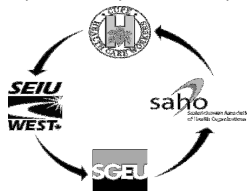


Job Evaluation Rating Documentation

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|--|--|---------------------------|
| CUPE, SEIU, SGEU, SAHO  | Job Title <u>Dental Aide</u> Date _____ Revised Date <u>2004, March 21, 2012</u> Revised Date _____ | Code <u>331</u> |
|--|--|---------------------------|

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| Decision Making 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. | Degree <u>2.0</u> |
| Education Grade 12. | <u>2.0</u> |
| Experience 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 region/facility/department policies and procedures. | <u>3.0</u> |
| Independent Judgement Performs work as per established methods. Has some choice of action when preparing patient and providing classroom presentations. | <u>2.0</u> |
| Working Relationships Discusses dental health issues with clients and makes treatment recommendations. Regular contact with clients/patients, parents and community when providing dental health education. | <u>3.0</u> |

| Impact of Action | Degree |
|--|---------------|
| Assists with dental procedures and teaches oral hygiene to meet quality and service requirements. Intraoral procedures may result in minor discomfort. Ensures accurate charting to provide appropriate dental care. | <u>2.0</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 Regular cumulative physical effort standing/working in awkward positions, travelling, moving/lifting equipment. | <u>2.0</u> |
| Sensory Demands Occasional sensory effort providing instruction, with periods of observing/listening attentively to clients/patient during procedures. | <u>1.5</u> |
| Environment Regular exposure to major disagreeable hazards such as sharps, blood and body fluids, infectious diseases and unpredictable clients/patients. | <u>4.0</u> |