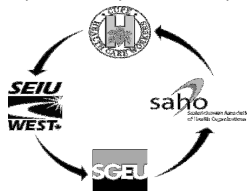


## Job Evaluation Rating Documentation

<b>CUPE, SEIU, SGEU, SAHO</b> 	<b>Job Title</b> <u>Detoxification Attendant</u> <b>Date</b> <u>2004; March 22, 2012</u> <b>Revised Date</b> _____ <b>Revised Date</b> _____	<b>Code</b> <u>334</u>
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<b>Decision Making</b> Follows written protocols and withdrawal plans with some latitude for choice of action within limits of accepted practice. Exercises discretion providing care to detoxification clients/patient/residents.	<b>Degree</b> <u>3.0</u>
<b>Education</b> Grade 12. Addictions Counselling diploma (1696 hours).	<u>4.0</u>
<b>Experience</b> Twelve (12) months experience with an addictions recovery program in a cross cultural setting. Twelve (12) months on the job experience to develop working relations with various agencies, become familiar with cross-cultural issues and become familiar with region/facility/deparment policies and procedures.	<u>5.0</u>
<b>Independent Judgement</b> Cares for detoxification clients following protocols and withdrawal plans. The exercise of judgement when dealing with clients during withdrawal is a normal requirement of the job.	<u>3.5</u>
<b>Working Relationships</b> Requires tact and discretion to provide instruction/explanation to families and clients during screening and treatment. Secures the cooperation of clients, families and others through persuasion regarding detoxificaion treatment issues.	<u>4.0</u>

<b>Impact of Action</b>	<b>Degree</b>
<p>Provides client care and completes documentation to meet quality and service requirements. May cause identifiable deterioration in relations with clients and families as a result of inappropriate withdrawal management.</p> <p>Serious injuries may result from incorrectly screening and documenting the history of clients.</p>	<u>3.0</u>
<b>Leadership and/or Supervision</b> <p>May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.</p>	<u>1.0</u>
<b>Physical Demands</b> <p>Occasional physical effort keyboarding, standing, walking, lifting, carrying supplies with periods of lifting unpredictable weights when assisting clients.</p>	<u>1.5</u>
<b>Sensory Demands</b> <p>Regular visual and listening concentration when observing clients and families, attending group meetings with periods of competing multiple sensory demands when dealing with clients in various stages of recovery.</p>	<u>2.5</u>
<b>Environment</b> <p>Regular exposure to major conditions such as aggressive/unpredictable clients, blood and body fluids, infectious diseases and verbal/physical abuse.</p>	<u>4.0</u>