

Report on The Impact of Diving Roles on UCS Ratings of Work Units (Positions)

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Executive Summary

This report was commissioned to provide individuals who have roles as divers, are managers of individuals who have roles as divers, or human resources advisors and others involved in the rating of work descriptions written under the Universal Classification Standard (Version 2.0) for positions responsible for diving roles with a tool which can assist them in providing appropriate recognition for the responsibilities, skills, effort, and working conditions associated with those diving roles.

The reason such a tool is required is that there are many employees of DFO who carry out one of the five diving roles defined in the Departmental Diving Safety Procedures normally in addition to other duties they might have, e.g. the research scientist who also dives as part of the duties of the position. Under the Universal Classification Standard, all the responsibilities, skills, effort, and working conditions required of work is to be measured. In writing work descriptions, or in evaluating work descriptions of work units which require carrying out one or more of the diving roles, there are aspects of diving which can contribute significantly to the UCS rating of the work description, and hence to the rating of the position.

Specifically, adding a diver role to a work description can contribute enough points to increase the UCS rating of the position by a full level. Consequently, it is important for employees carrying out one or more of the diving roles and for managers of these individuals, to ensure that the requirements associated with their diving roles are fully reflected in their work descriptions. This can be accomplished either by incorporating requirements associated with a diving role directly into a unique work description, or through adding an addendum to a generic work description.

Failure to fully reflect the requirements associated with specific diving roles can lead to an inability to require employees to carry out these roles, or expose management to possible grievance, which would likely be lost.

The report provides detailed comments and suggestions on how the five diving roles can impact on the sixteen elements of a UCS work description, and hence on its rating.

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September 4, 2000

Purpose:

The purpose of this report is to provide individuals who have roles as divers, are managers of individuals who have roles as divers, or human resources advisors and others involved in the rating of work descriptions for work units (positions)¹ responsible for diving roles with a tool which can assist them in providing appropriate recognition for the responsibilities, skills, effort, and working conditions associated with those diving roles.

The Issue:

There are many employees of DFO who carry out one of the diving roles described below usually in addition to other duties they might have. Under the Universal Classification Standard, all the responsibilities, skills, effort, and working conditions required of work is to be measured. In writing work descriptions, or in evaluating work descriptions of work units which require carrying out one or more of the diving roles, there are aspects of diving which can contribute significantly² to the UCS rating of the work description, and hence to the rating of the position.

¹ Under the UCS we are describing and rating the requirements of a work unit to produce certain client service results. In common parlance a “work unit” is the equivalent to a “position”, and throughout the balance of this report the term “position” will be used, although the accurate technical term is “work unit”.

² I say “can contribute significantly” because it is possible that in some positions the work required other than that associated with diving already provides points that would otherwise be provided by the diving role being taken into account: an example of this with respect to Risk to Health is a research scientist who is working with hazardous bacteria or microbes which already expose the individual to risks in the work which cannot be entirely managed; if the research scientist is also a diver, diving will offer a risk to health equal to that associated with the microbes, but not greater. On the other hand, if it were an administrator who was also a diver, risk to health would likely jump from a rating of 1 (20 points), to a rating of 3 (75 points) for a net increase of 55 points.

Specifically, adding a diver role to a work description can contribute up to 440 points³ – or more than a level to a UCS rating⁴. Consequently, it is important for employees carrying out one or more of the diving roles and for managers of these individuals, to ensure that the requirements associated with their diving roles are fully reflected in their work descriptions; whether the requirements associated with their diving roles are directly incorporated in to their work description as such, or added as an addendum to a generic work description which otherwise adequately reflects the full requirements of the position, the results would be the same.⁵

Failure to reflect the diving roles in a UCS Work Description:

There are a number of implications for failing to accurately reflect the requirements of diving roles in work descriptions stemming from four sources which will be discussed in turn.

17. The nature of the UCS in future human resources management: The UCS is one of the early steps in moving increasingly to a competency-based approach to human resources management. A well written UCS work description is a solid basis on which to develop the competency profile for that position, from which a statement of qualification for staffing purposes can be drawn, or on which a gap analysis of the requirements of the position versus the competencies of the incumbent can be carried out to identify the competency gap for purposes of developing a training plan. Failure to incorporate the diver role requirements would distort the competency profile, any competency gap identified, and any professional development program or training plan developed from this data. Further, if an employee were to have a performance rating done and criticized for their weakness in any of the diving related requirements unstated in the work description, the employee would have a basis for grieving the rating.

