

Painter and Decorator

APS Benchmark Listings

Sub.	Bench- mark No.	Department	Working Title Job Title	Know-How				Creativity/ Problem Solving		Responsibility		Total Points
				Prof./ Cont.	Comp. Div.	H.R. Skills	Points	%	Points	Profile	Points	
Painter & Decorator (Point Range 161 - 191)												
004	043PA28	Infrastructure	Painter	C+	I	1	115	22	25	R1	29	169

Subsidiary 4 Benchmark Evaluation - 043PA28

Identification Section

Working Title:	Painter
Department:	Infrastructure
Division, Branch/Unit:	Property Management, Group IV, Government Centre
Reports To:	Building Superintendent
Levels to D.M.:	6
Job Description:	043PA28
Minimum Recruitment Standard:	See the Minimum Recruitment Standards for Painter and Decorator
Job Code:	043PA - Painter and Decorator

Comments on Role

Position performs in-house maintenance painting on a variety of buildings, signs, curbs and other surfaces. Minimal monitoring of paint contractors is required as well as occasional operation of paint sprayers and other small hand tools.

Evaluation

Knowledge	Creativity / Problem Solving	Responsibility	Total Job Points
C+I1 115	22% 25	R1 29	169

Comments on Evaluation

- **Knowledge:**

Professional/Content Knowledge:

- Position requires a journey level trades certification in painting. In addition, it requires a good knowledge of painting-related materials, products, application and safety procedures, resulting in a C+ rating.

Complexity and Diversity:

- Position independently prepares and paints a wide variety of walls, signs and other surfaces. It has some interaction with other trades on larger projects. Position monitors the progress of paint contractors and performs administrative duties such as record keeping of products, supplies and other related information, resulting in a full-fledged 1 rating.

Human Relations Skill:

- Communication skills exercised are mainly for the purpose of receiving instructions and providing information related to painting projects.

- **Creativity/Problem Solving:**

Position performs duties within set standards and guidelines. Decisions are made based on prior knowledge and experience.

- **Responsibility:**

Primary focus of position is on providing in-house painting services.

Last Reviewed:

Last Review / Update: 2016-03-11

Subsidiary 4 Benchmark Job Description - 043PA28

Identification Section

Working Title:	Painter
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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 Painter and Decorator is responsible for surface preparation and application of paint to a variety of buildings, signs, curbs and other surfaces. Operation of a paint sprayer and small hand tools is required. Required to keep records of products, supplies and other related information.

Position monitors the progress of paint contractors and will compile information for project tendering.

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. Perform in-house maintenance painting.

- Establish painting requirements and research product information.
- Select materials, tools and equipment.

- Prepare surfaces by cleaning and patching holes and imperfections.
- Apply paint, varnish and wallpaper.

2. **Maintain a safe and functional workplace.**

- Surplus outdated stock and equipment.
- Maintain paint shop and work site storage facilities in clean and safe order.
- Ensure there is proper ventilation in working areas.
- Maintain motor vehicle and associated mechanical equipment in clean and safe working condition.

3. **Occasionally monitor contract painters.**

- Establish requirements for contracting resources on larger scale projects.
- Assist with preparation of project specifications and participate in the tendering process.
- Monitor contract performance, ensuring standards are met and work is conducted in accordance with safety regulations.

4. **Other duties.**

- Maintain on-going records of product, projects, locations and vendors.
- Assist the Superintendent and other trades as time permits.

Scope

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

Position is required to independently prepare and paint a wide variety of walls, signs and other surfaces. As well, position participates in contracting and monitoring external resources on larger painting projects.

Contacts

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

The majority of contact is to receive instructions and provide information related to the painting project. While the position provides some direction to contractors, communication is routine for the most part.

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.)

- Position requires a good knowledge of painting-related materials, products, application and safety procedures.
- Some knowledge of contract procedures, estimating and overseeing contractors is required.
- Requires journey level trades certification in painting and decorating.

Organization

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

Position has no supervisory responsibilities but is required to monitor the work of painting and decorating contractors.

Last Review / Update: 2016-03-11