Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO		Code
	Job Title Remedial Equipment Technician	
	Date August 2006	
	Revised Date September 11, 2018	354
	Revised Date	

Decision Making	Degree
Some choice of action within limits defined by accepted practice when building, fabricating and adjusting adaptive equipment to meet client/patient/resident needs. May be required to adapt existing practices and methods or choose from a variety of alternatives to build what is required.	3.5

Education	Degree
Grade 12. Baccalaureate of Education degree with major in Industrial Arts was used for rating purposes.	6.0

Experience	Degree
Twelve (12) months previous experience working in a mechanical, carpentry, upholstery or sewing environment. Twenty-four (24) months on the job to learn building, fabrication skills to meet the needs of the program and become familiar with department policies and procedures.	6.0

Independent Judgement	Degree
Work is carried out within generally accepted practices utilizing a choice of materials/products that best fit client/resident/patient needs. Exercises judgement in designing and adapting equipment.	4.0

Working Relationships	Degree
Provides instruction to clients, families and other health care professionals on how to use adaptive equipment for optimal results. Contacts may be difficult, specialized or emotionally charged while one-on-one with clients/patients/residents.	4.0

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Impact of Action	Degree
Determines and allocates resources for the implementation and delivery of designing/fabrication services for the department. Misjudgement in the adaptation of equipment may delay succeeding or related services through rearranging schedules to accommodate refitting. Misjudgement in adaptation or building of equipment may cause serious discomfort (e.g., sores) to clients/patients/residents.	2.5

Leadership and/or Supervision	Degree
Provides occasional functional guidance to students and staff.	2.0

Physical Demands	Degree
Frequent physical effort lifting and moving equipment, bending, crouching and kneeling with periods of heavy lifting and awkward positions. Requires hand-eye coordination while operating power tools.	3.0

Sensory Demands	Degree
Regular sensory effort such as observing clients, listening, designing/building/inspecting equipment, upholstering, sewing and using hand/power tools.	2.0

Environment	Degree
Regular exposure to major conditions such as paints, fumes, dust, glues, solvents, noise, sharp tools and equipment, odour and blood/body fluids.	4.0