18. The relationship of the work description to the statement of qualifications in staffing and staff relations: under current staffing regulations and directives in the Public Service of

³ This 420 points is derived from the possibility of raising Element 2: Well Being from not applicable (0 points) to level 2 (50 points); raising Element 3: Leadership from level 1 (50 points) to level 2 (100 points); raising Element 9: (Communications In) from a level 2 (200 points) to a level 4 (400 points); raising element 10 (Motor and Sensory Skills) from a level 1 (15 points) to a level 4 (75 points); raising element 13 (Psychological-Emotional Effort) from a level B1 (30 points) to a level B2 (90 points); raising element 14 (Physical Effort) from a level C1 (20 points) to a level A2 (35 points); raising element 15 (Work Environment) from a profile of level 2 psychological (20 points) to level 3 (30 points), and level 1 physical (10 points) to level 3 physical (30 points); and raising element 16 (Risk to Health) from a level 1 (20 points) to a level 3 (75 points).

⁴ The point spread between levels varies from 174 points for moving from level 10 to 11, and 375 points to move from level 2 to level 3, with an average of 282 points to move from one level to another based on the June 2000 consultation levels posted by Treasury Board.

⁵ This is the approach taken for instance with Health Canada's CS's in the region versus those at headquarters, where there are specific requirements to travel by small boat or aircraft in the region which do not exist at headquarters.

Canada, a manager cannot require in a statement of qualifications for a position qualifications not required by that position as described in the work description. Therefore if the diving roles are not explicitly included in the UCS work description a manager could not make the qualifications of any of those diving roles part of the statement of qualifications for possible candidates, and could not screen possible candidates for diving qualifications. If the employer did screen out potential candidates on the basis that they did not have diving skills, the competition could be successfully appealed.

19. The principle that a manager cannot require an employee to do work which is not a formal requirement of a job: in order for a manager to be able to require an employee to carry out a duty or function, that duty or function must be a component of the job, and must be stated as required in the work description, and usually in the statement of qualifications on which the employee was hired. If the requirement to carry out one or more of the diving roles is not stated as part of the work description of an employee, the manager can neither require the employee to carry out that work, nor can the employee be penalized for not carrying out that work. Even under the older (current) standards, this is not the kind of work a manager could bury under a requirement of “other duties”. If an employee were compelled to carry out such duties without their being included in the work description, the employee would have valid grounds to grieve.
20. The requirement under the Human Rights Act that work of equal value is provided equal pay: this final basis is clear, that if an employee is being asked to carry out one or more of the diving roles, the rating of the work description should reflect the difference between a position which does not require diving responsibilities, skills, effort, or working conditions, and one that does; and if the diving requirements are added to a position, then under the Act, there should generally be added value, and hence added pay. Failure to reflect this difference could not only result in a grievance, but in an action under the Human Rights Act.

The Five Diving Roles:

There are five diving roles defined in the September 2000 draft “Departmental Diving Safety Procedures”; they are the roles of:

21. Diver,
22. Diver in Charge (or Diving Supervisor),
23. Area Diving Safety Officer,
24. Regional Diving Safety Officer, and
25. Departmental Diving Safety Officer.

To provide perspective on these five roles, the reader might note that the pair of roles, i.e. Diver and Diver in Charge are predominantly operational roles, while the pair of roles, i.e., Regional Diving Safety Officer and Departmental Diving Safety Officer are predominantly administrative, with the Area Diving Safety Officer effectively providing a bridge between the other two pairs of roles, having both administrative and operational aspects in rough balance and is responsible for ensuring diver competency checks are conducted annually.

In fact, to say that the Departmental Diving Safety Officer is predominantly an administrative role understates the fact that this role if focused on interpretation of legislation and writing departmental diving safety policy with the help of the Regional Diving Safety Officers who provide regional operational perspective; it is a role which also issues and manages contracts and seeks joint partnerships with other organizations to research, develop, and explore, policy and regulatory issues.

