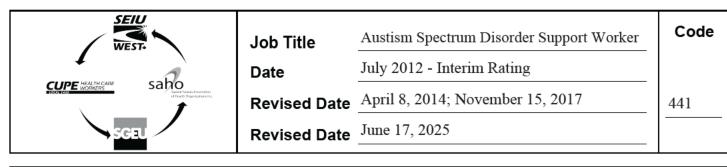
Job Evaluation Rating Document



Decision Making	Degree
Follows prescribed practices when implementing program activities. Uses discretion in deciding the best approach in providing activities/programs to clients.	
	2.5

Education	Degree
Grade 12. Disability Support Professional certificate (Saskatchewan Polytechnic 945 hours) (Rating 3.0)	
*As per the MOA regarding the Education factor review (January 2019) the JJEMC will continue to utilize 970 hours as no other factors were impacted by this change. The education rating will remain at (3.5).	3.5

Experience	Degree
Twelve (12) months previous experience working with autism spectrum disorder. Twelve (12) months on the job to gain knowledge in statistical reporting, evidence based parenting practices and department policies and procedures.	5.0

Independent Judgement	Degree
Carries out program plan as determined by Consultant. Uses judgement in adjusting approach/presentation for program activities according to individual client needs. Seeks direction when recognizing changes in client's behaviour.	3.0

Working Relationships	Degree
Has regular contact with clients/family requiring tact and discretion when discussing problems, and making recommendations to Consultants. Secures cooperation of clients which involves specialized or emotionally charged situations.	4.0

Impact of Action

Job Title

Misjudgement in approach to providing program activities may cause discomfort to client and embarrassment to family relations. Inaccuracies in client data/statistical reporting may affect subsequent programming decisions.

2.0

Degree

Leadership and/or Supervision

May show others how to perform tasks or duties by familiarizing new employees with work area processes. Provides functional guidance to staff and family members when teaching appropriate skills.

1.5

Degree

Physical Demands

Occasional physical effort traveling, standing/walking with regular hand/eye coordination carrying out program activities with clients.

1.5

Degree

Sensory Demands

Regular sensory effort taking direction, driving, with periods of detailed report writing, observing and listening attentively to clients.

2.0

Degree

Environment

Occasional exposure to major conditions such as blood/body fluids and chemicals.

3.0

Degree