

Agreed: September 21, 2023

**Classification Level S1 – Supervisory/Leadership**

**PROFESSIONAL GROUPING: ALL**

**Professions:** *All professions identified in PI Profiles*

**NATURE OF WORK:**

Jobs matched to this profile have delegated responsibility and accountability for providing supervision/leadership to non-health science professionals.

These jobs utilize supervisory and leadership skills gained through related education, training and experience.

**Illustrative Responsibilities:**

- Oversees, monitors and directs the work of others including accountability for the scheduling, assignment, monitoring, and evaluation of resources (e.g., staff, equipment, finances, and time) to meet operational needs; evaluate and make adjustments as required.
- Develops, assigns and monitors work activities to meet operational needs; evaluate and adjust as required.
- Provides input to the recruitment and selection of staff.
- Clarifies job expectations for staff. Provides leadership in the identification and evaluation of staff competencies.
- Monitors and provides performance feedback; resolves conflict; identifies and recommends training and/or skill enhancement and/or discipline.
- Leads coordination or provision of orientation, training, and evaluation of new staff to area.
- Ongoing evaluation of staff and coordination of staff, equipment, and other resources to ensure effective utilization
- Provides input to the effective administration of operating and capital budgets.
- Collaborates with organizational leadership and clinical leadership staff to ensure performance indicators, outcomes, and other measures are met.
- Supports the implementation of changed or new service delivery models.
- Ensures standards, guidelines, and practices are communicated and incorporated in work processes and communicated to other health care staff as applicable.

Supervisory/Leadership salary structure levels:

FTE Supervised			
Up to 8 FTE	More than 8 and up to 16 FTE	More than 16 and up to 24 FTE	More than 24 FTE

**Classification Level S2 – Supervisory/Leadership**

**PROFESSIONAL GROUPING: ALL**

**Professions:** *All professions identified in PI Profiles*

**NATURE OF WORK:**

Jobs matched to this profile have delegated responsibility and accountability for providing supervision/leadership to PI and/or P2A health sciences professional(s), and/or S1 Supervisory/Leadership level professional(s). May also supervise non-health sciences professional staff.

These jobs utilize supervisory and leadership skills gained through related education, training and experience.

**Illustrative Responsibilities:**

- Oversees, monitors and directs the work of others including accountability for the scheduling, assignment, monitoring, and evaluation of resources (e.g., staff, equipment, finances, and time) to meet operational needs; evaluates and makes adjustments as required.
- Recruits and selects staff; makes hiring recommendations.
- Clarifies job expectations for staff; coordinates access to professional practice and educational resources and work with Operational/Program Leaders to ensure staff work is performed to assigned scope of practice.
- Assesses clinical and/or technical performance to support the development of clinical and/or technical skills and knowledge of designated staff; identifies learning gaps and direct remedial action.
- Monitors and provides performance feedback; resolves conflict; identifies and recommends training and/or skill enhancement and/or discipline.
- Provides leadership in the identification and evaluation of staff competencies, including the promotion and maintenance of standards of practice for designated professions.
- Ensures standards of practice meet relevant legislation, regulatory, and accreditation requirements.
- Collaborates with organizational leadership and clinical leadership staff to ensure performance indicators, outcomes, and other measures are met.
- Supports the implementation of changed or new service delivery models.
- Facilitates the development of interdisciplinary clinical pathways/service delivery protocols to ensure effective interdisciplinary teamwork.
- Evaluates and/or implements best practice/guidelines; develops standards, procedures, policies, guidelines.
- Ensures standards, guidelines and practices are communicated and incorporated into work processes and communicated to other health care staff as applicable.
- Participates in the effective administration of operating and capital budgets.
- Interprets and evaluates quality and safety standards for the profession.

Supervisory/Leadership salary structure levels:

FTE Supervised			
Up to 8 FTE	More than 8 and up to 16 FTE	More than 16 and up to 24 FTE	More than 24 FTE

Agreed: September 21, 2023

**Classification Level S3 – Supervisory/Leadership**

**PROFESSIONAL GROUPING: ALL**

**Professions:** *All professions identified in PI Profiles*

**NATURE OF WORK:**

Jobs matched to this profile have delegated responsibility and accountability for providing supervision/leadership to P2B working level health sciences professional(s) and/or S2 Supervisory/Leadership level professional(s). May also supervise non-health sciences professional staff and/or P1 and/or P2A staff.

