


Job Evaluation Rating Documentation

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Licensed Practical Nurse Working Supervisor</u> Date _____ Revised Date <u>2004; December, 2005; March, 2011</u> Revised Date _____	Code <u>340</u>
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Decision Making Within the LPN scope of practice, ensures that care outcomes are achieved as per care plans. Provides continuous assessment/treatment of health needs for the client/patient/resident. Procedures change to accommodate different situations.	Degree <u>3.5</u>
Education Grade 12. Practical Nursing diploma (1776 hours). Licensed with the Saskatchewan Association of Licensed Practical Nurses.	Degree <u>4.5</u>
Experience Twenty-four (24) months previous experience working as a LPN to develop practical application of theoretical knowledge. Twelve (12) months on the job to become familiar with routines/care plans, develop administrative/supervisory skills and become familiar with region/facility/departmental policies and procedures.	Degree <u>6.0</u>
Independent Judgement Oversees the work of HCAs/SCAs/LPNs/support staff in accordance with generally accepted practices. Requires the use of judgement in providing continuous assessment and care of clients/patients/residents. Work requires analysis and troubleshooting when dealing with staff scheduling and performance issues.	Degree <u>4.0</u>
Working Relationships Provides technical explanation and/or instruction to clients/patients/residents. Uses persuasion/motivation as part of their regular daily tasks (e.g., client/patient/resident mobility). Contacts with clients/patients/residents are often difficult and emotional.	Degree <u>4.0</u>

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Impact of Action	Degree
Provides patient care and completes documentation to meet quality and service requirements. Misjudgements when administering medications (e.g., intramuscular, intravenous, oral) may result in serious injury/discomfort to clients/patients/residents and delays in future treatment. Misjudgement in coordinating services and resources may result in uncoordinated, inefficient delivery of service.	<u>3.5</u>
Leadership and/or Supervision Provides regular direction to HCAs/SCAs/LPNs/support staff, assigns work, checks results and controls costs.	<u>4.0</u>
Physical Demands Regular physical effort standing, reaching, lifting, twisting with opportunity for relief with periods of pushing/pulling heavy weights.	<u>2.5</u>
Sensory Demands Regular visual and listening effort required while working with staff and clients/patients/residents. Administers medication and monitors medical equipment with periods of competing multiple sensory demands.	<u>2.5</u>
Environment Regular exposure to major conditions such as blood and body fluids, unpredictable weights and verbal/physical abuse.	<u>4.0</u>