


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Carpenter</u></p> <p><b>Date</b> <u>October, 2000</u></p> <p><b>Revised Date</b> <u>2004; November, 2005</u></p> <p><b>Revised Date</b> <u>March, 2006</u></p>	<p><b>Code</b></p> <p><u>054</u></p>
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<p><b>Decision Making</b></p> <p>Some choice of action when doing minor renovations (e.g., cabinets). Discretion is used in deciding how best to construct, adapt and install shelving, handrails, furniture. May be required to make decisions in unusual circumstances or on exceptions to accepted practice when doing renovations or new construction.</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 10. Journeyman Carpenter certificate (7 months/28 weeks/840 classroom hours).</p>	<p><u>2.5</u></p>
<p><b>Experience</b></p> <p>Fifty (50) months previous experience which includes forty-one (41) months (six thousand, three hundred and sixty (6360 hours) apprenticeship time plus nine (9) months post-ticket experience in an industrial/commercial/maintenance environment. Nine (9) months on the job to become familiar with facility blueprints, building design, locking systems and region/facility/department policies and procedures.</p>	<p><u>8.0</u></p>
<p><b>Independent Judgement</b></p> <p>Construction projects and other carpentry work is performed within generally accepted practices. Repairs to older buildings requires judgment, analysis and troubleshooting to determine the best methods of repair.</p>	<p><u>4.0</u></p>
<p><b>Working Relationships</b></p> <p>Provides technical explanation and/or advice to other employees/departments and contractors. Regular contacts with the business community and other employees requires tact and discretion.</p>	<p><u>3.5</u></p>

<b>Impact of Action</b>	<b>Degree</b>
<p>Constructs, renovates and repairs buildings and structures to meet quality and service requirements.</p> <p>Misjudgments in coordinating/planning a project may lead to delays in succeeding or related services provided by other trades. Inadequate planning for construction/renovation projects may have a serious impact on project completion dates and costs.</p>	<u>2.5</u>
<p><b>Leadership and/or Supervision</b></p> <p>Provides functional guidance to operating personnel. Periodically leads projects and provides functional guidance/speciality advice to outside contractors.</p>	<u>2.5</u>
<p><b>Physical Demands</b></p> <p>Frequent physical effort standing, walking, kneeling, stretching and reaching, repairing equipment and moving materials. Requires hand-eye coordination while operating power tools.</p>	<u>3.0</u>
<p><b>Sensory Demands</b></p> <p>Regular sensory effort performing a variety of carpentry tasks, operating hand/power tools and performing precision work including locksmithing.</p>	<u>2.0</u>
<p><b>Environment</b></p> <p>Regular exposure to major disagreeable conditions such as noise, dust, sharp objects, solvents, and glue.</p>	<u>4.0</u>

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