All that being said, these are roles, not necessarily positions. That is, individuals who carry out one or more of these roles usually have other, primary jobs, such as the case of the research scientist who also is required to be a diver to carry out her or his research, and who might be designated as Diver-in-Charge of a diving team for the purposes of carrying out research. Equally, it could be the case of an employee who also works, and who might also be designated as a Diver-in-Charge based on experience.

Consequently, an employee of a federal department can be responsible for carrying out one or more of these roles as the sole activities of that individual's work unit (position) (an unlikely possibility), or in addition to other key activities and responsibilities, and the responsibilities, skills, effort, and working conditions associated with these roles could be a complete description of the work, or (more likely) can be additions to other responsibilities, skills, effort, and working conditions associated with the work unit (position).

There are specific responsibilities, skills, effort, and working condition characteristics which are required for an individual to carry out each of these diving roles; characteristics which may be of greater significance in terms of the UCS rating of an element of a position than that required for other aspects of the work of the work unit (or position) in question⁶. For this reason it is important to recognize in a work description the responsibilities, skills, effort, and working conditions associated with the diving role a work unit is required to carry out, for it can have a significant impact on the rating of the work description.

The Rating of Universal Classification Standard Work Descriptions:

⁶ As discussed on page 2 above, and in footnotes 2 and 3 above.

One of the principal reasons why the diving roles can have a significant impact on the rating of a UCS position is that in evaluating UCS work descriptions, when considering an element of the work description, in most elements, it is the paragraph which earns the highest rating which determines the rating for the element as a whole. So, for example if under Element 1: Information for Use of Others, there were five paragraphs, and three of the paragraphs earned a 3A⁷, one earned a 3B, and one earned a 4D, the Element would be rated as earning a 4D.

Perhaps one of the best examples of this is the position of Prime Minister. The Prime Minister has many different ways in which she or he provides information to others, but in virtually all cases except one, other Ministers provide information to others in exactly the same way. The exception is that the Prime Minister alone has the authority to recommend to the Governor General that Parliament should be dissolved and an election called. I would argue that this is an example of a 5D rating – the highest

Consequently, because one paragraph can have such an impact in so many elements, acknowledging the requirement that a position carry out a diver role, can have quite an impact on the rating of a position.

Attached as an appendix is a tabular presentation of the impact on all sixteen elements of a UCS work description of each of the five diving roles as defined in the Diving Safety Procedures September 2000 draft; this report basically provides a guide on how to interpret that appendix by describing the impact on each element of the five roles.

Review of the contents of a UCS Work Description:

A UCS Work Description is composed of four parts:

1. The “tombstone” data such as title, organization, position number etc. – this information is removed from a work description prior to its being evaluated to prevent any bias in the rating of the position.

⁷ These ratings are being used for illustrative purposes. If the reader will simply accept that a number or letter higher than another number or letter (respectively) reflects a higher rating for the moment, the meanings of these ratings will be discussed below.

2. The Client Service Results: this provides a framework, or general notion of the purpose of the position to the reader – this is also removed from a work description prior to its being evaluated to prevent any bias in the rating of the position.
3. Key Activities: These are three to seven (ideally) statements in bullet form describing the main activities which are essential to producing the results defined in the client service results – they are the what of the job, not the how, and clients need not be mentioned – these do not have to be complete statements. These are used by the evaluation committee to determine what the work is; anything included in the elements which follow which cannot be directly linked to a key activity cannot be taken into account for rating – i.e. it is to be ignored.
4. The Four Factors: the four factors are used to measure the work requirements, as required under the Human Rights Act. The four factors measure work through sixteen perspectives which are as follows:
 1. Responsibility
 - 1.Information for use of others
 - 2.Well-being of individuals
 - 3.Leadership of Human Resources
 - 4.Money
 - 5.Physical Assets and Products
 - 6.Ensuring compliance.
 2. Skills
 - 1.Job Content Knowledge Application
 - 2.Contextual Knowledge
 - 3.Communication
 - 4.Motor and Sensory Skills
 3. Effort
 - 1.Intellectual Effort
 - 2.Sustained Attention
 - 3.Psychological/Emotional Effort
 - 4.Physical Effort
 4. Working Conditions
 - 1.Work Environment
 1. Psychological
 2. Physical

2.Risk to Health

It is these sixteen elements which are used to actually measure the value of the work, and on which ultimately the rating depends.

