


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Dental Aide</u></p> <p><b>Date</b> _____</p> <p><b>Revised Date</b> <u>2004, March 21, 2012</u></p> <p><b>Revised Date</b> <u>December 16, 2020</u></p>	<p><b>Code</b></p> <p style="text-align: center;">331</p>
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<p><b>Decision Making</b></p> <p>Follows prescribed practices in providing and promoting quality oral health care services. May make initial assessment regarding dental condition and suggesting care using a limited number of pre-existing alternatives.</p>	<p><b>Degree</b></p> <p style="text-align: center;">2.0</p>
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<p><b>Education</b></p> <p>Grade 12.</p>	<p><b>Degree</b></p> <p style="text-align: center;">2.0</p>
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<p><b>Experience</b></p> <p>No previous experience. Nine (9) months on the job experience to become familiar with dental practices/procedures, establish a working relationship with other health staff, school and community members and become familiar with department policies and procedures.</p>	<p><b>Degree</b></p> <p style="text-align: center;">3.0</p>
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<p><b>Independent Judgement</b></p> <p>Performs work as per established methods. Has some choice of action when preparing patient and providing classroom presentations.</p>	<p><b>Degree</b></p> <p style="text-align: center;">2.0</p>
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<p><b>Working Relationships</b></p> <p>Discusses dental health issues with clients and makes treatment recommendations. Regular contact with clients/patients, parents and community when providing dental health education.</p>	<p><b>Degree</b></p> <p style="text-align: center;">3.0</p>
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**Job Title**

Dental Aide

**Code**

331

<p><b>Impact of Action</b></p> <p>Intraoral procedures may result in minor discomfort. Ensures accurate charting to provide appropriate dental care.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Leadership and/or Supervision</b></p> <p>May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.</p>	<p><b>Degree</b></p> <p>1.0</p>
<p><b>Physical Demands</b></p> <p>Regular cumulative physical effort standing/working in awkward positions, traveling, moving/lifting equipment.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Sensory Demands</b></p> <p>Occasional sensory effort providing instruction, with periods of observing/listening attentively to clients/patient during procedures.</p>	<p><b>Degree</b></p> <p>1.5</p>
<p><b>Environment</b></p> <p>Regular exposure to major disagreeable hazards such as sharps, blood and body fluids, infectious diseases and unpredictable clients/patients.</p>	<p><b>Degree</b></p> <p>4.0</p>