


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Maintenance Services Worker</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date _____</p>	<p>Code</p> <p><u>021</u></p>
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<p>Decision Making</p> <p>Some choice of action when carrying out a variety of tasks in repair and maintenance of facility equipment. When equipment breaks down accurate interpretation and discretion needs to be exercised to ensure services are provided.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Education</p> <p>Grade 10. Firemans certificate.</p>	<p><u>1.5</u></p>
<p>Experience</p> <p>Twelve (12) months previous experience in a maintenance environment. Six (6) months on the job to obtain job specific training (e.g., Pesticide Applicators licence, where required) become familiar with the building, seasonal work, codes and regulations, and region/facility/department policies and procedures.</p>	<p><u>5.0</u></p>
<p>Independent Judgement</p> <p>Boiler work is performed in accordance with the Pressure Vessels Act and regulations. Breakdowns in mechanical equipment are resolved using a choice of methods, analysis and troubleshooting to determine the problem and choose the appropriate action.</p>	<p><u>3.5</u></p>
<p>Working Relationships</p> <p>Regular contact with employees when dealing with building environment issues which require courtesy and cheerfulness. Discusses repair problems, submits reports to management and makes repair/replacement recommendation. Provides technical explanation and/or advice to peer professionals and other co-workers in facility/site.</p>	<p><u>3.5</u></p>

Impact of Action	Degree
<p>Operates and performs general maintenance for facility/plant systems to meet quality and service requirements.</p> <p>Misjudgement in maintaining and repairing equipment may delay service or cause minor discomfort to clients/patients/residents/general public or cause damage to expensive equipment.</p>	<u>2.0</u>
<p>Leadership and/or Supervision</p> <p>Provides occasional guidance to co-workers. Provides functional guidance regarding policies and practices to contractors working in the facility.</p>	<u>2.5</u>
<p>Physical Demands</p> <p>Regular physical effort with fine and coarse movements in repairing, maintaining and renovating facility with periodic heavy effort associated with repair of equipment and movement of materials.</p>	<u>2.5</u>
<p>Sensory Demands</p> <p>Regular sensory effort performing fine mechanical work including troubleshooting of critical building systems and equipment with little choice of action.</p>	<u>2.0</u>
<p>Environment</p> <p>Regular exposure to major hazards such as steam, sharps, and working with equipment with moving parts.</p>	<u>4.0</u>