


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Midwifery Second Attendant</u></p> <p><b>Date</b> <u>November 18, 2015</u></p> <p><b>Revised Date</b> <u>February 9, 2016</u></p> <p><b>Revised Date</b> <u>June 16, 2022</u></p>	<p><b>Code</b></p> <p><u>502</u></p>
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<p><b>Decision Making</b></p> <p>Follows instructions from Midwife with some latitude for choice of action within limits of accepted practice.</p>	<p><b>Degree</b></p> <p><u>2.5</u></p>
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<p><b>Education</b></p> <p>Grade 12. Two year Allied Health Diploma. For rating purposes we have used Licensed Practical Nursing diploma Saskatchewan Polytechnic (1830 hours). Licensed by the Professional Association.</p>	<p><b>Degree</b></p> <p><u>4.5</u></p>
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<p><b>Experience</b></p> <p>No previous experience. Twelve (12) months on the job to become familiar with different Midwives and uniqueness of each birth.</p>	<p><b>Degree</b></p> <p><u>4.0</u></p>
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<p><b>Independent Judgement</b></p> <p>Performs patient care as directed by Midwife according to standard practice. Direction is sought for minor problems such as those identified by patients vital signs. Resolve minor problems associated with patient needs.</p>	<p><b>Degree</b></p> <p><u>3.0</u></p>
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<p><b>Working Relationships</b></p> <p>Requires appropriate tact to secure the cooperation of patients, families and others through the birthing process.</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
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<p><b>Impact of Action</b></p> <p>Inaccurate assessments may result in identifiable deterioration in public relations. Misjudgements when administering medications (e.g., intramuscular, intravenous, oral) may result in serious short term discomfort to patients.</p>	<p><b>Degree</b></p> <p>3.0</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 physical effort working in awkward positions, twisting, standing and crouching when positioning patients. Regular periods monitoring and recording vital signs.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Sensory Demands</b></p> <p>Regular sensory effort when assessing and observing patients while providing care.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Environment</b></p> <p>Frequent major exposure to conditions such as blood and body fluids and soiled linens.</p>	<p><b>Degree</b></p> <p>5.0</p>