

SCHOOL DISTRICT NO. 62 (SOOKE)

TITLE: LABOURER

QUALIFICATIONS:

1. Completion of Grade 12.
2. No prior experience required.
3. Valid B.C. driver's license.
4. Good health and sufficient strength to perform a variety of routine manual tasks.
5. Ability to get along well with others.
6. Works under direct supervision.
7. Operates simple machinery, i.e. jack hammer, etc.

RESPONSIBLE TO: Facilities Manager or his designate.

SUPERVISION: N/A

JOB GOAL: To perform unskilled tasks under direct supervision as required,
i.e. capital projects, etc.

PERFORMANCE RESPONSIBILITIES:

1. Assists trades personnel in non trade function as directed.
2. Keeps in mind safety of others, including school children.
3. Drives vehicles up to 3 tons.
4. Performs other related duties as required.

TERMS OF EMPLOYMENT: Twelve months per year or as otherwise posted

TITLE:

LABOURER

Page 2

EVALUATION

DATE: December 15, 2016

JOB TITLE: Labourer

Factor	Degree	Points	Substantiating Data
1. Knowledge	2	20	Less than Grade 12 with courses up to one year or Grade 12.
2. Experience	1	15	Up to three months.
3. Judgement	2	20	The job requires the application of established methods or procedures. Work may involve a choice of methods
4. Concentration	3	30	Almost continuous periods of short duration; OR Frequent periods of intermediate duration; OR Occasional periods of long duration.
5. Physical Activity	4	24	Medium activity of long duration; OR Heavy activity of intermediate duration.
6. Dexterity	2	12	Job requires tasks that demand coordination of coarse movements, where speed is a moderate consideration; OR Coordination of coarse and fine movements, where speed is a minor consideration.
7. Accountability	1	10	Actions have little or no effect and are routinely checked.
8. Safety of Others	2	16	Some degree of care required to prevent injury or harm to others.
9. Interpersonal Skills	1	10	Common courtesy required in order to maintain working relationships.
10. Disagreeable Conditions	3	30	Major conditions of occasional exposure.
TOTAL POINTS		197	

APPROVED

C.U.P.E., Local 459

School District No. 62 (Sooke)

