


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Newborn Hearing Screener</u></p> <p><b>Date</b> <u>November 2010 - Interim</u></p> <p><b>Revised Date</b> <u>December 5, 2014</u></p> <p><b>Revised Date</b> <u>June 16, 2022</u></p>	<p><b>Code</b></p> <p>442</p>
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<p><b>Decision Making</b></p> <p>Follows established guidelines for newborn hearing screens. Has the ability to prioritize work. Patient's condition (e.g., fussy, noisy) may necessitate discretion on how to best provide service and not delay screenings.</p>	<p><b>Degree</b></p> <p>3.0</p>
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<p><b>Education</b></p> <p>Grade 12. Speech Language &amp; Pathologist Assistant diploma (Medicine Hat College 1408 hours).</p>	<p><b>Degree</b></p> <p>3.5</p>
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<p><b>Experience</b></p> <p>No previous experience. Twelve (12) months on the job to establish working relationships with other staff, patients/families and professionals, and to become familiar with operating related equipment/procedures and department policies and procedures.</p>	<p><b>Degree</b></p> <p>4.0</p>
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<p><b>Independent Judgement</b></p> <p>Hearing screens are defined by standard practices and procedures. Minor operating problems regarding prioritization of caseload are resolved with limited analysis. Direction is sought when apparent solutions are outside established protocols.</p>	<p><b>Degree</b></p> <p>3.0</p>
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<p><b>Working Relationships</b></p> <p>Requires tact and discretion in performing and providing hearing screening results to parents/family members and staff. Secures cooperation of infants and parents/family members to perform newborn hearing screens.</p>	<p><b>Degree</b></p> <p>4.0</p>
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<p><b>Impact of Action</b></p> <p>Conducts hearing screens within service requirements. Inaccuracies in information/maintenance of records/equipment could result in delay of succeeding services.</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>Regular effort of accurate fine hand/eye coordination placing hearing devices in infants ears, with periods of prolonged standing and bending.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Sensory Demands</b></p> <p>Regular sensory effort while testing/observing infants and computer operation.</p>	<p><b>Degree</b></p> <p>2.5</p>
<p><b>Environment</b></p> <p>Occasional major disagreeable conditions such as blood/body fluids, interruptions and exposure to infectious disease.</p>	<p><b>Degree</b></p> <p>3.0</p>