

## Heating, Power and Stationary Plant Operation (HP) Group

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

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**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 *Heating, Power and Stationary Plant Operation* 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**.

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| <i>Skill and Knowledge</i> | <i>UCS Element</i>                | <i>What to look for</i>  |
|----------------------------|-----------------------------------|--|
|                            | Information for the Use of Others | Responsibility for information may provide indication of requirement for skill and knowledge to produce drawings, specifications, incident and operating reports, correspondence |
|                            | Leadership of Human Resources     | Relevant to any leading / supervisory functions; may give indication of management training required   |
|                            | Money                             | May give indication of requirement for bookkeeping knowledge, budgeting, forecasting, cost estimates   |

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| <i><b>Skill and Knowledge</b></i><br><i>...continued</i> | <i><b>UCS Element</b></i>                       | <i><b>What to look for</b></i>  |
|--|---|---|
|  | Physical Assets and Products                    | Relevant for types and size of plant (nature of service)  |
|  | Ensuring Compliance                             | May indicate requirement for knowledge of contract language, technical specifications; or requirement to apply knowledge of standards, contracts, specifications, legislation, safety regulations       |
|  | <b>Job Content Knowledge Application</b>        | <b>Breadth and depth will indicate requirement for application of trade knowledge, practices, principles, etc.; nature of work</b>  |
|  | <b>Contextual Knowledge</b>                     | <b>Application of contextual knowledge may indicate requirement for a comprehension of regulations, codes and legislation</b>   |
|  | Communication                                   | Requirement to use technical terminology, prepare correspondence, diagrams, directions, instructions, etc. may reflect skill and knowledge required; may have some relevance for vocational preparation |
|  | Intellectual Effort                             | Reflects on the depth of trade knowledge, arithmetic, reports, degree of planning, organizing and control and experience required   |
|  | 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   |
| <i><b>Operational Responsibility</b></i>                 | Information for the Use of Others               | Level of responsibility will reflect scope for initiative and judgement and impact of actions and decisions   |
|  | Leadership of Human Resources                   | Will provide an indication of responsibility for managing people and the impact on services provided  |
|  | Money   | Relevant for nature and value of resources managed  |
|  | Physical Assets and Products                    | Nature and value of equipment used may be reflective of impact on services provided   |
|  | <b>Ensuring Compliance</b>                      | <b>Impact of activities related to water safety</b>   |
|  | Job Content Knowledge Application               | Breadth and depth of knowledge of trade practices as related to resources, equipment, etc. indicates scope and impact   |

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| <i>Operational Responsibility</i><br>...continued | <i>UCS Element</i>                              | <i>What to look for</i>   |
|---|---|---|
|   | Contextual Knowledge                            | Application of contextual knowledge of safety regulations, legislation related to heating plant, water treatment, etc. reflect scope and impact |
|   | Communication                                   | Some relevance for accountability and judgement   |
|   | <b>Intellectual Effort</b>                      | <b>Will provide good indication of scope for initiative and judgement; may have some relevance for impact</b>                                   |
|   | Other information required and where to find it | Organization chart may provide further information on accountability  |
| <i>Working Conditions</i>                         | Physical Assets and Products                    | May indicate if personal protective equipment required, etc; also, nature and variety of equipment  |
|   | Motor and Sensory Skills                        | Relevant as an indicator of possible hazards  |
|   | Sustained Attention                             | May have some relevance   |
|   | Physical Effort                                 | Relevant for kind, frequency and duration of physical effort  |
|   | <b>Work Environment</b>                         | <b>Relevant for kind and severity of disagreeable conditions</b>  |
|   | Risk to Health                                  | Relevant for hazards  |
|   | Other information required and where to find it | Percentage of time for key activities may indicate relative importance of the above elements  |
| <i>Physical Effort</i>                            | Physical Assets and Products                    | Relevant for describing the size and type of equipment used   |
|   | Sustained Attention                             | Relevant  |
|   | <b>Physical Effort</b>                          | <b>Relevant for kind, frequency, intensity and duration of physical effort</b>  |
|   | Work Environment                                | Relevant  |
|   | Risk to Health                                  | Relevant  |
| <i>Supervision</i>                                | <b>Leadership of Human Resources</b>            | <b>Good indication of nature of supervisory responsibilities</b>  |
|   | Job Content Knowledge Application               | Relevant for managerial knowledge   |
|   | Intellectual Effort                             | May have some relevance for nature of supervisory responsibility  |
|   | Other information required and where to find it | Number of employees supervised – organization chart, manager  |