UCS IMPACT ON KEY ACTIVITIES AND THE SIXTEEN ELEMENTS:

KEY ACTIVITIES:

If the work of a work unit requires the carrying out of any or all of the five diving roles, it should be stated in the key activities that the work requires the conduct of the roles applicable, i.e. if diver only, or if diver plus one or more of the other diving roles. These roles are defined in the September 2000 draft of DFO's "Diving Safety Procedures".

FACTOR I: RESPONSIBILITY =====

Note: This factor measures responsibility in the work for people, ideas, and things. It comprises six elements to be discussed below:

- *Information for use of others*
- *Well being of individuals*
- *Leadership of Human Resources*
- *Money*
- *Physical Assets and Products*
- *Ensuring Compliance*

Element 1: Information for Use of Others:

Note: This element uses two dimensions to measure its value: the first is a numeric value measuring the responsibility for information, and the second uses an alphabetic measure to indicate who uses the information.

The diver earns points (degree 2) for uncomplicated dissemination of information for maintaining an operation (degree A) through providing information both to a buddy diver and to the diver in charge.

The Diver in Charge earns points (degree 2) for uncomplicated dissemination of information for improving the performance (degree B) of divers for which responsible.

An Area Diving Safety Officer is responsible for adapting procedures or making recommendations (degree 3) in developing dive site emergency and evacuation plans for the use of divers, and in rendering decisions on the competency of divers and divers-in charge (degree B)

A Regional Diving Safety Officer is responsible for adapting procedures or making recommendations (degree 3) in developing advice on issues pertaining to diving safety and health for use of the Regional Management Committee (advice may be oral, or in form of report) (degree B)

A Departmental Diving Safety Officer is responsible for developing policies, methodologies, or standards through the provision of expertise, advice and recommendations on diving protocols, policy, regulations, and plans (degree 4) for the use of divers and diving managers of public and private organizations in the Department, in Canada, and internationally (degree D).

Element 2: Well Being:

Note: Well Being of Individuals measured direct responsibility for supporting the health and development of individuals and for helping them to function better in their environment and in Canadian society. This responsibility includes protecting them from harm and providing for their welfare. The work must specify an obligation to provide service to one or more individuals, and the service must be based on the personal circumstances of the individual(s) (i.e. both conditions must be met). This element uses one dimension, a numeric value from 1 to 5, to measure impact and measures from no accountability (degree 1) to being the ultimate federal well-being provider within a community (degree 5).

The diver earns points (degree 2) as a buddy diver for the obligation to be first on the scene to provide for the health and safety of buddy divers

The Diver in Charge earns points (degree 3) as the qualified person designated by the employer to be in charge of the diving operation and thus carrying the obligation to identify what needs to be done, who should do it, and to select from clearly defined options. This includes the safety and health of all members of the dive team, including sole source provision of first aid and CPR at the dive site.

The roles of Area Diving Safety Officer, Regional Diving Safety Officer, and Departmental Diving Safety Officer have no further responsibilities under this element: a work unit would only obtain points if the work called for working as a Diver or Diver in Charge.

Element 3: Leadership

Note: Leadership of human resources measures responsibility for leading people who are working to achieve the goals of the Public Service of Canada. People refers to colleagues, subordinates, employees of other federal departments and agencies, volunteers, agency personnel, students, interns, inmates used as workforce, persons on personal service or professional contracts, employees of other levels of government, and employees of private and public sector organizations. This is a one dimensional, numeric, scale from degree 1 (responsible for working with others, providing direction to sources of supplies and services) to degree 7 (responsible for establishing corporate values and culture).

