


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Client Vocational Program Assistant</u></p> <p>Date <u>October 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date <u>September 12, 2018</u></p>	<p>Code</p> <hr/> <p style="text-align: center;">210</p>
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<p>Decision Making</p> <p>Follows clearly prescribe practices when assisting with the planning and implementation of vocational projects/programs for special needs clients/residents. Some choice of action when assigning each individual with a task to perform as best suited to their ability.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">2.5</p>
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<p>Education</p> <p>Grade 12.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">2.0</p>
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<p>Experience</p> <p>Twelve (12) months previous experience working with a variety of tools and equipment. Twelve (12) months on the job to obtain required certifications (e.g., Pesticide Application) and obtain experience working with special needs clients, project/programs and related equipment. Also to become familiar with department policies and procedures.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">5.0</p>
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<p>Independent Judgement</p> <p>Performs work in accordance with rehabilitative programs, Occupational Health and Safety regulations and facility policies. Resolves minor operating problems associated with client behavior and ability. Direction is sought in extenuating circumstances.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">3.0</p>
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<p>Working Relationships</p> <p>Uses tact and discretion to motivate and persuade special needs clients to participate in assigned rehabilitation projects.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">4.0</p>
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Job Title

Client Vocational Program Assistant

Code

210

Impact of Action Misjudgement in training or assignment of tasks to clients may cause minor delays in service delivery or serious injury to clients or others.	Degree <u>2.5</u>
Leadership and/or Supervision Provides limited direction to program participants by assigning, checking and maintaining the flow of work while performing more involved phases of same work.	Degree <u>3.0</u>
Physical Demands Regular physical effort planting, shoveling, lifting, chemical application, loading/unloading.	Degree <u>2.0</u>
Sensory Demands Regular sensory effort performing safety checks, operating equipment, with periods of competing multiple sensory demands when observing participants.	Degree <u>2.5</u>
Environment Regular major disagreeable conditions such as chemicals, sharps, aggressive client behaviour, travel, unpredictable weights.	Degree <u>4.0</u>