


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Painter &amp; Decorator</u></p> <p><b>Date</b> <u>October, 2000</u></p> <p><b>Revised Date</b> <u>2004</u></p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p><u>056</u></p>
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<p><b>Decision Making</b></p> <p>Some choice of action in application and selection of painting products. Exercises discretion when deciding how best to provide painting and decorating services.</p>	<p><b>Degree</b></p> <p><u>3.0</u></p>
<p><b>Education</b></p> <p>Grade 10. Journeyman Painter and Decorator certificate (6 months/24 weeks/720 classroom hours).</p>	<p><u>2.5</u></p>
<p><b>Experience</b></p> <p>Thirty (30) months apprenticeship time (Four thousand, six hundred, eighty (4680) hours). Six (6) months on the job to become familiar with products, signage and region/facility/department policies and procedures.</p>	<p><u>6.0</u></p>
<p><b>Independent Judgement</b></p> <p>Works within standard practices and procedures. Resolves minor problems in the preparation and application of products. Direction is sought when necessary. Exercises judgement when selecting painting and decorating products to match project needs.</p>	<p><u>3.5</u></p>
<p><b>Working Relationships</b></p> <p>Requires appropriate tact when discussing painting/signage problems, submitting reports, settling requests and making recommendations to stakeholders. Regular contact with other trades during major renovations.</p>	<p><u>3.0</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Provides painting, decorating and signage services to meet quality and service requirements. Paint odours may result in minor discomfort to staff, clients/patients/residents. Incompletion of tasks as per deadlines may affect other services.	<u>2.0</u>
<b>Leadership and/or Supervision</b> Provides functional guidance to operating personnel. Periodically leads projects and provides functional guidance/speciality advice to outside contractors.	<u>2.5</u>
<b>Physical Demands</b> Frequent physical effort reaching, working in awkward positions, climbing ladders, twisting, moving furnishings and materials. Requires coordination using hand tools, finishing, sanding, and decorating.	<u>3.0</u>
<b>Sensory Demands</b> Regular sensory effort performing a variety of painting and decorating tasks, reading blue prints, calculating coverage and handling a variety of painting/decorating tools while performing precision work (e.g., seaming, cutting in, signage).	<u>2.0</u>
<b>Environment</b> Regular exposure to major conditions such as dust, dirt, toxic fumes, obnoxious odours, chemicals, and confined conditions.	<u>4.0</u>

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