The Diver earns points (degree 2) for participating in a team

The Diver in Charge earns points (degree 3) for leading short term diving teams

An Area Diving Safety Officer earns points (degree 4) for recommending membership in diving teams in area, for leading teams and groups on a regular basis

A Regional Diving Safety Officer earns points (degree 4) for recommending membership in diving teams in area, for leading teams and groups on a regular basis, including chairing the regional safety committee, and coaches and provides feedback to regional dive teams so that they are aware of their responsibilities, diving safety protocols including the use of the emergency evacuation plan, audit procedures, and dive regulation, equipment and training requirements.

A Departmental Diving Safety Officer earns points (degree 5) for initiating and coordinating (chairs and facilitates) multi-disciplinary project teams and work groups composed of colleagues, subordinates, project teams, industry, industry associations, other government departments or other governments to develop standards, procedures, guidelines and regulations on existing or emerging diving procedures and technologies.

Element 4: Money

Note: Money has three sub-elements: A-Planning and Controlling, B-Acquiring Funds, and C- Spending funds, and a position may not necessarily have requirements under all three or any. This text looks only at the responsibility for money of the five roles under the three sub-elements.

The Diver earns points only under spending (Sub element C: degree 2) on the basis that the work may require travel to a dive site locally by taxi, and thus spending taxi chits

The Diver in Charge earns points only under spending (Sub element C: degree 2) on the basis that the work may require travel to a dive site locally by taxi, and thus spending taxi chits

An Area Diving Safety Officer earns points under planning and controlling (Sub element A: degree 3) for developing and recommending budgets and forecasts to support the development and control of the budgets of the area for which responsible, and under spending (Sub element C: degree 2) on the basis that the work may require travel to a dive site locally by taxi, and thus spending taxi chits

A Regional Diving Safety Officer earns points under planning and controlling (A: degree 3) for budget forecasting and analysis for area, under acquiring funds (B: degree 4) for negotiating collaborative initiatives, joint funding, and cost recovery arrangements, and under spending (C: degree 3) for establishing contract requirements and certifying services have been rendered in accordance with terms of the contract, and authorizes payment (either recommends or actually approves).

The Departmental Diving Safety Officer earns the same rating as the Regional Diving Safety Officer.

Element 5: Physical Assets and Products

Note: Physical assets are measured using two dimensions: the first, a numeric value, measures the purpose, or by whom an asset is to be used; and the second, a letter, measures the ease or difficulty of replacing the asset.

The Diver is responsible for own equipment and for equipment of diving team as buddy (degree 3), and there may be some difficulty in replacing custom equipment (degree B)

The Diver in Charge is responsible for own equipment and for equipment of diving team as buddy (degree 3), and for ensuring that the gear of the team has had annual maintenance check (degree 3), and there may be some difficulty in replacing custom equipment (degree B)

The Area Diving Safety Officer is responsible to ensure that area diving equipment is inventoried, inspected, tested, maintained, and calibrated as required by the federal diving regulation, including underwater camera systems for use by qualified departmental employees (FTE, contractors, or casuals) and employees of partner departments. (degree 4), and there may be some difficulty in replacing custom equipment (degree B).

A Regional Diving Safety Officer is responsible to ensure that regional diving equipment is inventoried, inspected, tested, maintained, and calibrated as required by the federal diving regulation, including underwater camera systems for use by qualified departmental employees (FTE, contractors, or casuals) and employees of partner departments. (degree 4), and there may be some difficulty in replacing custom equipment (degree B).

A Departmental Diving Safety Officer has no special requirements under this element.

Element 6: Compliance

Note: Compliance is focused on regulatory or quasi-regulatory responsibility and is measured by a single scale ranging from 1 (decisions and actions are prescribed) to 5 (clearly applicable precedent is generally not available; the decision is likely to set precedents for other clients)

The Diver is responsible for own work complying with standards (degree 1).

The Diver in Charge is responsible for Responsible for assessing dives and reports prepared by dive team members (degree 2)

An Area Diving Safety Officer is responsible for monitoring branch diving programs for compliance with Fed. Diving Regulations, and protocols, including annual competency checks. (degree 3)

A Regional Diving Safety Officer is responsible for monitoring regional diving programs for compliance with Fed. Diving Regulations, and protocols, including carrying out audits of operations in accord with the regulations. Must use precedents in identifying action adapting procedures or making recommendations (degree 3)

A Departmental Diving Safety Officer is responsible for monitoring, and carrying out audits in accord with regulatory requirements, reporting, and offering analysis or recommendations on diving operations, diver training and competency checks, dive records, equipment maintenance and repair, program audits, incident and accident investigations which show regulatory compliance and prove due diligence or for taking action guided by federal diving regulations, and accepted processes and practices to achieve regulatory compliance and prove due diligence. Is required to select from a range of Canadian and international precedents to identify the most appropriate action (degree 3).

