


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Independent Living Maintenance Worker</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>043</p>
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<p><b>Decision Making</b></p> <p>Follows prescribed practices when installing and maintaining equipment aids for independent living. Makes minor operating decisions such as sequence of activities (e.g., installations, deliveries, urgent requests).</p>	<p><b>Degree</b></p> <hr/> <p>2.0</p>
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<p><b>Education</b></p> <p>Grade 10.</p>	<p><b>Degree</b></p> <hr/> <p>1.0</p>
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<p><b>Experience</b></p> <p>Six (6) months previous experience working with tools and equipment. Six (6) months on the job to learn equipment installation fundamentals and become familiar with department policies and procedures.</p>	<p><b>Degree</b></p> <hr/> <p>4.0</p>
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<p><b>Independent Judgement</b></p> <p>Follows established methods for equipment installation. On-site problems are typically resolved with limited analysis. Exercises judgement when determining whether to repair or replace plumbing systems and equipment.</p>	<p><b>Degree</b></p> <hr/> <p>2.5</p>
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<p><b>Working Relationships</b></p> <p>Contact with clients requires courtesy and cheerfulness. Demonstrates appropriate tact and discretion when discussing problems, settling requests and making recommendations with regards to installations and repairs of aids for independent living.</p>	<p><b>Degree</b></p> <hr/> <p>2.5</p>
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Independent Living Maintenance Worker

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<p><b>Impact of Action</b></p> <p>Inadequate installation of equipment may cause minor injury to clients or damage to expensive equipment and apparatus, which may result in embarrassment in public relations.</p>	<p><b>Degree</b></p> <p><u>2.0</u></p>
<p><b>Leadership and/or Supervision</b></p> <p>May show others how to perform tasks for duties by familiarizing new employees with the work area and processes.</p>	<p><b>Degree</b></p> <p><u>1.0</u></p>
<p><b>Physical Demands</b></p> <p>Regular physical demands working in awkward positions in clients' homes while lifting, pushing and pulling aids/equipment using fine and coarse movements with periods of heavy lifting.</p>	<p><b>Degree</b></p> <p><u>2.5</u></p>
<p><b>Sensory Demands</b></p> <p>Regular sensory effort driving, listening, using hand and power tools when installing aids/equipment.</p>	<p><b>Degree</b></p> <p><u>2.0</u></p>
<p><b>Environment</b></p> <p>Regular exposure to major conditions such as sharps and unpredictable weights.</p>	<p><b>Degree</b></p> <p><u>4.0</u></p>