


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Parent & Youth Outreach Worker</u></p> <p>Date _____</p> <p>Revised Date <u>June 22/12</u></p> <p>Revised Date _____</p>	<p>Code</p> <p style="text-align: center;"><u>430</u></p>
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<p>Decision Making</p> <p>Follows clearly prescribed practices with all client interaction. Solutions to issues are resolved from a number of pre-existing alternatives laid out in the care plan.</p>	<p>Degree</p> <p style="text-align: center;"><u>2.0</u></p>
<p>Education</p> <p>Grade 12. Youth Care Worker Certificate (924 hours).</p>	<p style="text-align: center;"><u>3.0</u></p>
<p>Experience</p> <p>One year previous experience. Three (3) months on the job to consolidate knowledge and skills, become familiar with community/programs/clientele and region/facility/department policies and procedures.</p>	<p style="text-align: center;"><u>5.0</u></p>
<p>Independent Judgement</p> <p>Programs are delivered following established methods. Minor problems associated with clientele are resolved with limited analysis or direction is sought for more complex problems.</p>	<p style="text-align: center;"><u>2.5</u></p>
<p>Working Relationships</p> <p>Has regular contact with clientele requiring courtesy/tact and comforting/nurturing skills. Secures the participation of clients/families in activities through persuasion and/or motivation.</p>	<p style="text-align: center;"><u>3.5</u></p>

Impact of Action Inaccuracies in the completion of forms or information submitted to client files may affect services provided. Failure to use sensitivity or being over-assertive with clients may lead to poor relations.	Degree <u>2.0</u>
Leadership and/or Supervision May show others how to perform tasks.	<u>1.0</u>
Physical Demands Occasional physical effort while assisting with recreation activities and assisting with activities of daily living.	<u>1.0</u>
Sensory Demands Occasional sensory effort filing, computer operation, writing reports, with periods of observing/ listening attentively to clients.	<u>1.5</u>
Environment Occasional exposure to major disagreeable conditions such as aggressive/unpredictable clients and unsanitary conditions.	<u>3.0</u>