

Job Class Profile: Painter/Plasterer**Pay Level: CG-26 Point Band: 490-533**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	4	2	5	4	2	2	2	1	6	
Points	187	33	32	19	60	43	41	21	64	500

JOB SUMMARY

The Painter/Plasterer performs painting and plastering work in the maintenance and new construction of building structures, equipment and furnishings in institutional or public buildings and facilities.

Key and Periodic Activities

- Prepares surfaces for applying paint, stain and other finishes by washing; scraping; sandblasting; sanding, and priming. Erects barriers for dust and contaminate control.
- Mixes and matches paints, varnishes, epoxies and stains in preparation for application on walls, ceilings, doors, cabinets, etc.
- Applies paint with brushes, rollers, sponges, cloths and spray guns.
- Mixes, applies and smoothes plaster on walls, ceilings and patch holes in walls and concrete floors. Installs dry wall corners.
- Applies vinyl and paper wall coverings, rubber baseboards and may glaze windows.
- Operates and maintains a variety of tools such as a paint sprayer and mixer, sander, grinder, drills and rotary tools.
- Erects scaffolding for interior and exterior work.
- Prepares material lists. Maintains inventory to ensure required materials and tools are in stock to complete all jobs. Ensures proper storage of hazardous materials.
- Cleans brushes, rollers, spray guns, trowels and other equipment used in the painting and plastering process.
- Coordinates work activities with other trades workers.
- Completes work orders.
- Meets with contractors to discuss job requirements.
- Reviews blueprints to determine quantity of materials required.
- Moves furniture and equipment. Removes blinds and curtains.
- May order materials and supplies from storeroom.
- May provide technical advice to other painter/plasterers.
- Assists with other maintenance work, as required.

SKILL**Knowledge**

General and Specific Knowledge:

- Safe work procedures
- Construction practices
- Methods, tools and practices related to painting and plastering
- Colour trends and paint products
- Plaster products
- Policies and procedures
- Asbestos abatement techniques
- Infection control procedures during construction
- WHMIS

Formal Education and/or Certification(s):

- Minimum: High School Diploma. Diploma in Painting and Decorating (with Plastering).

Years of Experience:

- Minimum: 4 years

Competencies:

- Follow basic instructions and work processes
- Apply established techniques to the completion of activities
- Write straightforward text
- Operate machinery
- Operate a computer

Interpersonal Skills

- A range of interpersonal skills are used to perform activities including listening to information from other people and asking questions to get information to ensure understanding of job requirements; providing routine information and direction to other employees and gaining the cooperation of co-workers to complete work, address issues and/or solve problems.
- Communication occurs with employees in the immediate work area, Department as well as other departments within the organization and with supervisors, managers, suppliers and contractors.
- The most significant contacts are with the supervisor for work orders and instructions; co-workers in the performance of daily activities and with other trades workers to co-ordinate work schedules.

EFFORT**Physical Effort**

- The demands of the job occasionally result in fatigue, requiring periods of rest.
- Lifting objects such as buckets of paint or boxes of plaster; and moving furniture and equipment weighing 25 to 50 lbs occurs on a regular basis.
- Work involves standing and walking constantly in the performance of daily activities including climbing ladders, scaffolds and stairs; as well as bending, kneeling, crawling and stretching when plastering; painting walls, baseboards, ceilings and working in confined spaces.

- Manual or physical activities include constant fine finger or precision work when painting trim or straight lines; using hand tools such as a sander, grinder, rotary tools, etc; using gross motor skills; and maintaining physical balance when climbing ladders or scaffolds.

Concentration

- **Visual concentration or alertness** is required when operating power tools; painting trim; erecting scaffolding; matching paint colors, and ensuring the job site is clean and hazard free.
- **Auditory concentration or strain** is experienced when working in a noisy construction area and listening and interacting to other employees in the area.
- **Other sensory concentration such as touch** is required when plastering walls to ensure a uniform finish.
- **Alertness and concentration** are required when performing repetitive tasks such as mixing paint; climbing ladders and scaffolds; painting and plastering, operating power tools, etc. **Higher than normal levels of attentiveness or alertness** for the health and safety of others is required when working in areas such as patient care or food service areas where dust control, fumes and/or allergies are an issue or when working on ladders and scaffolding in crowded areas.
- **Time pressures and deadlines** are experienced when meeting schedules for timelines for completion of jobs; **interruptions and lack of control over work pace** are experienced with competing priorities; changes to job while in progress; adverse weather conditions if working outside; waiting for plaster to dry and/or waiting on other trades workers to complete their work before painting/plastering can be started.
- **Eye/hand coordination** is required to paint and plaster.
- **Exact results and precision** are required when performing tasks such as painting trim; painting along ceilings, baseboards and door frames, matching paint colours; hanging wall paper and performing finished plastering, etc.

Complexity

- Work involves performing painting and plastering work which is typically well defined and similar/related in terms of the skills and knowledge required.
- Typical problems or challenges include mixing paints to match paint colours on existing walls and determining the best method to plaster a hard wall.
- Reference material to assist in addressing problems, challenges and issues include policies and procedures; WHMIS; specification manuals; blueprints; advice and/or guidance from supervisor, co-workers and other trades workers.

RESPONSIBILITY

Accountability and Decision-Making

- Work is performed in a highly structured environment. Tasks are assigned by the supervisor in either verbal or written work order format and are highly monitored and controlled. Daily work tasks are performed independently.
- Have authority to determine the amount of materials, tools, and procedures required to complete the task.
- Supervisory approval is required to purchase equipment and tools.

Impact
<ul style="list-style-type: none"> – Work results can have a positive impact within the immediate work area; department; organization; customers/clients/patients/general public as well as resources such as finances; facilities; material resources; health and safety and corporate image when quality painting and plastering work is produced on schedule. – Mistakes or errors can result in extended closure of offices or clinics; delays in services; impacts on the schedules of other trades workers; increased financial costs if repainting and/or plastering is necessary; requirement for additional material resources such as paint or plaster compound; health and safety issues if dust is not contained to work area or proper procedures for asbestos removal is not followed; and a negative impact on corporate image. – Errors are typically identified and resolved within hours of problem identification. Work orders provide instructions for each job and checks and balances are in place to limit errors.
Development and Leadership of Others
<ul style="list-style-type: none"> – Not responsible for the supervision of staff. – May provide advice and guidance to junior painters.

WORKING CONDITIONS

Environmental Working Conditions
<ul style="list-style-type: none"> – There is a requirement to wear safety equipment such as a respirator when spray painting; safety harness when working at heights; hard hat; mask; eye protection; and safety boots. – The likelihood of minor cuts, bruises, abrasions or minor illnesses resulting from hazards in the job is moderate. Fractures and partial/total disability is limited. – Exposed to undesirable working conditions such as dirt and dust when plastering and sanding; paint fumes; hazardous chemicals contained in paints and varnishes, etc; dangerous heights when working on ladders and scaffolding; sharp objects such as knives and other plastering tools; etc.