

Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Autism Spectrum Disorder Support Worker</u></p> <p>Date <u>July 2012 - Interim Rating</u></p> <p>Revised Date <u>April 8, 2014</u></p> <p>Revised Date <u>November 15, 2017</u></p>	<p>Code</p> <p>441</p>
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<p>Decision Making</p> <p>Follows prescribed practices when implementing program activities. Uses discretion in deciding the best approach in providing activities/programs to clients.</p>	<p>Degree</p> <p>2.5</p>
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<p>Education</p> <p>Grade 12. Disability Support Worker certificate (Saskatchewan Polytechnic 900 hours) (Rating 3.0)</p> <p>*As per the MOA regarding the Education factor review (January 2019) the JEMC will continue to utilize 970 hours as no other factors were impacted by this change. The education rating will remain at (3.5).</p>	<p>Degree</p> <p>3.5</p>
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<p>Experience</p> <p>Twelve (12) months previous experience working with autism spectrum disorders. Twelve (12) months on the job to gain knowledge in statistical reporting, evidence based parenting practices and department policies and procedures.</p>	<p>Degree</p> <p>5.0</p>
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<p>Independent Judgement</p> <p>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.</p>	<p>Degree</p> <p>3.0</p>
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<p>Working Relationships</p> <p>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.</p>	<p>Degree</p> <p>4.0</p>
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<p>Impact of Action</p> <p>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.</p>	<p>Degree</p> <p>2.0</p>
<p>Leadership and/or Supervision</p> <p>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.</p>	<p>Degree</p> <p>1.5</p>
<p>Physical Demands</p> <p>Occasional physical effort traveling, standing/walking with regular hand/eye coordination carrying out program activities with clients.</p>	<p>Degree</p> <p>1.5</p>
<p>Sensory Demands</p> <p>Regular sensory effort taking direction, driving, with periods of detailed report writing, observing and listening attentively to clients.</p>	<p>Degree</p> <p>2.0</p>
<p>Environment</p> <p>Occasional exposure to major conditions such as blood/body fluids and chemicals.</p>	<p>Degree</p> <p>3.0</p>