

Position: **Benchmark Job #416**

Ministry: BC Mental Health Society

Working Title: **Upholsterer**

Branch: Industrial Services

Level: Range 13

Location: Riverview

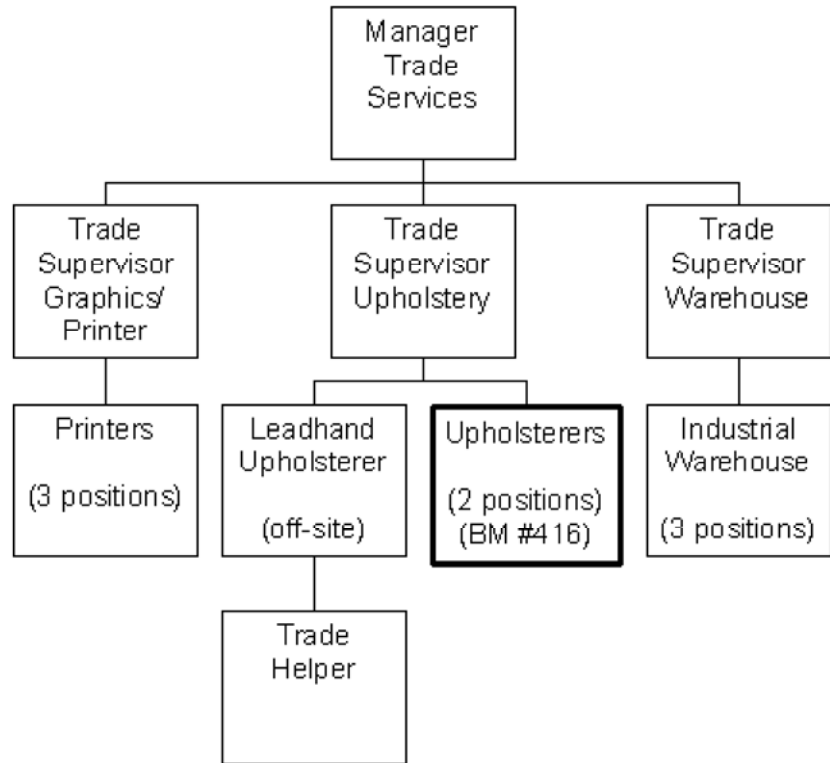
NOC Code: 7341

## PRIMARY FUNCTION

To fabricate, repair and rebuild upholstered furniture and specialized equipment used in an institutional setting.

## JOB DUTIES AND TASKS

1. Repairs and rebuilds upholstered furniture and equipment
  - a. assesses damage and repair requirements and/or determines the appropriate means of rehabilitating worn out or style dated furniture
  - b. determines the repair or upholstery method to use relative to established trade practices
  - c. selects fabric, style and colour with consideration for aesthetics and cost
  - d. operates cutting machines, industrial sewing machines, sergers, air tools, hand tools and related equipment used to complete upholstery jobs
  - e. works on pieces through activities such as cutting, forming, stuffing, compressing, springing, typing, sewing gluing and tacking
  - f. replaces webbing, springs and padding material
  - g. cuts and shapes foam, fabrics, patches and other materials
  - h. repairs wood frames and decorative pieces
2. Designs and fabricates customized orthopedic seats, covers, mattresses, safety belt restraints and related specialized medical and physiotherapy equipment
  - a. discusses equipment needs with care givers and produces preliminary sketches and/or fabricates items from drawings that are provided
  - b. compiles a materials and parts list
  - c. designs and makes patterns
  - d. marks and cuts materials, often from multiple layers
  - e. tests and adjusts final products to ensure compatibility with the end user
3. Performs other related duties
  - a. provides instruction to sewing machine operators and trade helpers
  - b. maintains shop equipment and sharpens cutting tools
  - c. repairs and replaces automotive upholstery in cars and trucks
  - d. maintains and orders inventory
  - e. works around noxious odors from adhesives



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p><b>JOB KNOWLEDGE</b></p> <p>Have a practical understanding of the upholstery trade to vary applications in the repair, refurbishment, and maintenance of furniture and equipment to conduct activities such as cutting, forming, stuffing and tacking.</p>	F	190
2	<p><b>MENTAL DEMANDS</b></p> <p>Judgement to assess repair and maintenance, requirements and choose an approach using a combination of accepted trade practices to determine the most appropriate method of repairing or refurbishing upholstered furniture and other items.</p>	D	100
3	<p><b>INTERPERSONAL COMMUNICATION SKILLS</b></p> <p>Discretion required to exchange information needing an explanation of requirements for custom furniture and seating with professional care staff.</p>	C	30
4	<p><b>PHYSICAL COORDINATION AND DEXTERITY</b></p> <p>Significant coordination and dexterity required to operate equipment for activities such as stitching upholstery.</p>	D	22.5
5	<p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b></p> <p>Guided by general procedures and written instructions selects alternative course of action to repair or refurbish furniture or produce custom seating for institutionalized clients.</p>	D	75
6	<p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b></p> <p>Some financial responsibility required to replace consumable supplies used in repair and maintenance activities.</p>	C	15

<b>FACTOR</b>	<b>REASON FOR CLASSIFICATION</b>	<b>DEGREE</b>	<b>POINTS</b>
7	<b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b> Significant responsibility to assist in performing full maintenance and repair of upholstered furniture and other items.	D	22.5
8	<b>RESPONSIBILITY FOR HUMAN RESOURCES</b> Responsibility to provide instruction to sewing machine operators and trade helpers.	B	9
9	<b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b> Moderate care and attention to ensure other workers follow safety procedures.	C	15
10	<b>SENSORY EFFORT/MULTIPLE DEMANDS</b> Focused attention to detail to frequently to operate hand held tools and equipment.	C	12
11	<b>PHYSICAL EFFORT</b> Heavy physical effort to regularly push, lift or carry heavy weights such as furniture and upholstery supplies.	E	24
12	<b>SURROUNDINGS</b> Exposure almost always to loud machinery noise or vibration.	D	9
13	<b>HAZARDS</b> Moderate exposure to hazards from regularly pushing, pulling and lifting heavy weights such as furniture and materials.	C	6

Total Points: 530

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