


Job Evaluation Rating Document

	Job Title	Child Life Specialist	Code
	Date	April 7, 2016	
	Revised Date		
	Revised Date	January 15, 2025	
			507

Decision Making	Degree
Assesses the psychosocial needs of children and families. Provides pre-operative teaching, play therapy, cognitive distraction, and preparation for diagnostic tests providing support before, during and after procedures. Develops new programs for patients with complex needs.	
	3.5

Education	Degree
Grade 12. Baccalaureate degree in Child and Youth Care.	
	6.0

Experience	Degree
No previous experience. Twelve (12) months on the job to develop practical applications of theoretical knowledge and become familiar with department policies and procedures.	
	4.0

Independent Judgement	Degree
Work is carried out within generally accepted practice. Utilizes a choice of options to provide therapeutic programs for patients. Judgement is required when dealing with individual needs.	
	4.0

Working Relationships	Degree
Requires tact and discretion when discussing care plans with patients and families. Utilizes counseling skills when dealing with difficult and/or emotionally charged situations.	
	4.5

Impact of Action Incomplete documentation in patient's chart may result in minor delays in continuation of care. Improper assessment or application of therapeutic program may cause identifiable embarrassment in relations.	Degree <u>2.5</u>
Leadership and/or Supervision Provides limited direction by assigning, checking and maintaining flow of work to Child Life Workers, volunteers and students.	Degree <u>3.0</u>
Physical Demands Occasional physical effort with regular periods of standing/walking, lifting and reaching.	Degree <u>1.5</u>
Sensory Demands Regular sensory effort with completing multiple demands (e.g., observing/listening attentively).	Degree <u>2.5</u>
Environment Regular exposure to minor disagreeable conditions such as interruptions and infections.	Degree <u>3.0</u>