


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Industrial Mechanic</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>187</u></p>
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<p>Decision Making</p> <p>Follows specific procedures as outlined in blueprints, manuals and applicable codes. Some choice when modifying, manufacturing and maintaining mechanical systems and equipment. Uses discretion in providing service (e.g., replacing equipment with minimal disruption). May be required to make decisions in unusual circumstances or on exception to accepted practice when modifying equipment or fabricating parts for medical equipment.</p>	<p>Degree</p> <p><u>3.5</u></p>
<p>Education</p> <p>Grade 10. Journeyman Industrial Mechanic certificate (8 months/32 weeks/960 classroom hours).</p>	<p><u>3.0</u></p>
<p>Experience</p> <p>Forth-nine (49) months previous experience which includes forty (40) months apprenticeship time (six thousand, two hundred, forty (6240 hours)) plus nine (9) months post-ticket experience in an industrial/commercial maintenance environment. Nine (9) months on the job experience to become familiar with facility mechanical systems and associated equipment, preventative maintenance programs and become familiar with region/facility/department policies and procedures.</p>	<p><u>8.0</u></p>
<p>Independent Judgement</p> <p>Carries out the majority of work in accordance with generally accepted practices. Work involves a choice of methods or procedures, analysis and troubleshooting when dealing with equipment failures or fabricating repairs.</p>	<p><u>4.0</u></p>
<p>Working Relationships</p> <p>Requires regular contact with business community, contractors, consultants, engineers and co-workers requiring tact and courtesy. Provides technical explanation and/or advice on maintenance issues to staff, peer professionals and co-workers in facility/site.</p>	<p><u>3.5</u></p>

Impact of Action	Degree
Constructs, modifies, installs, repairs and maintains mechanical system, components and equipment to meet quality and service requirements. Provides input into mechanical system improvements. Impacts may cause substantial disruption to patient care, service, critical system/equipment failure and equipment life span, (e.g., compressors, fans, pumps and medical equipment).	<u>2.5</u>
Leadership and/or Supervision Directs other staff when working on specific projects. Periodically leads projects and provides functional guidance/speciality advice to outside contractors.	<u>2.5</u>
Physical Demands Frequent physical effort pushing, reaching, climbing, kneeling with heavy effort associated with repair of equipment and movement of materials. Requires accurate hand-eye coordination when using hand/power tools and welding.	<u>3.0</u>
Sensory Demands Regular sensory effort reading manuals/blueprints, performing fine mechanical work including troubleshooting critical building systems and equipment with little choice of action.	<u>2.0</u>
Environment Exposure to regular major disagreeable conditions such as extreme temperatures, welding fumes, dust, grease, steam, chemicals and unpredictable weights.	<u>4.0</u>