


Job Evaluation Rating Documentation

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Child Care Worker</u> Date <u>January 31 2013 - Interim Rating</u> Revised Date _____ Revised Date <u>January 9, 2014</u>	Code <u>478</u>
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Decision Making Follows prescribed practices when implementing program activities. Uses discretion in deciding the best approach in providing activities/programs to clients.	Degree <u>2.5</u>
Education Grade 12. Early Childhood Education certificate (877 hours).	<u>3.0</u>
Experience No previous experience. Twelve (12) months on the job to gain knowledge in facility/department/region policies and procedures.	<u>4.0</u>
Independent Judgement Carries out program plan as determined by program coordinator. Uses judgement in adjusting approach/presentation for program activities according to individual client needs. Seeks direction when recognizing changes in client's behaviour.	<u>3.0</u>
Working Relationships Has regular contact with clients/family requiring appropriate tact to discuss problems.	<u>3.0</u>

Impact of Action	Degree
Assists with program to meet quality and service requirements. Misjudgement in approach to providing program activities may cause discomfort to client.	<u>2.0</u>
Leadership and/or Supervision May show others how to perform tasks or duties by familiarizing new employees with work area processes.	<u>1.0</u>
Physical Demands Occasional physical effort standing/walking with regular hand/eye coordination carrying out program activities with clients.	<u>1.5</u>
Sensory Demands Regular sensory effort observing/listening attentively to children.	<u>2.0</u>
Environment Regular exposure to minor disagreeable conditions such as noise, interruptions and infections. Occasional exposure to blood/body fluids.	<u>3.0</u>