FACTOR II: SKILLS =====

Note: This factor measures what employees need to know about, or be able to do, in order to perform the assigned work. It comprises four elements:

- Job Content Knowledge Application*
- Contextual Knowledge*
- Communication*
- Motor and Sensory Skills*

Element 7: Job Content Knowledge Application

Note: Job Content Knowledge Application is measured by applying a numeric grade of from 1 to 8 to up to four independent or unrelated areas of knowledge. In the case of these diver roles, all require at least four independent areas of knowledge. If a work unit also requires other areas of knowledge, then it would be the four highest rated areas which would determine the rating for this element. If one or more of those required for the diving roles were among the top four rated areas of independent knowledge, they would clearly contribute to the rating of the position; on the other hand if there were four other areas of knowledge required with higher ratings, then while these four areas would still be in the work description they would not add to the rating. The four areas of unrelated knowledge are listed from the highest rated to the lowest using the letters A, B, C. and D. While the five diving roles require knowledge of basically the same four independent areas, the reasons why they require this knowledge varies with the role.

The Diver role requires the four following unrelated areas of knowledge:

1. theories, principles and practices of the physiology the human body in an underwater environment and gas laws of diving and potential dangers to the individual diver at various depths at a level of understanding to develop proper procedures and practices to ensure the safety of self and buddy (degree 5)
2. theories, principles and practices of the medical treatment of diving related injury, including treatment protocols at a level of understanding to provide assistance to buddy (degree 5)
3. theories, principles and practices of common law as applied in health and safety at a level of understanding to interpret statutes and regulations (degree 5)
4. theories, principles, practices, and techniques of diving at a level of understanding to carry out diving operations under all underwater conditions (degree 5)

The Diver In Charge role requires the four following unrelated areas of knowledge:

5. theories, principles and practices of the physiology the human body in an underwater environment and gas laws, and of diving and potential dangers to the individual diver at various depths at a level of understanding to develop proper procedures and practices to ensure the safety of divers (degree 5)
6. theories, principles and practices of the medical treatment of diving related injury, including treatment protocols at a level of understanding to provide assistance to diving team members (degree 5)
7. theories, principles and practices of common law as applied in health and safety at a level of understanding to interpret statutes and regulations (degree 5)
8. theories, principles, practices, and techniques of diving at a level of understanding to carry out diving operations under all underwater conditions and provide instruction to others on carrying out diving under all underwater conditions (degree 5)

The Area Diving Safety Officer role requires the four following unrelated areas of knowledge:

1. theories, principles and practices of the physiology the human body in an underwater environment and gas laws, and of diving and potential dangers to the individual diver at various depths at a level of understanding to develop proper procedures and practices to ensure the safety of divers (degree 5)
2. theories, principles and practices of the medical treatment of diving related injury, including treatment protocols at a level of understanding to develop evacuation and emergency plans for area diving teams (degree 5)
3. theories, principles and practices of common law as applied in health and safety at a level of understanding to interpret statutes and regulations (degree 5)
4. theories, principles, practices, and techniques of diving at a demonstrated level of mastery in the application level of these theories, principles, practices, and concepts to the carrying out of diving operations under all underwater conditions and to the

assessment of competency of individuals to carry out their roles as divers or divers-in-charge (degree 6)

The Regional Diving Safety Officer requires the four following unrelated areas of knowledge:

9. theories, principles and practices of the physiology the human body in an underwater environment and gas laws, and of diving and potential dangers to the individual diver at various depths at a level of understanding to develop proper procedures and practices to ensure the safety of divers (degree 5)
10. theories, principles and practices of the medical treatment of diving related injury, including treatment protocols (including hyperbaric chamber operation), long term health problems at a level of understanding to develop regional safety plans (degree 5)
11. theories, principles and practices of common law as applied in health and safety at a level of understanding to interpret statutes and regulations, and to develop regional diving safety protocols (degree 5)
12. theories, principles, practices, and techniques of diving at a level of understanding to carry out diving operations under all underwater conditions (degree 5).

