

# JOB EVALUATION

Band	Job Classifications	TotalPoints	FACTORS										POINTS							
			Body of Knowledge	Dexterity	Judgement	Creativity	Exertion	Accountability	Communication	Coordination of Work	Working Conditions	Body of Knowledge	Dexterity	Judgement	Creativity	Exertion	Accountability	Communication	Coordination of Work	Working Conditions
13	Producer - National Line-up and Assignment	980	UN7Y	3	6	6	AV3	5	6	4	GE2/RT1-P4	190	48	115	160	42	150	150	80	45
13	Production Designer	915	UN7Y	3	5	6	AV3	5	5	4	GE2/RT1-P2	190	48	95	160	42	150	125	80	25
12	Producer	858	UN5Y	2	6	5	AV2	5	5	4	GE2/RT1-P2	170	32	115	133	28	150	125	80	25
12	Producer / Recording Engineer	858	CC7Y	3	6	5	AV3	5	5	3	GE2/RT1-P2	170	48	115	133	42	150	125	50	25
12	National Reporter	851	UN7Y	2	5	4	AV2	5	5	4	GE3/RT2-P2	190	32	95	106	28	150	125	80	45
12	Director	842	CC7Y	2	5	5	AV3	4	5	4	GE2/RT1-P4	170	32	95	133	42	120	125	80	45
12	Switcher / Director	828	CC7Y	3	5	5	AV3	4	5	3	GE2/RT1-P4	170	48	95	133	42	120	125	50	45
12	Senior Host	822	UN7Y	2	5	5	AV3	5	5	2	GE2/RT1-P3/TI3	190	32	95	133	42	150	125	20	35
12	Consulting Technologist	812	UN10	1	5	5	AV2	5	5	3	GE1-P1/TI1	210	16	95	133	28	150	125	50	5
12	Remote Area Transmitter Systems Technologist	793	UN7Y	3	4	4	BM1	4	3	4	GE5-P2	190	48	76	106	28	120	75	80	70
11	Senior TV Post Production Audio Engineer	779	CC10	4	5	5	AV4	3	3	3	GE2/RT1-P2	190	65	95	133	56	90	75	50	25
11	Mobile Engineer-in-Charge	777	CC7Y	4	5	3	BM2	4	4	3	GE3/RT2-P3/TI3	170	65	95	80	42	120	100	50	55
11	Senior Videographer	755	CC5Y	4	4	5	PA3	3	4	3	GE3/RT2-P1/TI1	150	65	76	133	56	90	100	50	35
11	Senior Production Editor	748	CC10	3	5	5	AV3	3	3	3	GE2/RT1-P2	190	48	95	133	42	90	75	50	25
11	Art Director	746	UN4Y	4	4	5	AV3	4	3	3	GE2/RT1-P2	160	65	76	133	42	120	75	50	25
11	Supervising Scenic Artist	739	CC4Y	4	4	5	BM3	3	3	3	GE3/RT2-TI2	140	65	76	133	70	90	75	50	40
11	Systems Technologist	732	UN7Y	3	4	4	BM2	4	3	3	GE2/RT1-P2	190	48	76	106	42	120	75	50	25
11	Host	721	UN5Y	2	5	4	AV2	4	5	2	GE2/RT1-P2	170	32	95	106	28	120	125	20	25
10	Senior Communications Officer	710	CC5Y	1	5	4	AV2	4	4	4	GE1-P2	150	16	95	106	28	120	100	80	15
10	Senior Lighting Director	702	CC5Y	1	4	5	AV3	3	4	3	GE3/RT2-P2	150	16	76	133	42	90	100	50	45
10	Senior Writer	701	UN5Y	2	4	4	AV3	4	4	2	GE2/RT1-P3/TI3	170	32	76	106	42	120	100	20	35
