


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Waste Porter</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>241</u></p>
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<p><b>Decision Making</b></p> <p>Duties are clearly prescribed however incumbents have some choice of action prioritizing daily tasks. Solutions to issues are selected within a range of pre-existing methods to ensure proper disposal and waste management, (e.g., unexpected biohazard spills, sharps and unforeseen hazards).</p>	<p><b>Degree</b></p> <p><u>2.0</u></p>
<p><b>Education</b></p> <p>Grade 10.</p>	<p><u>1.0</u></p>
<p><b>Experience</b></p> <p>No previous experience. Six (6) months on the job to become familiar with facility layout, waste handling, disposal of biohazardous waste and sharps, and region/facility/department policies and procedures.</p>	<p><u>2.0</u></p>
<p><b>Independent Judgement</b></p> <p>Uses established methods when transporting waste. Has some choice of action in prioritizing work.</p>	<p><u>2.0</u></p>
<p><b>Working Relationships</b></p> <p>Requires courtesy when discussing issues with other staff and waste contractors.</p>	<p><u>1.5</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Provides waste portering services to meet quality and service requirements. Mislabeling of biohazardous waste may require the work of others to trace. Misjudgement when transporting could result in limited damage to furniture and equipment.	<u>1.5</u>
<b>Leadership and/or Supervision</b> Provides occasional orientation to staff.	<u>1.0</u>
<b>Physical Demands</b> Frequent cumulative physical effort including standing, crouching, pushing, and pulling with periods of heavy lifting.	<u>3.0</u>
<b>Sensory Demands</b> Occasional sensory effort such as visual awareness when ensuring proper labelling and sorting of waste, using compactors, and moving equipment.	<u>1.0</u>
<b>Environment</b> Regular major disagreeable conditions such as blood/body fluids, chemicals, extreme noise, sharps and unpredictable weights (e.g., garbage bags).	<u>4.0</u>