

Benchmark Title	RESIDENTIAL CHILD AND YOUTH WORKER – 11
Grid Level	11 – JJEPP Wage Grid
Job Summary	Provide care to children / youth with moderate to severe behavioural problems in a residential setting.
Key Duties and Responsibilities	1. Participates in the assessment, goal setting and progress evaluation of children / youth. 2. Teaches children / youth to relate in a socially appropriate manner through the use of daily routines and activities. 3. Monitors clients in a residential setting and ensures their safety and well-being. 4. Provides behaviour management counselling to clients on a one-to-one and/or group basis by performing duties such as providing feedback on clients' behaviour, teaching coping techniques and adaptive behaviour and providing guidance and support. 5. Provides emotional support and crisis intervention to clients which may include non-violent physical interventions. 6. Ensures communication and liaison between group home, school, family and the community. 7. Ensures that clients' physical needs are met by performing duties such as assisting with basic personal hygiene, preparing meals, and administering medication as required in accordance with established guidelines, procedures and instructions. 8. Maintains reports such as statistics, logbooks, daily activities on residents. 9. Carries out household duties such as meal preparation and household cleaning. 10. Administers medication to clients in accordance with established policy. 11. Accompanies clients to appointments and community outings. 12. Performs other related duties as required.
Qualifications	<i>Education and Knowledge</i> Diploma in a related human / social service field. <i>Training and Experience</i> Two (2) years recent related experience. Or an equivalent combination of education, training and experience.

Community Social Services Job Evaluation Plan Rating Rationale

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FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Requires a diploma in a related human/social service field	4	75
2	Training and Experience – Requires 2 years recent related experience	4	100
3	Physical Demands – Sometimes requires moderate physical exertion in restraining clients	4	28
4	Concentration – Often listens to clients to interpret client behaviour, define problems and provide support	6	50
5	Independence – Guided by social work standards, applies accepted work methods in a different way to provide programs for high risk youth	4	57
6	Judgement – Applies analysis and interpretation of residential clients' behavioural and/or emotional problems and chooses an approach using accepted counselling methods to provide behaviour management counselling, emotional support, crisis intervention and skill building to clients	5	71
7	Leadership/Supervision – Little or no responsibility	1	20
8	Accountability – Work is reviewed for adherence to instructions and has direct impact on service provided; errors may result in limited waste of resources and have limited safety impacts	3	43
9	Communication – Uses influence or persuasion techniques to provide behaviour management counselling to clients who may not cooperate	5	71
10	Care of Individuals – Assesses clients with behavioural and emotional problems and provides , emotional support, crisis intervention and skill building to clients	4	40
11	Environment/Working Conditions – Almost always exposed to moderately undesirable working conditions in the form of dealings with clients who are uncooperative or have behavioural problems	6	50
Total Points			605
Grid Level			11