


# Job Evaluation Rating Document

<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, Mar 21/12</u></p> <p><b>Revised Date</b> <u>May 8, 2019</u></p>	<p><b>Code</b></p> <hr/> <p style="text-align: center;">328</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. 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> <hr/> <p style="text-align: center;">3.0</p>
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<p><b>Education</b></p> <p>Grade 10. Journeyperson Cook certificate (6 months/24weeks/720 classroom hours).</p>	<p><b>Degree</b></p> <hr/> <p style="text-align: center;">2.5</p>
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<p><b>Experience</b></p> <p>Previous experience of thirty (30) months apprenticeship time plus six (6) months on-the-job experience in order to become familiar with timelines, special diets, large quantity food/baking production and department policies and procedures.</p>	<p><b>Degree</b></p> <hr/> <p style="text-align: center;">6.0</p>
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<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.</p>	<p><b>Degree</b></p> <hr/> <p style="text-align: center;">3.0</p>
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<p><b>Working Relationships</b></p> <p>Requires common courtesy and tact when communicating with co-workers.</p>	<p><b>Degree</b></p> <hr/> <p style="text-align: center;">2.0</p>
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<p><b>Impact of Action</b></p> <p>Unsatisfactory products may cause embarrassment in clients/patients/residents, family and staff relations. Misjudgement in food handling may result in serious short term injury/discomfort.</p>	<p><b>Degree</b></p> <p>2.5</p>
<p><b>Leadership and/or Supervision</b></p> <p>Provides occasional direction and functional guidance to staff.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Physical Demands</b></p> <p>Frequent physical effort such as standing, bending and lifting. Frequent periods of accurate hand-eye coordination required when preparing baked goods.</p>	<p><b>Degree</b></p> <p>3.0</p>
<p><b>Sensory Demands</b></p> <p>Regular sensory effort in observing baked goods appearance, reading recipes, measuring/weighing ingredients, assembling equipment and listening to equipment sounds.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Environment</b></p> <p>Regular exposure to major hazards such as heat, steam, sharp objects and noise.</p>	<p><b>Degree</b></p> <p>4.0</p>