These jobs utilize supervisory and leadership skills gained through related education, training and experience.

**Illustrative Responsibilities:**

- Oversees, monitors and directs the work of others including accountability for the scheduling, assignment, monitoring, and evaluation of resources (e.g., staff, equipment, finances, and time) to meet operational needs; evaluates and makes adjustments as required.
- Recruits and selects staff; makes hiring recommendations.
- Clarifies job expectations for staff; coordinates access to professional practice and educational resources and work with Operational/Program Leaders to ensure staff work is performed to assigned scope of practice.
- Assesses clinical and/or technical performance to support the development of clinical and/or technical skills and knowledge of designated staff; identifies learning gaps and direct remedial action.
- Monitors and provides performance feedback; resolves conflict; identifies and recommends training and/or skill enhancement and/or discipline.
- Provides leadership in the identification and evaluation of staff competencies, including the promotion and maintenance of standards of practice for designated professions.
- Ensures standards of practice meet relevant legislation, regulatory, and accreditation requirements.
- Collaborates with organizational leadership and clinical leadership staff to ensure performance indicators, outcomes, and other measures are met.
- Supports the implementation of changed or new service delivery models.
- Facilitates the development of interdisciplinary clinical pathways/service delivery protocols to ensure effective interdisciplinary teamwork.
- Evaluates and/or implements best practice/guidelines; develops standards, procedures, policies, guidelines.
- Ensures standards, guidelines and practices are communicated and incorporated into work processes and communicated to other health care staff as applicable.
- Participates in the effective administration of operating and capital budgets.
- Interprets and evaluates quality and safety standards for the profession.

Supervisory/Leadership salary structure levels:

FTE Supervised			
Up to 8 FTE	More than 8 and up to 16 FTE	More than 16 and up to 24 FTE	More than 24 FTE

**Classification Level S4 – Supervisory/Leadership**

**PROFESSIONAL GROUPING: ALL**

**Professions:** *All professions identified in PI Profiles*

**NATURE OF WORK:**

Jobs matched to this profile have delegated responsibility and accountability for providing supervision/leadership to S3 Supervisory/Leadership level professional(s). May also supervise health sciences professionals and non-health sciences professionals noted in the S1, S2 and S3 profiles.

These jobs utilize supervisory and leadership skills gained through related education, training and experience.

**Illustrative Responsibilities:**

- Oversees, monitors and directs the work of others including accountability for the scheduling, assignment, monitoring, and evaluation of resources (e.g., staff, equipment, finances, and time) to meet operational needs; evaluates and makes adjustments as required.
- Recruits and selects staff; makes hiring recommendations.
- Clarifies job expectations for staff; coordinates access to professional practice and educational resources and work with Operational/Program Leaders to ensure staff work is performed to assigned scope of practice.
- Assesses clinical and/or technical performance to support the development of clinical and/or technical skills and knowledge of designated staff; identifies learning gaps and direct remedial action.
- Monitors and provides performance feedback; resolves conflict; identifies and recommends training and/or skill enhancement and/or discipline.
- Provides leadership in the identification and evaluation of staff competencies, including the promotion and maintenance of standards of practice for designated professions.
- Ensures standards of practice meet relevant legislation, regulatory, and accreditation requirements.
- Collaborates with organizational leadership and clinical leadership staff to ensure performance indicators, outcomes, and other measures are met.
- Supports the implementation of changed or new service delivery models.
- Facilitates the development of interdisciplinary clinical pathways/service delivery protocols to ensure effective interdisciplinary teamwork.
- Evaluates and/or implements best practice/guidelines; develops standards, procedures, policies, guidelines.
- Ensures standards, guidelines and practices are communicated and incorporated into work processes and communicated to other health care staff as applicable.
- Participates in the effective administration of operating and capital budgets.
- Interprets and evaluates quality and safety standards for the profession.

Supervisory/Leadership salary structure levels:

FTE Supervised			
Up to 8 FTE	More than 8 and up to 16 FTE	More than 16 and up to 24 FTE	More than 24 FTE