10	Promo Producer / Director	698	CC5Y	1	4	5	AV2	4	4	3	GE2/RT1-P2	150	16	76	133	28	120	100	50	25
10	Video-Journalist	695	UN3Y	3	4	3	PA3	3	4	3	GE3/RT2-P2	150	48	76	80	56	90	100	50	45
10	Supervising Special Effects Technician	694	CC3Y	4	5	4	PA2	3	3	3	GE4/RT3-P2	130	65	95	106	28	90	75	50	55
10	Colourist	693	CC4Y	3	4	5	AV4	3	3	3	GE2/RT1-P2	140	48	76	133	56	90	75	50	25
10	Composer	693	CC4Y	3	4	5	AV4	3	3	3	GE2/RT1-P2	140	48	76	133	56	90	75	50	25
10	Video Producer	693	CC7Y	4	4	3	AV3	3	3	3	GE3/RT2-P2	170	65	76	80	42	90	75	50	45
10	Senior Production Switcher	689	CC5Y	4	4	4	AV3	3	3	3	GE2/RT1-P3/TI3	150	65	76	106	42	90	75	50	35
10	National Account Manager	682	UN5Y	1	4	4	AV1	5	5	2	GE1-P1/TI1	170	16	76	106	14	150	125	20	5
10	Radio Recording Engineer	679	CC5Y	4	4	4	AV3	3	3	3	GE2/RT1-P2	150	65	76	106	42	90	75	50	25
10	Senior Production Audio Mixer	679	CC5Y	4	4	4	AV3	3	3	3	GE2/RT1-P2	150	65	76	106	42	90	75	50	25
10	Supervising Make-Up Artist / Hairdresser	679	CC3Y	4	4	4	BM2	3	3	3	GE3/RT2-P2	130	65	76	106	42	90	75	50	45
10	Supervising Remote Area Transmitter Technologist	678	CC5Y	3	3	3	BM1	4	3	3	GE5-P2	150	48	57	80	28	120	75	50	70
10	Provincial/Municipal Reporter	676	UN5Y	2	4	3	AV2	4	5	2	GE2/RT1-P2	170	32	76	80	28	120	125	20	25
10	TV Post Production Audio Engineer	674	CC5Y	4	3	4	AV4	3	3	3	GE2/RT1-P2	150	65	57	106	56	90	75	50	25

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9	Announcer Operator	671	UN3Y	3	4	3	AV3	4	4	2	GE2/RT1-P3/TI3	150	48	76	80	42	120	100	20	35
9	Scenic Artist	669	CC3Y	4	4	5	BM3	2	3	2	GE3/RT2-TI2	130	65	76	133	70	60	75	20	40
9	Senior Remote Area Transmitter Technologist	668	CC4Y	3	3	3	BM1	4	3	3	GE5-P2	140	48	57	80	28	120	75	50	70
9	Library Coordinator	665	PG5Y	1	5	3	AV1	4	3	4	GE1-P1/TI1	180	16	95	80	14	120	75	80	5
9	News Editor Presenter	665	UN4Y	2	4	3	AV3	4	4	2	GE2/RT1-P3/TI3	160	32	76	80	42	120	100	20	35
9	Supervising Scenic Constructor	664	CC3Y	3	4	3	PA4	3	3	3	GE3/RT2-P2	130	48	76	80	70	90	75	50	45
9	Newsworld Production Coordinator	662	CC5Y	2	5	2	AV3	4	3	3	GE2/RT1-P4	150	32	95	53	42	120	75	50	45
9	Coordinating Associate Director	661	CC5Y	2	4	3	AV2	4	4	3	GE2/RT1-P2	150	32	76	80	28	120	100	50	25
8	Videographer	657	CC3Y	4	4	3	PA3	3	3	2	GE4/RT3-P3/TI3	130	65	76	80	56	90	75	20	65
