

Maintenance Worker – Subsidiary 4

APS Benchmark Listings

Subsidiary 4 - Maintenance Worker Benchmark Listing

Sub.No.	Bench- mark	Department	Working Title Job Title	Know-How				Creativity/ Problem Solving		Responsibility		Total Points
				Prof./ Cont.	Comp. Div.	H.R. Skills	Points	%	Points	Profile	Points	
Maintenance Worker (Point Range 228 - 268)												
004	045MA27	Infrastructure	Maintenance Worker	D+	I	1	152	25	38	R1	43	233

Last Review / Update: 2016-03-11

Subsidiary 4 Benchmark Evaluation - 045MA27

Identification Section

Working Title:	Maintenance Worker
Department:	Infrastructure
Division, Branch/Unit:	Property Management - North Region
Reports To:	Operation Supervisor
Levels to D.M.:	6
Job Description:	045MA27
Minimum Recruitment Standard:	See the Minimum Recruitment Standards for Maintenance Worker
Job Code:	045MA - Maintenance Worker

Comments on Role

Position maintains and repairs a variety of research and mechanical equipment of some complexity and variety including pumps, compressors, motors, refrigeration units and growth chambers. Position also estimates material requirements for various maintenance and repair activities and prepares the material requests.

Evaluation

Knowledge	Creativity / Problem Solving	Responsibility	Total Job Points
D+I1 152	25% 38	R1 43	233

Comments on Evaluation

- **Knowledge:**

- **Professional/Content Knowledge:**

- Position requires two unrelated journey level trade certificates in millwright and refrigeration. Knowledge and skill to maintain a variety of mechanical equipment as well as the understanding and knowledge of a variety of tools is also required. Position must be able to fabricate and machine various parts and to diagnose and repair refrigeration and air conditioning equipment. This breadth of knowledge is reflected in the D+ rating.

- **Complexity and Diversity:**

- Position fabricates machine parts, maintains a variety of complex equipment and must be able to estimate labour and material for new equipment installations.

- **Human Relations Skill:**

- Communication skills exercised are for the primary purpose of receiving direction and exchanging technical information.

- **Creativity/Problem Solving:**

The diversity and complexity of the equipment maintained require the position to exercise a diverse set of knowledge and experiences including the fabrication of machined parts. With available assistance, the position applies knowledge from two unrelated trades with tasks performed using diversified processes.

- **Responsibility:**

Position is focused on the maintenance and repair of a variety of mechanical equipment.

Last Reviewed:

Last Review / Update: 2016-03-11

Subsidiary 4 Benchmark Job Description - 045MA27

Identification Section

Working Title:	Maintenance Worker
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Division, Branch/Unit:	Property Management - North Region
Reports To:	Operation Supervisor
Levels to D.M.:	6

Purpose

(Brief summary of the job, covering the main responsibilities, the framework within which the job has to operate and the main contribution to the organization.)

The Maintenance Worker maintains and repairs a variety of facility equipment within the guidelines of a planned preventative maintenance program. Equipment supported includes pumps, air compressors, motors, air handlers, refrigeration units and growth chambers.

Position also estimates material requirements for various maintenance and repair activities and prepares the material requests.

Responsibilities and Activities

(Purpose of the job can be broken down in different responsibilities and end results. Each end result shows what the job is accountable for, within what framework, and what the added value is.)

- 1. Installation, maintenance and repair of a variety of equipment.**
Install, repair and overhaul refrigeration units including forty growth chambers.
Fabricate various parts on machine shop lathe and milling machine.

Install and repair air compressors, pumps, motors, bearings, seals, shafts and other related mechanical equipment.

Perform arc and gas welding.

Perform preventative maintenance activities including cleaning, oiling, greasing and replacing worn parts and scheduled maintenance checks.

2. Administrative responsibilities related to maintenance.

Estimate material and labour required for installing new equipment.

Formally request material requirements.

Update and maintain preventative maintenance records.

3. Operate heavy equipment including a grader.

Scope

(Illustrates what internal or external areas the job impacts, and the diversity, complexity, and creativity of the job.)

Position is responsible for the preventative maintenance and repair of a variety of building and research equipment including refrigeration units, growth chambers, air compressors, pumps, etc. Position requires journeyman level depth in more than one trade to properly perform the role.

Contacts

(Main contacts of this position and the purpose of those contacts.)

Contacts for the purpose of receiving instructions and seeking clarification.

Knowledge, Skills and Abilities

(Most important knowledge factors, skills and abilities including knowledge about practical procedures, specialized techniques, etc.; analytical and conceptual skills and abilities; and skills needed for direct interaction

with others not only diplomas and degrees. Specific training if it is an occupational certification/registration required for the job.)

Requires knowledge, skills and abilities to overhaul and repair various pumps and mechanical equipment.

Must be able to machine new parts and able to diagnose and repair refrigeration and air conditioning equipment.

The knowledge and ability to maintain and repair growth chambers are essential.

Position requires skills to work with a variety of equipment including lathe, milling machine, welder and other various tools.

This position requires familiarity with computer systems and their operation.

Requires journeyman trades certification as an automotive mechanic and machinist or millwright.

Organization

(Working titles of positions reporting directly to this position.)

Position has no supervisory responsibilities.

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