

**MPAC - OPSEU
Pay Equity Job Evaluation**

Position Number: P63

Position Title	Network Operating Systems Analyst		
Date Evaluated	May 10, 2006	Date Revised	
Notes Taken By	Jane Mizanski		

EVALUATION

Factor	Level	Explanatory Notes
1. Writing Skills	3	Draft procedures, processes, email, remedy tickets.
2. Numeric Skills	4	Knowledge of writing script, visual basic, knowledge of the schematic of servers/LANs, desktops, etc.
3. Technical Skills/Professional Knowledge	6	Third level troubleshooting skills and in-depth knowledge of all operating systems supported in the corporation; not theoretical but focus on practical technical skills and application of same.
4. Analytical/Problem-Solving Skills	6	For example, spam was getting through the external gateway, to identify the problem the incumbent developed protocol to trace problem, detailed analysis/investigation to identify, but the actual resolution was straightforward.
5. Communication Skills	3	Communicates with users/vendors to resolve technical problems. (technical to technical)
6. Co-ordinating Skills	3	For example, server rollout to field office: work with TSA, vendors, monitor the services, ensuring all parties are available at appropriate time, and ensure other systems are not going to be impacted;
7. Freedom of Action	5	Pull together a plan to implement a new system: contact vendor, set the timelines, and make the technical decisions except where the decision will impact on the business.
8. Guiding Others	2	Conducts peer-to-peer training as shared learning, but not formally responsible for results/success of others' learning the new skills.
9. Physical Effort	3	Moving server equipment, pulling out servers to replace modules but only occasionally;
10. Manual Dexterity	2	Wiring/cabling, keyboarding but not extensive.
11. Audio/Visual Effort	2	Viewing diagnostic data on screens; graphical information occasionally;
12. Working Conditions	2	Working in the server room – cool and noisy. What about excessive overtime and being available 24-7?
General Notes		