Psychology (PS) Group

Introduction   This classification standard mapping tool has been developed to ensure consistency in applying the *Psychology* classification standard to UCS-style work descriptions and to assist in identifying and collecting information that may be missing from these work descriptions.

Getting Started   Before you begin, you will need to read the entire work description. The map will guide you to the UCS elements where you are most likely to find the information you need to evaluate the position for each of the factors in the classification standard. However, there may be relevant information elsewhere in the work description. You may also have to talk to the manager and consult other sources of information such as your human resources information system, or other documentation to gain a good understanding of the position being evaluated.

In the map below, you will find a list of the elements in the UCS-style work description that are relevant in applying the *Psychology* classification standard, for each of the factors in the standard. The factors in the classification standard appear on the left. The map will also help you identify other information that is required to evaluate the work description, as well as where you can find this additional information. The UCS element(s) that are considered most relevant to the factors in the classification standard appear in **bold**.

Technical Complexity	*UCS Element*	*What to look for*
	Information for the Use of Others	Responsibility for developing and disseminating information will provide indication of use of approaches, methods, techniques, and required knowledge
	Well-being of Individuals	**Reflective of complexity of care provided in terms of use of approaches, methods, techniques, and required knowledge (only relevant for positions that deal directly with patients)**

Technical Complexity ...continued	UCS Element	What to look for
	Job Content Knowledge Application	**Breadth and depth of knowledge will provide a good indication of difficulty of work in terms of use of approaches, methods, and techniques, developing approaches, establishing procedures, etc., number of disciplines, associated disciplines**
	Contextual Knowledge	**Application of contextual knowledge indicates the requirement for knowledge of programs, associated disciplines or functions, and departmental policy**
	Communication	Difficulty of communications tasks reflects the knowledge required, complexity of programs, etc.
	Intellectual Effort	**Will provide a good indication of complexity of problems encountered, application, adaptation and development of approaches, methods and techniques, interrelationships and subtlety of variable factors, etc.**
Professional Responsibility	**Information for the Use of Others**	**Responsibility for information will provide an indication of nature of controls over the work, responsibility for providing interpretations, recommendations and advice, and training**
	Well-being of Individuals	**Will provide an indication of responsibility to provide care and treatment, develop treatment plans and opinions, etc. (only relevant for positions that deal directly with patients)**
	Leadership of Human Resources	Relevant as an indicator of extent to which work is checked and guidance is given; also for responsibilities related to training and the provision of advice to professional staff
	Job Content Knowledge Application	**Breadth and depth of knowledge reflect the responsibility for assessing quality of work, defining problems, making decisions, recommendations, training, etc.**

Professional Responsibility	*UCS Element*	*What to look for*
...continued	**Contextual Knowledge**	**Application of contextual knowledge provides a good indication of level of authority to provide advice, make recommendations, etc.**
	Communication	Difficulty of communications tasks relevant to responsibility for providing advice, training, presenting opinions, persuading, etc.
	Intellectual Effort	**Complexity and difficulty of problems encountered and approaches to their resolution provides a good indication of nature of controls over the work – analyzing and interpreting information, making recommendations and providing advice**
	Other information required and where to find it	The organization chart and manager will provide more information on nature of controls exercised over the work
Management Responsibility	**Leadership of Human Resources**	**Good indication of nature of supervisory and management responsibility**
	Money	Relevant for responsibility for management of financial resources
	Physical Assets and Products	Relevant for responsibility for physical resources
	Job Content Knowledge Application	Relevant for managerial knowledge
	Contextual Knowledge	Relevant for coordination of activities with other branches or services, departments or agencies
	Intellectual Effort	Relevant for problems encountered in management of staff and resources, and coordination of activities
	Other information required and where to find it	Numbers and levels of employees supervised – organization chart, manager Key activities may also indicate extent of management responsibility