


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Community Health Worker - Methadone Program</u></p> <p>Date <u>2004</u></p> <p>Revised Date <u>March 16, 2012</u></p> <p>Revised Date <u>October 16, 2018</u></p>	<p>Code</p> <p>325</p>
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<p>Decision Making</p> <p>Follows prescribed practices when encouraging addicts to participate in the Harm Reduction Methadone Program (HRMP). Solutions to client issues are resolved from a number of preexisting alternatives.</p>	<p>Degree</p> <p>2.0</p>
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<p>Education</p> <p>Grade 12. Addictions Counseling diploma (Sask Polytech 2030 hours).</p>	<p>Degree</p> <p>4.0</p>
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<p>Experience</p> <p>No previous experience. Eighteen (18) months on the job to become familiar with contacts within the community, acquire the trust of clients and become familiar with department policies and procedures.</p>	<p>Degree</p> <p>5.0</p>
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<p>Independent Judgement</p> <p>Performs work using established methods. Minor operating problems associated with clients issues are resolved with limited analysis.</p>	<p>Degree</p> <p>2.5</p>
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<p>Working Relationships</p> <p>Has regular contact with clients requiring tact and discretion which may involve emotionally charged situations. Uses persuasion and motivation with clients when promoting the HRMP.</p>	<p>Degree</p> <p>4.0</p>
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Impact of Action Inability to obtain the trust of clients may result in low participation in the HRMP or unwillingness to work with other community programs. 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.	Degree 2.0
Leadership and/or Supervision May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.	Degree 1.0
Physical Demands Occasional physical effort standing and walking.	Degree 1.0
Sensory Demands Occasional sensory effort maintaining statistics, assisting with presentations and communicating with health care professionals/community agencies with periods of attentive listening when working with clients.	Degree 1.5
Environment Regular exposure to major conditions such as abusive clients and verbal abuse.	Degree 4.0