8	Dialogue and Effects Editor	656	CC3Y	3	4	4	AV4	3	3	3	GE2/RT1-P2	130	48	76	106	56	90	75	50	25
8	Sound Effects Specialist	652	CC4Y	3	4	4	AV3	3	3	3	GE2/RT1-P2	140	48	76	106	42	90	75	50	25
8	Resource Specialist	649	CC5Y	2	5	3	AV3	4	3	2	GE2/RT1-P3/TI3	150	32	95	80	42	120	75	20	35
8	Supervising Technologist	647	CC5Y	3	3	3	BM2	4	3	3	GE2/RT1-P2	150	48	57	80	42	120	75	50	25
8	Supervising Technician	637	CC4Y	3	3	3	AV3	3	3	4	GE2/RT1-P2	140	48	57	80	42	90	75	80	25
8	Supervising Staging Rigger	631	HS5Y	3	3	3	PA3	3	3	3	GE5-P1/TI1	120	48	57	80	56	90	75	50	55
8	Senior Designer	625	UN3Y	4	3	4	AV3	3	3	2	GE1-P3/TI3	150	65	57	106	42	90	75	20	20
8	Senior Media Librarian	625	UN4Y	2	4	3	AV3	3	3	3	GE2/RT1-TI2	160	32	76	80	42	90	75	50	20
8	Production Editor	622	CC4Y	3	4	4	AV3	3	3	2	GE2/RT1-P2	140	48	76	106	42	90	75	20	25
8	Technical Instructor	622	CC7Y	2	3	3	AV2	3	4	3	GE2/RT1-P1/TI1	170	32	57	80	28	90	100	50	15
8	Reporter / Editor	621	UN3Y	2	4	3	AV2	3	4	2	GE3/RT2-P2	150	32	76	80	28	90	100	20	45
8	Account Manager	617	UN3Y	1	4	4	AV1	4	4	2	GE2/RT1-P1/TI1	150	16	76	106	14	120	100	20	15
7	Associate Producer / Technician	616	UN3Y	3	4	3	AV3	3	3	2	GE2/RT1-P3/TI3	150	48	76	80	42	90	75	20	35
7	Supervising Trades Technician	615	CC3Y	3	3	3	BM3	2	3	3	GE4/RT3-P1/TI1	130	48	57	80	70	60	75	50	45
7	Senior Character Generator	612	CC3Y	3	4	4	AV3	3	3	2	GE2/RT1-P2	130	48	76	106	42	90	75	20	25
7	Design Coordinator	611	CC4Y	1	3	3	PA2	3	3	4	GE3/RT2-P2	140	16	57	80	28	90	75	80	45
7	Supervising Set Decorator	611	CC3Y	1	3	4	AV3	3	3	3	GE3/RT2-P2	130	16	57	106	42	90	75	50	45
7	Marketing and Sales Coordinator	610	CC5Y	1	4	3	AV2	4	4	2	GE1-P3/TI3	150	16	76	80	28	120	100	20	20
7	Research Analyst	610	UN3Y	2	4	3	AV3	3	3	3	GE1-P2	150	32	76	80	42	90	75	50	15
7	Video Specialist	610	CC4Y	3	4	3	AV4	3	3	2	GE2/RT1-P2	140	48	76	80	56	90	75	20	25
7	Motion Capture Specialist	609	CC5Y	4	4	4	AV3	2	3	2	GE2/RT1-P1/TI1	150	65	76	106	42	60	75	20	15
7	Senior Broadcast Technologist	607	CC4Y	3	3	3	BM2	4	3	2	GE2/RT1-P2	140	48	57	80	42	120	75	20	25
7	Associate Producer	596	UN24M	2	4	3	AV2	3	3	3	GE2/RT1-P2	140	32	76	80	28	90	75	50	25
7	Editor	594	CC3Y	4	3	3	AV3	3	3	2	GE2/RT1-P3/TI3	130	65	57	80	42	90	75	20	35

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6	Makeup Artist / Hairdresser	589	CC12m	4	4	4	BM2	2	3	2	GE3/RT2-P2	100	65	76	106	42	60	75	20	45
