Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO			Code
	Job Title	Caretaker	
	Date	October, 2000	
	Revised Date	2004, October 17, 2019	005
	Revised Date	November 18, 2026	

Decision Making	**Degree**
Decisions can be made around minor maintenance and repairs to equipment/furnishings. Alternatives are available for setting up rooms for functions.	2.0

Education	**Degree**
Grade 10.	1.0

Experience	**Degree**
No previous experience. Six (6) months on the job to become familiar with facility security, cleaning practices, minor repairs to equipment/furnishings and department policies and procedures.	2.0

Independent Judgement	**Degree**
Job duties/work is repetitive in nature but not necessarily sequential. Some choice can be made in determining the sequence of tasks.	2.0

Working Relationships	**Degree**
Requires courtesy and tact when communicating with contractors/suppliers regarding the acquisition of services and supplies.	2.0

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Impact of Action	**Degree**
Embarrassment could result if cleanliness of facility is not maintained. If outside maintenance is not done, could result in minor injuries to others (e.g., snow removal).	2.0

Leadership and/or Supervision	**Degree**
May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.	1.0

Physical Demands	**Degree**
Frequent effort such as heavy lifting, climbing, bending, pushing, twisting, reaching and stretching. Requires hand-eye coordination to operate equipment such as scrubbers, polishers and carts.	3.0

Sensory Demands	**Degree**
Occasional effort such as mixing chemicals and driving with periods of concentration when operating/repairing equipment.	1.5

Environment	**Degree**
Regular exposure to minor conditions such as dust, chemicals and noise. Occasional exposure to major conditions such as heat/cold, equipment with moving parts, unpredictable heavy weights and blood/body fluids.	3.0