

Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Community Health Worker - Street Program</u></p> <p>Date <u>October 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date <u>October 2018</u></p>	<p>Code</p> <p><u>211</u></p>
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<p>Decision Making</p> <p>Follows prescribed practices when preparing kits and assisting with the Needle Exchange program. solutions to issues associated with educational programs or health agency referrals are resolved from a number of pre-existing alternatives</p>	<p>Degree</p> <p><u>2.0</u></p>
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<p>Education</p> <p>Grade 12.</p>	<p>Degree</p> <p><u>2.0</u></p>
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<p>Experience</p> <p>Six (6) months previous experience with inner city community/programs. Twelve (12) months on the job to become familiar with referral process to community programs, basic health principles (e.g., hygiene) clients and department policies and procedures.</p>	<p>Degree</p> <p><u>5.0</u></p>
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<p>Independent Judgement</p> <p>Performs work using established methods. Minor operating problems associated with the Needle Exchange program are resolved with limited analysis.</p>	<p>Degree</p> <p><u>2.5</u></p>
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<p>Working Relationships</p> <p>Has regular contact with difficult clients requiring tact and discretion which may involve emotionally charged situations. Uses persuasion and motivation with clients when promoting use of various programs/services.</p>	<p>Degree</p> <p><u>4.0</u></p>
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<p>Impact of Action</p> <p>Errors in maintaining statistics and entering data may cause inaccuracies in reports and records which may affect how future resources are assigned to this program.</p>	<p>Degree</p> <p>2.0</p>
<p>Leadership and/or Supervision</p> <p>May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.</p>	<p>Degree</p> <p>1.0</p>
<p>Physical Demands</p> <p>Occasional physical effort driving, lifting supplies and stocking shelves with periods of coordination of fine/coarse movements preparing/assembling kits.</p>	<p>Degree</p> <p>1.5</p>
<p>Sensory Demands</p> <p>Occasional sensory effort preparing kits, tabulating statistics and driving with periods of concentrated visual and listening attention while observing clients.</p>	<p>Degree</p> <p>1.5</p>
<p>Environment</p> <p>Regular major disagreeable conditions such as chemicals, used needles, exposure to infectious disease and verbal abuse.</p>	<p>Degree</p> <p>4.0</p>