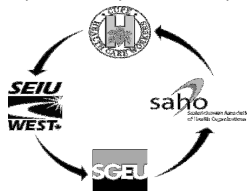


Job Evaluation Rating Documentation

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Head Maintenance Worker</u> Date <u>2004</u> Revised Date <u>June 12, 2012</u> Revised Date <u>June 05, 2013</u>	Code <u>348</u>
--	--	---------------------------

Decision Making Some choice of action when carrying out a variety of tasks in repair, maintenance and operation of facility equipment. Exercises discretion when equipment breaks down to ensure provision of services. Work involves developing plans for coordinating the work of staff performing preventative maintenance or renovation projects.	Degree <u>3.5</u>
Education Grade 12. Building Systems Technician certificate (1075 hours). Fireman's or 5th Class Power Engineering certificate as required by the Boiler and Pressure Vessels Safety Act.	<u>4.0</u>
Experience Eighteen (18) months previous experience in a maintenace environment to consolidate knowledge and skills. Nine (09) months on the job to learn scheduling, budgeting and collective bargaining agreements, develop administration/coordination skills, and become familiar with building/plant systems, facility-specific equipment and region/facility/department policies and procedures.	<u>6.0</u>
Independent Judgement Judgements associated with leading the maintenance activities would be carried out within generally accepted practices. Boiler work is performed in accordance with the Pressure Vessels Act and regulations. Breakdowns in mechanical equipment are resolved using a choice of methods, analysis and troubleshooting to determine the problem and choice of appropriate action. Exercises judgement when determing best method of repair.	<u>4.0</u>
Working Relationships Discusses repair problems, submits reports to management and makes repair/replacement recommendations. Regular contact with other departments, contractors and vendors (e.g., when resourcing new products or replacing equipment) requiring tact and discretion. Provides technical explanation and/or advice to peer professionals and other co-workers in facility/site.	<u>3.5</u>

Impact of Action	Degree
Leads the operation and monitoring of computerized building automation systems and maintains facility/plant systems and equipment to meet quality and service requirements. Misjudgements in carrying out maintenance tasks may result in minor injury/discomfort to others. Misjudgement in operating/monitoring computerized building automation systems may cause equipment failure resulting in substantial delay/loss of service and/or disruption in service delivery.	<u>2.5</u>
Leadership and/or Supervision Assigns, checks and maintains the flow of work for the maintenance department and performs more involved phases of the work.	<u>3.0</u>
Physical Demands Regular physical effort pushing and climbing with periods of heavy lifting associated with the repair of equipment and movement of materials.	<u>2.5</u>
Sensory Demands Regular sensory effort operating/repairing equipment, computer operation, performing visual inspections and using hand/power tools.	<u>2.0</u>
Environment Regular major disagreeable conditions such as chemicals, steam, sharps, extreme noise and unpredictable weights.	<u>4.0</u>