6	Production Camera	589	CC4Y	4	3	3	BM2	3	2	2	GE3/RT2-P2	140	65	57	80	42	90	50	20	45
6	Specialist - Finance and Administration	588	CC3Y	2	4	2	AV3	4	3	3	GE1/TI2	130	32	76	53	42	120	75	50	10
6	Administrative Specialist	586	CC4Y	2	4	3	AV2	4	3	2	GE1-P2	140	32	76	80	28	120	75	20	15
6	Associate Director	586	CC3Y	3	4	3	AV3	3	3	2	GE2/RT1-P2	130	48	76	80	42	90	75	20	25
6	Senior Service Centre Analyst	583	CC4Y	3	3	3	AV2	3	3	3	GE1-P2	140	48	57	80	28	90	75	50	15
6	Associate Art Director	580	UN24m	4	3	3	AV2	2	3	3	GE2/RT1-P2	140	65	57	80	28	60	75	50	25
6	Network Presentation Coordinator	579	CC4Y	2	3	2	AV3	4	2	3	GE2/RT1-P3/TI3	140	32	57	53	42	120	50	50	35
6	Production Switcher	579	CC4Y	4	3	3	AV3	3	2	2	GE2/RT1-P3/TI3	140	65	57	80	42	90	50	20	35
6	Mobile Transmission Technician	578	CC24m	3	3	3	AV2	3	2	3	GE3/RT2-P3/TI3	120	48	57	80	28	90	50	50	55
6	Supervising Stagehand (Production)	577	CC3Y	2	3	2	PA4	3	2	3	GE3/RT2-P2	130	32	57	53	70	90	50	50	45
6	Telecom-Network Support Representative	577	CC4Y	2	3	3	PA2	4	3	2	GE2/RT1-P2	140	32	57	80	28	120	75	20	25
6	Senior Researcher	576	UN3Y	2	4	3	AV2	3	3	2	GE2/RT1-P2	150	32	76	80	28	90	75	20	25
6	Specialist - Pension Fund Investment Administration	576	CC3Y	2	4	3	AV2	4	3	2	GE1-P2	130	32	76	80	28	120	75	20	15
6	Lighting Director	575	CC4Y	1	3	3	AV3	3	3	3	GE2/RT1-P2	140	16	57	80	42	90	75	50	25
6	Costume Cutter	573	CC24m	4	4	3	AV3	2	3	2	GE3/RT2-P1/TI1	120	65	76	80	42	60	75	20	35
6	Supervising Mechanical Rigger	573	HS3Y	3	3	2	PA4	3	2	3	GE5-P1/TI1	100	48	57	53	70	90	50	50	55
6	Production Audio Mixer	569	CC4Y	4	3	3	AV3	3	2	2	GE2/RT1-P2	140	65	57	80	42	90	50	20	25
6	Programmer / Analyst	567	CC3Y	2	3	4	AV3	3	3	2	GE1-P2	130	32	57	106	42	90	75	20	15
6	Sound Reinforcement Mixer	564	CC24m	3	3	2	PA3	3	3	2	GE3/RT2-P2	120	48	57	53	56	90	75	20	45
6	Remote Area Transmitter Technologist	563	CC12m	3	2	3	BM2	2	3	3	GE5-P2	100	48	38	80	42	60	75	50	70
6	Specialist - Marketing and Sales	560	CC3Y	2	3	2	AV2	4	4	2	GE1-P3/TI3	130	32	57	53	28	120	100	20	20
6	Applications Support Specialist	557	CC3Y	2	3	3	AV2	4	3	2	GE1-P2	130	32	57	80	28	120	75	20	15
6	Desktop Support Specialist	557	CC3Y	2	3	3	AV2	4	3	2	GE1-P2	130	32	57	80	28	120	75	20	15
6	Specialist - Pension & Benefits Administration	555	CC3Y	2	4	3	AV3	3	3	2	GE1/TI2	130	32	76	80	42	90	75	20	10
