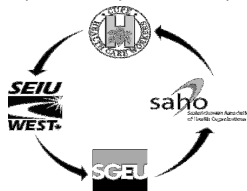


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Baker</u></p> <p><b>Date</b> <u>2004</u></p> <p><b>Revised Date</b> <u>June 29, 2006</u></p> <p><b>Revised Date</b> <u>Mar 21/12</u></p>	<p><b>Code</b></p> <p style="text-align: center;"><u>328</u></p>
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<p><b>Decision Making</b></p> <p>Some choice of action in following prescribed practices organizing, producing and distributing baked goods.</p> <p>Adjusts ingredients for special diets and solves problems associated with shortages in supply for special diets, catering and special events.</p>	<p><b>Degree</b></p> <p style="text-align: center;"><u>3.0</u></p>
<p><b>Education</b></p> <p>Grade 10. Journeyperson Cook certificate (6 months/24weeks/720 classroom hours).</p>	<p style="text-align: center;"><u>2.5</u></p>
<p><b>Experience</b></p> <p>Requires previous experience of thirty (30) months apprenticeship time. Requires six (6) months on-the-job experience in order to become familiar with timelines, special diets, large quantity food/baking production and region/facility/department policies and procedures.</p>	<p style="text-align: center;"><u>6.0</u></p>
<p><b>Independent Judgement</b></p> <p>Performs work defined by safe food handling guidelines. Solves minor operating problems such as equipment failure. Direction is sought from supervisor when dealing with problems beyond their scope.</p>	<p style="text-align: center;"><u>3.0</u></p>
<p><b>Working Relationships</b></p> <p>Requires common courtesy and tact when communicating with co-workers.</p>	<p style="text-align: center;"><u>2.0</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Organizes, produces and distributes baked goods to meet quality and service requirements. Unsatisfactory products may cause embarrassment in clients/patients/residents, family, staff relations. Misjudgement in organizing the handling of food may result in excess costs and serious short term injury/discomfort (e.g., undisclosed peanut content).	<u>2.5</u>
<b>Leadership and/or Supervision</b> Provides occasional direction and functional guidance to others assisting in the kitchen.	<u>2.0</u>
<b>Physical Demands</b> Frequent physical effort such as standing, bending, lifting light to heavy objects and hand-eye coordination associated with baked goods preparation.	<u>3.0</u>
<b>Sensory Demands</b> Regular sensory effort in observing baked goods appearance, reading recipes, measuring/weighing ingredients, assembling equipment and listening to equipment sounds.	<u>2.0</u>
<b>Environment</b> Regular exposure to major hazards such as heat, temperature extremes, steam, sharp objects and noise.	<u>4.0</u>