


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>First Nation and Metis Health Coordinator</u></p> <p>Date <u>2004</u></p> <p>Revised Date <u>June 12, 2012</u></p> <p>Revised Date <u>December 16, 2020</u></p>	<p>Code</p> <hr/> <p>338</p>
--	---	-------------------------------------

<p>Decision Making</p> <p>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.</p>	<p>Degree</p> <hr/> <p>3.5</p>
--	---------------------------------------

<p>Education</p> <p>Grade 12. Indigenous Social Work Certificate (First Nation University of Canada 1900 hours).</p>	<p>Degree</p> <hr/> <p>4.0</p>
---	---------------------------------------

<p>Experience</p> <p>Twelve (12) months previous experience working in the health care and/or social/community services field. Twelve (12) months 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 First Nation and Metis people, and department policies and procedures.</p>	<p>Degree</p> <hr/> <p>5.0</p>
---	---------------------------------------

<p>Independent Judgement</p> <p>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.</p>	<p>Degree</p> <hr/> <p>4.0</p>
--	---------------------------------------

<p>Working Relationships</p> <p>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.</p>	<p>Degree</p> <hr/> <p>5.0</p>
--	---------------------------------------

Job Title

First Nation and Metis Health Coordinator

Code

338

Impact of Action 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.	Degree 3.0
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 Nation and Metis groups on the interpretation of health care policies and practices.	Degree 2.5
Physical Demands Occasional physical effort sitting, walking, setting up equipment, driving and assisting clients.	Degree 1.0
Sensory Demands Regular sensory effort listening to clients, translating, reading, writing, driving, and observing/counselling clients.	Degree 2.0
Environment Occasional major exposure to disagreeable conditions such as exposure to infectious disease, unpredictable/abusive clients, and isolation when making home visits.	Degree 3.0