General Technical (GT) Group

Introduction   This classification standard mapping tool has been developed to ensure consistency in applying the *General Technical* classification standard to UCS-style work descriptions and to assist in identifying and collecting information that may be missing from these work descriptions.

Getting Started   Before you begin, you will need to read the entire work description. The map will guide you to the UCS elements where you are most likely to find the information you need to evaluate the position for each of the factors in the classification standard. However, there may be relevant information elsewhere in the work description. You may also have to talk to the manager and consult other sources of information such as your human resources information system, or other documentation to gain a good understanding of the position being evaluated.

In the map below, you will find a list of the elements in the UCS-style work description that are relevant in applying the *General Technical* classification standard, for each of the factors in the standard. The factors in the classification standard appear on the left. The map will also help you identify other information that is required to evaluate the work description, as well as where you can find this additional information. The UCS element(s) that are considered most relevant to the factors in the classification standard appear in **bold**.

Knowledge	*UCS Element*	*What to look for*
	Information for the Use of Others	Responsibility for information may provide an indication of level of training and experience required
	Leadership of Human Resources	Relevant for training and experience required to supervise work of contractors, train staff, etc.
	Physical Assets and Products	Knowledge required to gain understanding of nature and operation of equipment
	Ensuring Compliance	Some relevance for work involving inspection, investigation
	Job Content Knowledge Application	**Breadth and depth will indicate requirement for knowledge of concepts, principles, methods, techniques, procedures, etc.**

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Knowledge ...continued	UCS Element	What to look for
	Contextual Knowledge	Application of contextual knowledge will indicate requirement for knowledge of government procedures, regulations, industry trends, codes and practices, etc.
	Intellectual Effort	Approaches and solutions to problems reflect degree of knowledge required – range of applications, novelty of equipment, requirement for innovation, etc.
	Other information required and where to find it	Level of formal and on-the-job training required – manager; key activities may also provide further information
Technical Responsibility	Information for the Use of Others	Level of responsibility will reflect scope for initiative and judgment, and impact of actions and decisions
	Leadership of Human Resources	May provide indication of scope for initiative and judgment and impact; managing projects
	Money	Relevant for impact – amount of funds
	Ensuring Compliance	May indicate level of delegated authority (scope), and impact on nature of program, resources committed, etc.
	Job Content Knowledge Application	Breadth and depth of subject matter knowledge will reflect scope and impact
	Contextual Knowledge	Application of contextual knowledge provides indication of scope, impact on program and resources, etc.
	Communication	May have some relevance
	Intellectual Effort	**Will provide good indication of scope for initiative and judgment; may have some relevance for impact**
	Other information required and where to find it	Organizational structure, authority delegated, training and experience – organization chart, manager
Responsibility for Contacts	**Information for the Use of Others**	**Responsibility will reflect nature and purpose of contacts; may provide some indication of level of persons contacted**
	Leadership of Human Resources	May provide some indication of purpose and nature of contacts; management of projects

Responsibility for Contacts ...continued	UCS Element	What to look for
	Contextual Knowledge	Application of contextual knowledge may reflect purpose, nature, difficulty of contacts (internal and external)
	Communication	**Good indication of nature and purpose of contacts; some relevance for level of persons contacted**
	Other information required and where to find it	Level of persons contacted – manager; Key activities may provide more information
Conditions of Work	Physical Assets and Products	Provides indication of nature and variety of equipment used
	Motor and Sensory Skills	Relevant for concentration (use of precision equipment, for example)
	Sustained Attention	**Relevant for concentration**
	Physical Effort	**Relevant for kind, frequency, intensity and duration of physical effort**
	Work Environment	**Relevant for kind and severity of disagreeable conditions, frequency of exposure**
	Risk to Health	**Relevant for hazards**
Supervision	**Leadership of Human Resources**	**Good indication of nature of supervisory responsibilities**
	Job Content Knowledge Application	Relevant for managerial knowledge
	Other information required and where to find it	Numbers supervised – organization chart, manager; Key activities may provide further information