and processes. Provides functional guidance to other staff, clients and families on the usage/fitting of adaptive devices.	<b>Degree</b>  1.5
<b>Physical Demands</b> Regular physical effort carrying out rehabilitative activities, exercises and lifting associated with transferring clients/patients/residents.	<b>Degree</b>  2.0
<b>Sensory Demands</b> Regular sensory effort observing, instructing and listening to clients/patients/residents.	<b>Degree</b>  2.0
<b>Environment</b> Occasional major disagreeable conditions such as blood/body fluids, rudeness, unpredictable weights and exposure to infectious disease.	<b>Degree</b>  3.0