


# Job Evaluation Rating Document

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| <p><b>CUPE, SEIU, SGEU, SAHO</b></p>  | <p><b>Job Title</b> <u>Painter &amp; Decorator</u></p> <p><b>Date</b> <u>October, 2000</u></p> <p><b>Revised Date</b> <u>2004, June 5, 2013</u></p> <p><b>Revised Date</b> <u>January 18, 2023</u></p> | <p><b>Code</b></p> <hr/> <p>056</p> |
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| <p><b>Decision Making</b></p> <p>Some choice of action in application and selection of painting products. Exercises discretion when deciding how best to provide painting and decorating services.</p> | <p><b>Degree</b></p> <hr/> <p>3.0</p> |
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| <p><b>Education</b></p> <p>Grade 10. Journeyperson Painter and Decorator certification (twenty-four (24) weeks Saskatchewan Apprenticeship and Trade Certification Commission, seven hundred and twenty (720) classroom hours).</p> | <p><b>Degree</b></p> <hr/> <p>2.5</p> |
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| <p><b>Experience</b></p> <p>Thirty-seven (37) months previous experience which includes thirty-one (31) months (four thousand, six hundred and eighty (4680) hours) apprenticeship time plus six (6) months post-ticket experience in an industrial/commercial maintenance environment. Six (6) months on the job experience to become familiar with products within the facility and to become familiar with department policies and procedures.</p> | <p><b>Degree</b></p> <hr/> <p>7.0</p> |
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| <p><b>Independent Judgement</b></p> <p>Works within standard practices and procedures. Resolves minor problems in the preparation and application of products. Exercises judgement when selecting painting and decorating products to match project needs.</p> | <p><b>Degree</b></p> <hr/> <p>3.5</p> |
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| <p><b>Working Relationships</b></p> <p>Requires appropriate tact when discussing painting/signage problems, submitting reports, settling requests and making recommendations to stakeholders. Regular contact with other trades during major renovations.</p> | <p><b>Degree</b></p> <hr/> <p>3.0</p> |
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**Job Title**

Painter &amp; Decorator

**Code**

056

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| <b>Impact of Action</b><br>Paint odours may result in minor discomfort to staff, clients/patients/residents. Incomplete tasks may affect other services.  | <b>Degree</b><br><br>2.0 |
| <b>Leadership and/or Supervision</b><br>Provides occasional guidance to the primary function of others including training. Periodically leads projects and provides functional guidance and/or specialty advice to outside contractors.     | <b>Degree</b><br><br>2.5 |
| <b>Physical Demands</b><br>Frequent physical effort reaching, working in awkward positions, climbing ladders, twisting, moving furnishings and materials. Requires coordination using hand tools, finishing, sanding and decorating.        | <b>Degree</b><br><br>3.0 |
| <b>Sensory Demands</b><br>Regular sensory effort performing a variety of painting and decorating tasks, reading blueprints, calculating paint coverage and handling a variety of painting/decorating tools while performing precision work. | <b>Degree</b><br><br>2.0 |
| <b>Environment</b><br>Regular exposure to major conditions such as toxic fumes, odours, chemicals, while working in awkward positions and from heights.   | <b>Degree</b><br><br>4.0 |