

Job Class Profile: Trades Worker IIA

Pay Level: CG-29 **Point Band:** 622-675

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	5	2	5	6	3	3	3	3	6	
Points	233	33	32	29	90	65	62	64	64	672

JOB SUMMARY

The Trades Worker IIA supervises staff engaged in carpentry work.

List and Brief Description of Specific Duties

Class may perform any of the following duties:

- Supervises and participates in the maintenance, repair and renovation of wooden structures and the operation of woodworking machinery and hand tools to build and repair wood furnishings such as cabinets, desks, displays and work stations.
- Reads and interprets blueprints, drawings and sketches to determine requirements.
- Orders material and supplies.
- Performs preventative maintenance on various equipments and machines.
- Liaises and communicates with contractors.

SKILL

Knowledge

General and Specific Knowledge:

- Specific knowledge of:
 - Technical method and codes in plumbing, electrical and carpentry.
 - Asbestos, WHMIS and Occupational Health and Safety.
 - Applicable building codes.
 - Removal of Hazardous materials.

Formal Education and/or Certification(s):

- Minimum: Journeyperson Certificate.

Years of Experience:

- Minimum: 2 to 3 years of experience.

Competencies:

- Ability to install various hardware.
- Ability to repair or calibrate machinery.
- Ability to operate a computer to prepare documents or access databases.
- Ability to read blueprints, drawings and sketches.

Interpersonal Skills

- Communications include listening, asking questions and providing routine information and direction to others to determine what is wrong with equipment and determining layout of new equipment for new construction; and to gain co-operation of others to complete work assignments.
- Communications occur with employees within immediate work area, department and other departments within the organization.
- The most significant contact is with supervisor/manager to discuss daily activities, employees or peers to assist/co-ordinate tasks and suppliers regarding materials.

EFFORT

Physical Effort

- The demands of the job results in considerable fatigue, requiring periods of rest.
- Regularly required to lift or move objects up to 25 lbs., and occasionally over 50 lbs., such as coils of wire, conduit, gyproc.
- Physical effort may include constant use of hand tools that require accurate control and steadiness (using hand tools to install, remove or replace equipment/systems) and maintaining physical balance (working on ladders and scaffolding) and regularly standing, walking, climbing, using gross and fine motor skills, being in awkward or cramped positions (crawling under equipment to test and repair) and requiring need for strength and/or endurance.

Concentration

- **Visual** concentration may include staring at a computer screen, repairing various equipment and facilities such as roof leaks, wiring, and reading complex drawings and blueprints.
- **Auditory** concentration may include listening to equipment for unusual noise to indicate a repair is needed, ability to listen while working in noisy workrooms such as boiler room.
- Other sensory demands may include the ability to **smell** for sewer gas and propane, burnt wires, etc.
- Work is impacted **by time pressures/deadlines, interruptions and lack of control over work pace** as priorities change, services being interrupted, etc. Medical equipment is always in demand and cannot be down for extended periods of time without interrupting services.
- Concentration effort may include working on roofs or scaffolding to make repairs, inspect and install various equipment and requires **exact results and precision and eye/hand co-ordination** (soldering electronic boards, splicing electrical connections, safety checks on patient equipment, voltage/resistance reader, and table saws and routers, etc.)

Complexity

- Tasks are repetitive and well defined, may be different but allow for similar skills and knowledge to complete work.
- Typical challenges include blockages of draining system and heating malfunctions.
- Problems tend to require problem definition and assessment but can be addressed following standard guidelines and procedures along with advice and recommendations from supervisor/manager and other employees, external documents such as regulations and codes are

to be followed for most repair and maintenance procedures such as

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are generally prescribed and controlled.
- Decisions can be made on how to proceed with related repairs and maintenance and most tasks are then reviewed by supervisor/manager.
- Can order materials for jobs, replacement parts for pieces of equipment (within delegated authority) without supervisor approval.
- Requires formal approval for overtime and ordering costly supplies and equipment.

Impact

- Work results generally impact the immediate work area, within and outside own department, outside the organization and customers/clients/generally public. Additionally may impact facilities.
- In the event of a repair that hasn't been carried out, there may be some impact to clients and facilities with areas being closed for services. Most problems are addressed immediately and do not have long term consequences.
- Supervision and policies/procedures mitigate impact to clients and organization.

Development and Leadership of Others

- Provides direction on a day to day basis with regards to scheduling, assigning and co-ordinating work and may be expected to provide feedback to employees and/or management.

WORKING CONDITIONS

Environmental Working Conditions

- Required to wear safety equipment and take precautions such as dust masks, protective clothing, steel toe boots, respirator for asbestos abatement, and require special precautions when working on certain equipment and systems such as sanitary sewer.
- The likelihood of injury or illness resulting from hazards is limited as there are safety equipment and precautions in place to mitigate the risk.
- Constantly exposed to unusual noise, limited lighting, dust, fumes, wet and slippery conditions, poor ventilation, dangerous heights and depths, awkward and confined workspaces due to work in various workrooms and bodily fluids and waste, infectious diseases from working in a hospital.