

# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Recreation Worker</u></p> <p><b>Date</b> _____</p> <p><b>Revised Date</b> <u>2004; December 15, 2020</u></p> <p><b>Revised Date</b> <u>April 20, 2023</u></p>	<p><b>Code</b></p> <p><u>307</u></p>
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<p><b>Decision Making</b></p> <p>Delivers recreation program in accordance with the prescribed care plans for clients/patients/residents. Exercises some choice of action within accepted practices when modifying programs to suit individual client/patient/resident needs.</p>	<p><b>Degree</b></p> <p><u>2.5</u></p>
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<p><b>Education</b></p> <p>Grade 12.</p>	<p><b>Degree</b></p> <p><u>2.0</u></p>
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<p><b>Experience</b></p> <p>Twelve (12) months previous experience in a health care environment. Six (6) months on the job experience to become familiar with client/patient/resident abilities and disabilities, program procedures, resource materials, volunteer program, job routine and 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>Carries out recreational activities according to client/patient/resident care plans and scheduled calendar events. Minor operating problems associated with special client/patient/resident needs are handled by adjusting recreational activities. Seeks direction when recognizing changes in client/patient/resident condition.</p>	<p><b>Degree</b></p> <p><u>3.0</u></p>
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<p><b>Working Relationships</b></p> <p>Requires tact and discretion to provide technical explanation to clients/patients/residents and volunteers regarding recreational programs. Secures cooperation of clients/patients/residents when seeking participation in recreational programs.</p>	<p><b>Degree</b></p> <p><u>4.0</u></p>
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<p><b>Impact of Action</b></p> <p>Misjudgments in delivering/monitoring recreation programs may result in minor injury/discomfort to clients/patients/residents and embarrassment in public/family relations.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Leadership and/or Supervision</b></p> <p>Provides occasional guidance and functional advice to students and volunteers regarding interactions with clients/patients/residents.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Physical Demands</b></p> <p>Regular cumulative physical effort, lifting, pushing, pulling, portering, driving and standing.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Sensory Demands</b></p> <p>Occasional sensory effort preparing/leading recreation programs, driving with periods of sensory effort and observing clients/patients/residents.</p>	<p><b>Degree</b></p> <p>1.5</p>
<p><b>Environment</b></p> <p>Regular exposure to major conditions or hazards such as unpredictable weights, blood/body fluids and exposure to infectious disease.</p>	<p><b>Degree</b></p> <p>4.0</p>