6	Specialist - Contract Administration	549	UN5Y	2	4	2	AV2	3	3	2	GE1-P1/TI1	170	32	76	53	28	90	75	20	5
6	Special Effects Technician	545	CC12m	4	3	3	PA2	3	2	2	GE4/RT3-P2	100	65	57	80	28	90	50	20	55
6	Announcer	537	UN3Y	2	3	3	AV2	3	3	1	GE2/RT1-P2	150	32	57	80	28	90	75	0	25
6	Advertising and Layout Artist	537	CC24m	3	3	3	AV3	2	3	3	GE1-P1/TI1	120	48	57	80	42	60	75	50	5

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5	Scenic Constructor	535	CC12m	3	3	3	PA4	2	3	1	GE4/RT3-P1/TI1	100	48	57	80	70	60	75	0	45
5	Supervising Technical Installer	533	HS4Y	3	3	2	BM3	2	2	3	GE3/RT2-P1/TI1	110	48	57	53	70	60	50	50	35
5	Set Decorator	530	CC24m	1	3	4	PA3	2	2	2	GE3/RT2-P2	120	16	57	106	56	60	50	20	45
5	Communications Officer	522	CC3Y	2	3	3	AV2	3	3	2	GE1/TI2	130	32	57	80	28	90	75	20	10
5	Staging Rigger	520	HS4Y	3	2	2	PA3	3	2	2	GE5-P1/TI1	110	48	38	53	56	90	50	20	55
5	Field Sound Technician	519	CC12m	3	3	2	PA3	3	2	2	GE3/RT2-P2	100	48	57	53	56	90	50	20	45
5	Fabric Specialist	518	CC24m	3	4	2	PA3	2	2	2	GE3/RT2-P1/TI1	120	48	76	53	56	60	50	20	35
5	Presentation Technician	515	CC3Y	3	3	2	AV3	3	2	2	GE2/RT1-P2	130	48	57	53	42	90	50	20	25
5	Network Control Centre Technician	513	CC3Y	2	3	2	AV4	3	2	2	GE4/RT1-P2	130	32	57	53	56	90	50	20	25
5	Trades Technician	511	CC12m	3	2	3	BM3	2	2	2	GE4/RT3-P1/TI1	100	48	38	80	70	60	50	20	45
5	Traffic Coordinator	510	CC3Y	2	3	2	AV2	3	3	2	GE2/RT1-P2	130	32	57	53	28	90	75	20	25
5	Closed Captioner	508	UN12M	3	3	1	AV3	3	2	3	GE2/RT1-P2	120	48	57	26	42	90	50	50	25
5	Administrative Support - Level II	504	CC24m	2	3	2	AV3	3	3	2	GE1-P2	120	32	57	53	42	90	75	20	15
5	Dolly Operator	504	CC4Y	3	2	2	BM3	2	2	1	GE3/RT2-P2	140	48	38	53	70	60	50	0	45
5	Media Librarian	504	UN24m	2	3	2	AV3	2	2	3	GE2/RT1-TI2	140	32	57	53	42	60	50	50	20
5	Service Centre Analyst	503	CC24m	3	3	3	AV2	2	3	2	GE1-P2	120	48	57	80	28	60	75	20	15
5	Associate Promo Producer	502	CC3Y	2	3	3	AV2	2	3	2	GE2/RT1-TI2	130	32	57	80	28	60	75	20	20
4	Broadcast Technician	489	CC12m	3	3	2	PA3	2	2	2	GE3/RT2-P2	100	48	57	53	56	60	50	20	45
4	Broadcast Technologist	488	CC12m	3	2	3	BM2	2	3	2	GE2/RT1-P2	100	48	38	80	42	60	75	20	25
4	Mechanical Rigger	484	HS24m	3	2	2	PA4	2	2	2	GE5-P1/TI1	90	48	38	53	70	60	50	20	55
4	Operations Analyst	476	CC24m	2	2	2	AV2	4	2	2	GE1-P2	120	32	38	53	28	120	50	20	15
