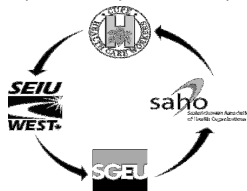


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Orderly</u></p> <p>Date _____</p> <p>Revised Date <u>2004, March 07, 2012</u></p> <p>Revised Date _____</p>	<p>Code</p> <p><u>322</u></p>
--	---	--------------------------------------

<p>Decision Making</p> <p>Within limits of accepted practice, makes some choices regarding patient treatment in accordance with care plan. Discretion is required in solving problems such as how best to provide wound care or bowel and bladder care.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Education</p> <p>Grade 12. Continuing Care Assistant certificate (760 hours).</p>	<p><u>3.0</u></p>
<p>Experience</p> <p>No previous experience. Eighteen (18) months on the job to become familiar with various procedures and ward routines, care plans, time management and region/facility/department policies and procedures.</p>	<p><u>5.0</u></p>
<p>Independent Judgement</p> <p>Work is defined by established procedures. Requires the use of judgement on a regular basis providing continuous assessment and care of clients/patients/residents.</p>	<p><u>3.5</u></p>
<p>Working Relationships</p> <p>Provides technical explanation and/or instruction to clients/patients/residents. Uses persuasion/motivation as part of their regular daily tasks (e.g., client/patient/resident mobility). Clients/patients/residents are often difficult and emotional.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
Provides patient care and completes documentation to meet quality and service requirements. May cause identifiable deterioration in relations with clients/patients/residents as inconsistent care may result in insecurity and lack of trust. Serious injuries may result from lifting or transferring clients/patients/residents.	<u>3.0</u>
Leadership and/or Supervision May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.	<u>1.0</u>
Physical Demands Frequent physical effort standing, reaching, lifting, twisting and repetitive motion causing fatigue.	<u>3.0</u>
Sensory Demands Regular visual and listening effort required while working with clients/patients/residents, monitoring medical equipment and dealing with frequent multiple sensory demands.	<u>2.5</u>
Environment Frequent exposure to major conditions such as blood and body fluids, unpredictable weights and verbal/physical abuse.	<u>5.0</u>