A Departmental Diving Safety Officer requires the four following unrelated areas of knowledge:

13. theories, principles and practices of the physiology the human body in an underwater environment and gas laws, and of diving and potential dangers to the individual diver at various depths at a level of understanding to develop proper procedures and practices to ensure the safety of divers (degree 5).
14. theories, principles and practices of the medical treatment of diving related injury, including treatment protocols (including hyperbaric chamber operation), long term health problems at a level of understanding to develop in collaboration with Health Canada physicians, treatment criteria (degree 5).
15. theories, principles and practices of common law as applied in health and safety at a level of understanding to interpret statutes and regulations, and to develop diving safety protocols (degree 5)
16. theories, principles, practices, and techniques of diving at a level of understanding to carry out diving operations under all underwater conditions (degree 5)

Element 8: Contextual Knowledge

Note: Contextual knowledge is measured by assessing the depth of knowledge required (for what purpose is the knowledge required) on a scale of 1 to 5, across six areas (A-Own Unit (where "Own Unit" includes all those who one works with below departmental level, e.g. team, section, area, or region); B-Own Department or Agency; C-Other Federal Departments; D- Canadian Private and Other Public Sectors; E- International public and private sectors; F- Legislation and

regulations): the total rating is the sum of the six sub-element ratings which is shown as a profile against which the points are allocated and then totaled.

The Diver is required to know enough in all sub-elements to choose the best course of action to take in each, for a profile of 444444.

The Diver in Charge is required to know enough in own unit to recommend operational changes with respect to structures, policies, or protocols, and in all other sub-elements to choose the best course of action for a profile of 544444.

An Area Diving Safety Officer is required to know enough in own area to recommend changes to structures, policies, or protocols, and in all other sub-elements to choose the best course of action for a profile of 544444

A Regional Diving Safety Officer is required to know enough in own region to recommend changes to structures, policies, or protocols, and in all other sub-elements to choose the best course of action for a profile of 544444

A Departmental Diving Safety Officer is required to have significant knowledge in all six areas to recommend changes to existing structures, policies, protocols, and regulations both domestically and internationally for a profile of 555555.

ELEMENT 9: Communications

Note: Communications is measured both for communications in and for communications out, in both cases a numeric value of one to four is used.

Communications In: as a diving buddy the diver must also be able to recognize a problem during the dive by carefully monitoring and identifying the implicit messages produced by the body language (signs) and communications (symptoms) of the diving buddy which are key to ensuring medical attention is made available in a timely fashion if required (– for a Degree 4);
Communications Out: the diver is required to be able to adapt or clarify messages using different means as buddy (degree 3).

Communications In: the Diver-in-Charge must be able to recognize a problem before, during, or following a dive (e.g., decompression illness), by carefully monitoring and identifying the implicit messages produced by the body language (signs) and communications (symptoms) of the diver which are key to ensuring medical attention is made available in a timely fashion if required (Degree 4); and in communications Out is

required to be able to adapt or clarify messages using different means as Diver-in-Charge (degree 3).

An Area Diving Safety Officer has no unique communications requirements per se, but the work unit would earn the same as for the Diver or Diver In Charge if carrying out those roles.

A Regional Diving Safety Officer has no unique communications requirements per se, but the work unit would earn the same as for the Diver or Diver In Charge if carrying out those roles.

Communications In: the Departmental Diving Safety Officer would earn the same as a Diver or Diver in Charge if responsible for those roles as well, but also has a strong requirement for interpreting implicit messages apart from that which could also earn a degree 4 as the implicit messages are often key to understanding the total message; in the case of communications out there is a higher requirement for skills than that required for the Diver or Diver In Charge (and the higher requirement is a degree 4) based on the requirement to have speaking and writing skills to effectively deal with a variety of audiences, including other non-diving public servants, divers, equipment manufacturers, suppliers, and other organizations by persuasively presenting solutions to resolve differences or disputes, persuasively presenting the regional position on proposed policies, regulations, standards and procedures. These skills are used to persuade others and build consensus among stakeholders.

