Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO			Code
	Job Title	Environmental Services Worker	
	Date	October, 2000	
	Revised Date	2004, October 17, 2019	092
	Revised Date	November 18, 2026	

Decision Making	**Degree**
Duties are clearly prescribed, there is some choice of action in prioritizing daily tasks. Solutions to issues are selected within a range of pre-existing methods to provide a clean and sanitary environment for clients/patients/residents, staff and general public (e.g., unexpected spills, sharps and unforeseen hazards).	2.0

Education	**Degree**
Grade 10.	1.0

Experience	**Degree**
No previous experience. Six (6) months on the job to become familiar with facility layout and various cleaning products/equipment and become familiar with department policies and procedures.	2.0

Independent Judgement	**Degree**
Performs cleaning and sanitation duties that are well established and defined. Responds to emergency situations within pre-established practices.	2.0

Working Relationships	**Degree**
Contacts are with clients/patients/residents, staff and general public requiring courtesy, tact and cheerfulness.	2.0

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Impact of Action	**Degree**
Inadequate signage may result in minor injury to others. Improper use of equipment may result in damage to expensive equipment.	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 physical effort with heavy lifting, climbing, bending, pushing, twisting, reaching and stretching. Requires hand-eye coordination to operate equipment.	3.0

Sensory Demands	**Degree**
Occasional sensory effort measuring chemicals, reading labels and documenting work.	1.0

Environment	**Degree**
Regular exposure to major conditions such as blood/body fluids and heavy weights (e.g., moving linen/garbage bags). Frequent exposure to minor conditions such as chemicals, heat, cold, dust and dirt.	4.0