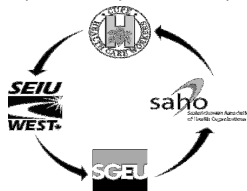


## Job Evaluation Rating Documentation

<b>CUPE, SEIU, SGEU, SAHO</b> 	<b>Job Title</b> <u>Assisted Daily Living Recreation Worker</u> <b>Date</b> <u>2004</u> <b>Revised Date</b> <u>February, 2012</u> <b>Revised Date</b> _____	<b>Code</b> <u>308</u>
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<b>Decision Making</b> Follows program activity guidelines with some latitude for choice of action within limits of accepted practice. Exercises discretion providing recreation/exercise programs and care to clients/residents.	<b>Degree</b> <u>3.0</u>
<b>Education</b> Grade 12. Continuing Care Assistant certificate (760 hours).	<u>3.0</u>
<b>Experience</b> Six (6) months previous experience in a health care environment. Nine (9) months on the job experience to become familiar with client/patient/resident abilities and disabilities, program procedures, resource materials, volunteer program, job routine, and region/facility/department policies and procedures.	<u>5.0</u>
<b>Independent Judgement</b> Carries out recreational activities according to client/patient/resident care plans and scheduled calendar events. Adjusts recreational activities according to client/patient/resident needs. Seeks direction when recognizing changes in client/resident condition.	<u>3.0</u>
<b>Working Relationships</b> Secures cooperation of clients/patients/residents through persuasion and motivation to participate in recreation programs. Contacts may include clients/patients/residents with Alzheimer's, stroke, dementia.	<u>4.0</u>

<b>Impact of Action</b>	<b>Degree</b>
Provides care and completes documentation to meet quality and service requirements. Misjudgements in delivering/monitoring recreation programs may result in embarrassment in public/family relations. Serious injuries may result from lifting or transferring clients/patients/residents.	<u>2.5</u>
<b>Leadership and/or Supervision</b> Provides occasional guidance and functional advice to new staff and volunteers regarding handling of clients/patients/residents.	<u>2.0</u>
<b>Physical Demands</b> Regular cumulative physical effort, lifting, pushing, pulling, portering, driving, and standing with periods of heavy lifting.	<u>2.5</u>
<b>Sensory Demands</b> Occasional sensory effort preparing/leading recreation programs with regular effort observing clients/patients/residents.	<u>1.5</u>
<b>Environment</b> Regular exposure to major conditions such as blood, body fluids and chemical substances.	<u>4.0</u>