


Job Evaluation Rating Documentation

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Maintenance Supervisor</u> Date <u>October, 2000</u> Revised Date <u>2004</u> Revised Date _____	Code <u>156</u>
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Decision Making Plans and organizes the daily operations of the Maintenance Department. Solves equipment/facility problems by troubleshooting, upgrading and modifying equipment and systems. Develops short term plans for emergency situations.	Degree <u>4.0</u>
Education Grade 12. Journeyman certificate in an applicable maintenance trade (8 months/33 weeks/990 classroom hours). For rating purposes we have used the Journeyman Electrician.	Degree <u>4.0</u>
Experience Seventy-six (76) months previous experience which includes forty (40) months apprenticeship time (six thousand two hundred ten (6210) hours) plus thirty-six (36) months previous experience working as a Journeyman in a commercial/industrial maintenance environment to consolidate knowledge and skills. Twelve (12) months on the job experience to develop supervisory/administrative skills and become familiar with region/facility/department policies and procedures.	Degree <u>9.0</u>
Independent Judgement Supervises the activities and projects of the Maintenance Department within generally accepted practices. Utilizes a choice of methods or procedures in analyzing recurring equipment breakdowns and determining replacement or repair options.	Degree <u>4.0</u>
Working Relationships Provides technical explanation and/or instruction related to trades. Secures cooperation of vendors, suppliers and contractors in negotiating services.	Degree <u>4.0</u>

Impact of Action	Degree
Responsible for the implementation and delivery of maintenance and construction programs to meet quality and service requirements. Develops action plans to enhance service delivery through preventative maintenance programs. Impacts may cause substantial disruption to patient care, service, critical system/equipment failure and equipment life span. Responsible for the enforcement for safety standards and guidelines which may result in serious injury if not followed.	<u>3.0</u>
Leadership and/or Supervision Provides regular direction to the Maintenance Department by assigning work, checking results, controlling costs, handling staff and making recommendations.	<u>4.0</u>
Physical Demands Regular physical effort walking, climbing while supervising/assessing work requirements, lifting, using power/hand tools and computer operation.	<u>2.0</u>
Sensory Demands Regular sensory demand such as reading blueprints, working with estimates/budgets and inspecting/repairing equipment with periods of intense concentration preparing complicated reports (e.g., recommendations, project status).	<u>2.5</u>
Environment Occasional exposure to disagreeable conditions such as unpredictable weights, steam and sharp objects.	<u>3.0</u>