


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Program Machinist</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>127</u></p>
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<p><b>Decision Making</b></p> <p>Some choice of action within limits defined by accepted practice when building, fabricating and adjusting therapy equipment to meet client needs. May be required to adapt existing practices and methods or choose from a variety of alternatives to build what is required.</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 10. Journeyman Machinist certificate (7 months/30 weeks/900 classroom hours).</p>	<p><u>3.0</u></p>
<p><b>Experience</b></p> <p>Fifty (50) months previous experience which includes forty-one (41) months apprenticeship time (six thousand, three hundred (6300 hours)), plus nine (9) months post-ticket experience in an industrial/commercial maintenance environment. Nine (9) months on-the-job experience to learn systems and equipment within the facility and to become familiar with region/facility/department policies and procedures.</p>	<p><u>8.0</u></p>
<p><b>Independent Judgement</b></p> <p>Work is carried out within generally accepted practices utilizing choice of materials/products that best fit client/program needs. Exercises judgement in designing and adapting equipment.</p>	<p><u>4.0</u></p>
<p><b>Working Relationships</b></p> <p>Discusses problems, settles requests and makes recommendation regarding equipment repairs and modification.</p> <p>Provides instruction to other staff on how to use repaired equipment to achieve optimal results.</p>	<p><u>3.5</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Maintains, repairs, machines, fabricates, manufactures and weld parts and components to meet quality and service requirements. Misjudgements in fabrication/repair of program equipment may result in minor injury to others.	<u>2.0</u>
<b>Leadership and/or Supervision</b> Provides orientation to staff.	<u>1.0</u>
<b>Physical Demands</b> Regular cumulative physical effort twisting, pushing, climbing, and working in awkward positions with periodic heavy effort associated with repair of equipment and movement of materials. Requires accurate coordination using hand/power tools.	<u>2.5</u>
<b>Sensory Demands</b> Regular sensory effort performing fine mechanical work, fabricating machine parts.	<u>2.0</u>
<b>Environment</b> Regular exposure to disagreeable conditions such as chemicals, dust, noise, vibration, unpredictable weights and steam.	<u>4.0</u>