


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Indigenous Birth Support Worker (Doula)</u></p> <p>Date <u>November 20, 2018</u></p> <p>Revised Date _____</p> <p>Revised Date _____</p>	<p>Code</p> <p style="text-align: center; border-top: 1px solid black;">519</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 care to clients.</p>	<p>Degree</p> <p style="text-align: center; border-top: 1px solid black;">2.5</p>
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<p>Education</p> <p>Grade 12. Birth Doula Studies Program (155 hours, College of the Rockies, BC).</p>	<p>Degree</p> <p style="text-align: center; border-top: 1px solid black;">2.0</p>
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<p>Experience</p> <p>No previous experience. Twelve (12) months on the job to develop relationships with Elders, Knowledge Keepers and/or Traditional Healers and to gain knowledge of department policies and procedures.</p>	<p>Degree</p> <p style="text-align: center; border-top: 1px solid black;">4.0</p>
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<p>Independent Judgement</p> <p>Uses judgment in adjusting birth plan according to individual preferences. Seeks direction when recognizing changes in client condition.</p>	<p>Degree</p> <p style="text-align: center; border-top: 1px solid black;">3.0</p>
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<p>Working Relationships</p> <p>Has regular contact with client and family requiring appropriate tact.</p>	<p>Degree</p> <p style="text-align: center; border-top: 1px solid black;">3.0</p>
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<p>Impact of Action Inadequate support for clients may cause minor embarrassment to public relations.</p>	<p>Degree <u>2.0</u></p>
<p>Leadership and/or Supervision Provide occasional guidance to the primary function of others including training.</p>	<p>Degree <u>2.0</u></p>
<p>Physical Demands Occasional physical effort sitting with regular periods of standing/walking supporting clients.</p>	<p>Degree <u>1.5</u></p>
<p>Sensory Demands Regular sensory effort observing/listening attentively to clients.</p>	<p>Degree <u>2.0</u></p>
<p>Environment Occasional exposure to major disagreeable conditions such as blood and body fluids.</p>	<p>Degree <u>3.0</u></p>