Job Class Profile: Painter/Plasterer

Pay Level: CG-26  Point Band: 490-533

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**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):

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

- 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

- Not responsible for the supervision of staff.
- May provide advice and guidance to junior painters.

### WORKING CONDITIONS

#### Environmental Working Conditions

- 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.