

Job Evaluation Rating Documentation

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Aboriginal Health Coordinator</u> Date <u>2004</u> Revised Date <u>June 12, 2012</u> Revised Date _____	Code <u>338</u>
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Decision Making Provides liaison between the community and health care services/programs by performing interpretation, teaching and counselling services acting as a client advocate to achieve assigned objectives.	Degree <u>3.5</u>
Education Grade 12. Aboriginal Social Work Certificate (1900 hours).	<u>4.0</u>
Experience Requires one (1) year previous experience working in the health care and/or social/community services field. Requires one (1) year on the job experience in order to acquire the trust of clientele, become familiar with government services policies and procedures (e.g., Health Canada, Saskatchewan Social Services), gain knowledge of health issues affecting aboriginal people, become familiar with contacts in the community, and become familiar with region/facility/department policies and procedures.	<u>5.0</u>
Independent Judgement Provides suicide and grief counselling services within generally accepted practices. Work involves a choice of methods, analysis and troubleshooting when determining client needs and making referrals to community support systems.	<u>4.0</u>
Working Relationships When acting as an advocate for clients, human relations skills are utilized and may involve difficult or emotionally charged situations. Contacts to gain support of the Elders and community groups are of considerable importance in providing service.	<u>5.0</u>

Impact of Action	Degree
Delivers counselling and advocacy services to satisfy health region quality and service requirements. Impacts result in identifiable losses if presentations on cultural issues cause deterioration in community relations, and if crisis intervention methods are inappropriate for the circumstances.	<u>3.0</u>
Leadership and/or Supervision Provides occasional guidance to the primary function of co-workers regarding cultural issues/healing methods and to students during their practicum. Provides functional guidance to community/First Nations groups on the interpretation of health care policies and practices.	<u>2.5</u>
Physical Demands Occasional physical effort sitting, walking, setting up equipment, driving and assisting clients.	<u>1.0</u>
Sensory Demands Regular sensory effort listening to clients, translating, reading, writing, driving, and observing/counselling clients.	<u>2.0</u>
Environment Occasional major exposure to disagreeable conditions such as unsanitary conditions, exposure to infectious disease, unpredictable/abusive clients, and isolation when making home visits.	<u>3.0</u>