


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Head Maintenance Worker</u></p> <p>Date <u>2004</u></p> <p>Revised Date <u>June 12, 2012; June 5, 2013</u></p> <p>Revised Date <u>January 18, 2023</u></p>	<p>Code</p> <hr/> <p>348</p>
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<p>Decision Making</p> <p>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.</p>	<p>Degree</p> <hr/> <p>3.5</p>
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<p>Education</p> <p>Grade 12. Building Systems Technician certificate (Saskatchewan Polytechnic, nine hundred and forty-five (945) hours). Fireman Boiler Operator certificate or 5th Class Power Engineering certificate, as required by the Boiler and Pressure Vessels Safety Act. Boiler Operator License or Power Engineering License issued pursuant to the Boiler and Pressure Vessels Safety Act (no examination required so does not impact the rating) (rating 3.5).</p> <p>*As per the MOA regarding the Education factor review (January 2019) the JJEMC will continue to utilize one thousand and seventy-five (1075) hours as no other factors were impacted by this change. The Education rating will remain at (4.0).</p>	<p>Degree</p> <hr/> <p>4.0</p>
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<p>Experience</p> <p>Eighteen (18) months previous experience in a maintenance environment to consolidate knowledge and skills. Nine (9) months on the job to develop administrative/coordination skills, become familiar with buildings/plant systems, facility-specific equipment and department policies and procedures.</p>	<p>Degree</p> <hr/> <p>6.0</p>
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<p>Independent Judgement</p> <p>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 determining best method of repair.</p>	<p>Degree</p> <hr/> <p>4.0</p>
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<p>Working Relationships</p> <p>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.</p>	<p>Degree</p> <hr/> <p>3.5</p>
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Job Title

Head Maintenance Worker

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<p>Impact of Action</p> <p>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.</p>	<p>Degree</p> <p><u>2.5</u></p>
<p>Leadership and/or Supervision</p> <p>Assigns, checks and maintains the flow of work for the maintenance department and performs more involved phases of the work.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Physical Demands</p> <p>Regular physical effort pushing and climbing with periods of heavy lifting associated with the repair of equipment and movement of materials.</p>	<p>Degree</p> <p><u>2.5</u></p>
<p>Sensory Demands</p> <p>Regular sensory effort operating/repairing equipment, computer operation, performing visual inspections and using hand/power tools.</p>	<p>Degree</p> <p><u>2.0</u></p>
<p>Environment</p> <p>Regular major disagreeable conditions such as steam, sharps, extreme noise and unpredictable weights.</p>	<p>Degree</p> <p><u>4.0</u></p>