4	Fly Systems Operator	474	CC12m	2	2	2	PA3	3	2	2	GE3/RT2-P1/TI1	100	32	38	53	56	90	50	20	35
4	Designer	473	UN24m	3	2	3	AV3	2	2	1	GE1-P2	140	48	38	80	42	60	50	0	15
4	Applications Support Analyst	465	CC24m	2	3	2	AV2	2	3	2	GE2/RT1-TI2	120	32	57	53	28	60	75	20	20
3	Properties and Costumes Storeskeeper	454	HS4Y	1	3	2	PA2	2	3	2	GE3/RT2-P1/TI1	110	16	57	53	28	60	75	20	35
3	Desktop Support Analyst	440	CC24m	2	3	2	PA2	2	2	2	GE2/RT1-TI2	120	32	57	53	28	60	50	20	20
3	Supervising Stagehand	432	HS24m	1	2	2	PA4	2	2	2	GE3/RT2-P1/TI1	90	16	38	53	70	60	50	20	35
3	Scenic Carpenter	424	HS24m	3	2	2	BM3	1	2	1	GE4/RT3-P1/TI1	90	48	38	53	70	30	50	0	45
3	Administrative Support - Level I	421	CC12m	3	2	2	AV3	2	2	2	GE1/TI2	100	48	38	53	42	60	50	20	10
3	Communications Assistant	420	CC24m	2	3	2	PA2	2	2	1	GE1-P3/TI3	120	32	57	53	28	60	50	0	20
3	Researcher	399	UN12M	1	3	2	AV2	2	2	1	GE2/RT1-P1/TI1	120	16	57	53	28	60	50	0	15

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2	CAD Operator	385	CC12m	2	3	2	AV2	1	2	2	GE1-P2	100	32	57	53	28	30	50	20	15
2	Regional Computer Support Representative	381	CC12m	2	2	2	PA2	2	2	1	GE2/RT1-TI2	100	32	38	53	28	60	50	0	20
2	Senior Radio and Television Assistant	376	CC6M	2	2	1	PA4	2	1	1	GE3/RT2-P2	80	32	38	26	70	60	25	0	45
2	Generalist - Clerical	374	HS12M	3	2	1	AV3	2	2	2	GE1-P3/TI3	70	48	38	26	42	60	50	20	20
2	Technician / Announcer	372	HS12M	3	2	2	AV2	2	2	1	GE2/RT1-P2	70	48	38	53	28	60	50	0	25
2	Assistant Program Editor	370	CC12m	2	2	2	AV3	1	2	1	GE2/RT1-P2	100	32	38	53	42	30	50	0	25
2	Assistant Scenic Artist	334	HS12M	2	1	2	BM3	1	1	1	GE3/RT2-P1/TI1	70	32	19	53	70	30	25	0	35
2	Assistant Layout Artist	321	CC6M	3	2	2	AV3	1	1	1	GE1-P1/TI1	80	48	38	53	42	30	25	0	5
1	Program Assistant - Radio	290	JNNone	2	2	1	AV1	1	2	1	GE2/RT1-TI2	80	32	38	26	14	30	50	0	20
1	Editorial Assistant	286	JNNone	2	1	1	AV1	1	2	1	GE2/RT1-P3/TI3	80	32	19	26	14	30	50	0	35
1	Assistant Fabric Specialist	273	HS6M	2	1	1	PA3	1	1	1	GE3/RT2-P1/TI1	50	32	19	26	56	30	25	0	35
1	Radio and Television Assistant	271	HS6M	1	1	1	PA4	1	1	1	GE3/RT2-P1/TI1	50	16	19	26	70	30	25	0	35
1	Program Assistant - TV	270	CCNone	2	2	1	AV1	1	2	1	GE2/RT1-TI2	60	32	38	26	14	30	50	0	20
1	Library Assistant	263	CCNone	2	1	1	PA3	1	1	1	GE2/RT1-P1/TI1	60	32	19	26	56	30	25	0	15