

# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Community Mental Health Worker</u></p> <p><b>Date</b> <u>2004</u></p> <p><b>Revised Date</b> <u>May 30, 2012</u></p> <p><b>Revised Date</b> <u>September 12, 2018</u></p>	<p><b>Code</b></p> <p><u>347</u></p>
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<p><b>Decision Making</b></p> <p>Follows prescribed practices when programming recreational/social activities. Solutions to issues associated with programming are resolved from a number of pre-existing alternatives.</p>	<p><b>Degree</b></p> <p><u>2.0</u></p>
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<p><b>Education</b></p> <p>Grade 12. Disability Support Worker certificate (Saskatchewan Polytechnic - 900 hours).</p>	<p><b>Degree</b></p> <p><u>3.0</u></p>
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<p><b>Experience</b></p> <p>No previous experience. Nine (9) months on the job to complete program specific training (e.g., Food Safe Handling Course) consolidate knowledge and skills, become familiar with community /programs/clients and department policies and procedures.</p>	<p><b>Degree</b></p> <p><u>3.0</u></p>
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<p><b>Independent Judgement</b></p> <p>Programs are delivered following established methods. Minor problems associated with clients are resolved with limited analysis or direction is sought for more complex problems.</p>	<p><b>Degree</b></p> <p><u>2.5</u></p>
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<p><b>Working Relationships</b></p> <p>Has regular contact with clients requiring courtesy/tact and comforting/nurturing skills. Contacts with clients involves specialized or emotionally charged situations.</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
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<p><b>Impact of Action</b></p> <p>Minor injuries may result from inappropriate monitoring of activities. Taking clients to inappropriate activities may cause embarrassment in public, client or family relations.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Leadership and/or Supervision</b></p> <p>May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.</p>	<p><b>Degree</b></p> <p>1.0</p>
<p><b>Physical Demands</b></p> <p>Occasional physical effort sitting, driving, walking, cleaning, moving furniture/equipment.</p>	<p><b>Degree</b></p> <p>1.0</p>
<p><b>Sensory Demands</b></p> <p>Occasional sensory effort record keeping, with periods of observing/listening attentively to clients.</p>	<p><b>Degree</b></p> <p>1.5</p>
<p><b>Environment</b></p> <p>Occasional exposure to major hazards such as interruptions, verbal/physical abuse, noise.</p>	<p><b>Degree</b></p> <p>3.0</p>