


Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Industrial Mechanic</u> Date _____ Revised Date <u>June 5, 2013</u> Revised Date <u>January 18, 2023</u>	Code <u>187</u>
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Decision Making <p>Follows specific procedures as outlined in blueprints, manuals and applicable codes. Some choice when modifying, manufacturing and maintaining mechanical systems and equipment. Uses discretion in providing service (e.g., replacing equipment with minimal disruption). May be required to make decisions in unusual circumstances or on exception to accepted practice when modifying equipment or fabricating parts for medical equipment.</p>	Degree <u>3.5</u>
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Education <p>Grade 11. Journeyperson Industrial Mechanic (Millwright) certification (thirty-two (32) weeks Saskatchewan Apprenticeship and Trade Certification Commission, nine hundred and sixty (960) classroom hours).</p>	Degree <u>3.0</u>
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Experience <p>Fifty-one (51) months previous experience which includes forty-two (42) months apprenticeship time (six thousand, two hundred and forty (6240) hours) plus nine (9) months post-ticket experience in an industrial/commercial maintenance environment. Nine (9) months on the job to become familiar with facility mechanical systems and associated equipment, preventative maintenance programs and become familiar with department policies and procedures.</p>	Degree <u>8.0</u>
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Independent Judgement <p>Carries out the majority of work in accordance with generally accepted practices. Work involves a choice of methods or procedures, analysis and troubleshooting when dealing with equipment failures or fabricating repairs. Exercises judgement when determining best method of repair.</p>	Degree <u>4.0</u>
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Working Relationships <p>Requires regular contact with business community, contractors, consultants, engineers and co-workers requiring tact and discretion. Provides technical explanation and/or advice on maintenance issues to staff, peer professionals and co-workers in facility/site.</p>	Degree <u>3.5</u>
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<p>Impact of Action</p> <p>Inadequate planning may have a minor effect on client/patient/resident relations. Impacts may cause substantial disruption to patient care, services, critical system/equipment failure and equipment life span (e.g., compressors, fans, pumps and medical equipment).</p>	<p>Degree</p> <p>2.5</p>
<p>Leadership and/or Supervision</p> <p>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.</p>	<p>Degree</p> <p>2.5</p>
<p>Physical Demands</p> <p>Frequent physical effort pushing, reaching, climbing, kneeling with heavy effort associated with repair of equipment and movement of materials. Requires accurate hand-eye coordination when using hand/power tools and welding.</p>	<p>Degree</p> <p>3.0</p>
<p>Sensory Demands</p> <p>Regular sensory effort while repairing and maintaining a variety of mechanical and medical equipment.</p>	<p>Degree</p> <p>2.0</p>
<p>Environment</p> <p>Exposure to regular major disagreeable conditions such as extreme temperatures, welding fumes, steam, chemicals and unpredictable weights.</p>	<p>Degree</p> <p>4.0</p>