


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Licensed Practical Nurse Supervisor</u></p> <p>Date <u>April, 2011</u></p> <p>Revised Date _____</p> <p>Revised Date _____</p>	<p>Code</p> <p><u>432</u></p>
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<p>Decision Making</p> <p>Adapts existing practices, methods, alternatives to troubleshoot problems and develop solutions to diverse and complex problems (e.g., priority patients, follow-up patient care). Develops strategies to achieve staff education/training, policies and procedures, clinical pathways and guidelines for clinical procedures.</p>	<p>Degree</p> <p><u>4.0</u></p>
<p>Education</p> <p>Grade 12. Practical Nursing diploma (1776 hours). Licensed with the Saskatchewan Association of Licensed Practical Nurses.</p>	<p><u>4.5</u></p>
<p>Experience</p> <p>Twenty-four (24) months previous experience working in the related program/department/facility as a Licensed Practical Nurse to consolidate working knowledge. Twelve (12) months on the job to consolidate leadership/administrative/supervisory skills and become familiar with region/facility/departmental policies and procedures.</p>	<p><u>6.0</u></p>
<p>Independent Judgement</p> <p>Oversees the work of staff in accordance with generally accepted practices. Work requires analysis and troubleshooting when dealing with staff scheduling and performance issues. Work requires judgement when developing patient schedules based on patient need and department/facility resources.</p>	<p><u>4.0</u></p>
<p>Working Relationships</p> <p>Provides technical explanation and/or instruction to staff and students. Secures co-operation of other health care providers to obtain consent and/or coordinate client services.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
<p>Ensures adequate training and orientation of staff to ensure the safety of clients/patients/residents and staff.</p> <p>Completes documentation to meet quality and service requirements. Misjudgement in coordinating services and resources may result in inefficient delivery of service.</p>	<p><u>3.5</u></p>
<p>Leadership and/or Supervision</p> <p>Provides regular direction to staff, assigns work, checks results and controls costs.</p>	<p><u>4.0</u></p>
<p>Physical Demands</p> <p>Occasional physical effort walking, standing, sitting, driving with regular keyboarding.</p>	<p><u>1.5</u></p>
<p>Sensory Demands</p> <p>Regular sensory effort performing computer operations, reading, writing and listening to staff, other departments and outside agencies with periods of competing multiple sensory demands.</p>	<p><u>2.5</u></p>
<p>Environment</p> <p>Little exposure to major hazards such as blood and body fluid.</p>	<p><u>2.0</u></p>