

## **Decision of the Dispute Resolution Tribunal August 14, 2006**

### **Unit Assistant-Support Worker**

Below please find a summary of the Dispute Resolution Tribunal decision with respect to the Unit Assistant-Support Worker, Job # 235.

The issue in regards to Job #235 – Unit Assistant-Support Worker was the inclusion in the Job Description, Part D of the Key Activities section, by the Reconsideration Committee of several job duties that did not appear in the job description proposed by the Job Evaluation Committee in 2000. These duties relate to assisting nursing staff with feeding, bathing, repositioning clients/patients/residents. The Union wanted duties related to assisting nursing staff in the provision of patient care to be removed from the job description.

The Dispute Resolution Tribunal determined that:

*“Assists qualified nursing staff with feeding, bathing, repositioning and lifting clients/patients/residents”, and “Assists clients/patients/residents by providing water/snacks”,* and any related nurse-assisting duties are not properly included in this job description.

The committee decided that if some positions in job #235 were primarily involved in performing nurse-assisting duties during the years 2000-2004, then those positions were improperly bundled in JJE. If some incumbents have been assigned such duties subsequent to 2004, then the matter should be referred to the Maintenance Committee for determination of the appropriate job description and ratings. The Dispute Resolution Committee declined to create a new JJE job which would incorporate the nurse assisting duties.

#### **What does all this mean?**

The Dispute Resolution Tribunal changed the job title to Unit Assistant. The job description for Unit Assistant - Job #235 has been changed. The rating rationale for the factor Leadership/Supervision was changed. It was determined that the changes to the job description and rating rationale made by the Tribunal do not affect factor ratings and the classification will remain at Pay Band 8.