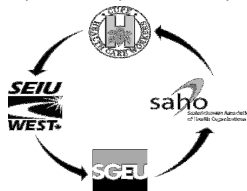


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Support Services Worker</u></p> <p>Date <u>2004</u></p> <p>Revised Date <u>May 23, 2012</u></p> <p>Revised Date _____</p>	<p>Code</p> <p><u>346</u></p>
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<p>Decision Making</p> <p>Follows clearly prescribed practices when providing support services. Solutions to issues are selected within a range of pre-existing alternatives when exercising/walking/feeding residents.</p>	<p>Degree</p> <p><u>2.0</u></p>
<p>Education</p> <p>Grade 10.</p>	<p><u>1.0</u></p>
<p>Experience</p> <p>No previous experience. Three (3) months on the job to become familiar with region/facility/department policies and procedures.</p>	<p><u>1.0</u></p>
<p>Independent Judgement</p> <p>Performs duties that are well established and defined. Some choice of action when determining resident's ability/willingness to participate in walking/exercising program.</p>	<p><u>2.0</u></p>
<p>Working Relationships</p> <p>Regular contacts are with residents while walking or feeding, requiring comforting and nurturing skill, courtesy, tact and cheerfulness with residents while walking, exercising and feeding.</p>	<p><u>2.5</u></p>

Impact of Action	Degree
Performs support services to meet quality and service requirements. Misjudgements when portering/walking/feeding residents may result in minor injury/discomfort.	<u>1.5</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 effort including standing, walking, pushing and pulling requiring accurate fine or course movements when exercising/feeding/transferring residents.	<u>2.0</u>
Sensory Demands Occasional sensory effort performing dietary duties with periods of visual attentiveness while walking/feeding residents.	<u>1.5</u>
Environment Regular exposure to major conditions and hazards such as blood/body fluids, exposure to infectious diseases, verbal and/or physical abuse and excessive/unpredictable weights.	<u>4.0</u>