Element 10: Motor and Sensory Skills

Note: Motor and Sensory Skills are measured by a one dimensional numeric scale which is allocated from one to five based on whether the work requires basic everyday motor and sensory skills at the bottom, and both expert motor skills and expert sensory skills at the top.

The Diver and Diver-in-Charge roles require expert or trained, motor and sensory skills to carry out underwater diving in a broad range of conditions (open water, under ice, frigid and warm waters, etc) and is considered a degree 4 (one expert, the other trained).

Given that the Area Diving Safety Officer is responsible for determining the competency of individuals who wish to be certified as competent divers or divers-in-charge, it could be argued that the level of skills required for this work is at the expert level for both diving related motor and sensory skills; if this were done, then a degree 5 could be awarded.

The skills required of the other roles, i.e. Regional Diving Safety Officer, and Departmental Diving Safety Officer, for physical effort are minimal, and would likely earn a rating of a A1; however, these work units would get the rating for the Diver or Diver-in-Charge roles if performing one of those roles as well.

FACTOR III: EFFORT =====

Note: This factor measures the mental and physical exertion required by the work. It comprises four elements:

- Intellectual Effort*
- Sustained Attention*
- Psychological/Emotional Effort*
- Physical Effort*

Element 11: Intellectual Effort

Note: Intellectual Effort is measured by a two dimensional grid, one (a numeric value) measures the degree of intensity of the effort (difficulty of problems), while the other (alpha value) the level of constraints on solving the problem.

The Diver earns points for having to apply existing knowledge, guidelines, and protocols in conducting dives and serving as a dive buddy (degree 2); and will have to deal with external constraints as they arise in uncertain conditions (degree B).

The Diver in Charge earns essentially the same points for intellectual effort as does the diver, i.e. for having to apply existing knowledge, guidelines, and protocols in conducting dives and serving as a dive buddy (degree 2); and will have to deal with external constraints as they arise in uncertain conditions (degree B).

An Area Diving Safety Officer earns points for being required to analyze options to improve the coordination and safety of all diving operations conducted on behalf of the organization, and develop and maintain dive site emergency contingency and evacuation plans based on field experience and knowledge (degree 3), and will have to deal with a number of external constraints as they arise in uncertain conditions (degree B).

A Regional Diving Safety Officer earns points for being required to analyze options and possible solutions to develop and provide advice on issues pertaining to diving safety and health to senior management of the Region and of the Department based on field experience and knowledge (degree 3), and will have to deal with a number of external constraints as they arise in uncertain conditions (degree B).

A Departmental Diving Safety Officer earns points for being required to analyze options and possible solutions to develop and provide advice on diving policy and compliance guidelines, standards, and procedures governing the provision of diving and diving services within DFO and interdepartmentally, as established within the Canada Labour Code and pursuant regulations, and internationally as negotiated based on field experience and knowledge; and will have to deal with a number of external constraints as they arise in uncertain conditions (degree B).

Element 12: Sustained Attention

Note: Sustained Attention is measured by a two dimensional grid, one (a numeric value) measures the degree of intensity of the effort (or tolerance for lapses in attention), while the other (alpha value) the degree distractions affect the effort to focus.

The Diver earns points (degree 1) for the work allowing little or no tolerance for a lapse in attention during dives for up to 30 hours per year, but overall in doing the work of this work unit, it is possible to focus on one thing at a time (degree A).

The Diver in Charge and the Area Diving Safety Officer have no additional requirements for sustained attention other than that earned as a Diver.

A Regional Diving Safety Officer, is responsible for sustained attention as a Diver (degree A), but is also responsible for chairing or participating in meetings requiring focus and would likely earn a degree 2 for the increased amount of time involved.

A Departmental Diving Safety Officer is responsible for sustained attention as a Diver (degree A), but is also responsible for chairing or participating in many lengthy meetings requiring focus and would likely earn a degree 2 for the increased amount of time involved (up from “occasional” to “up to a third of the time”)

Element 13: Psychological/Emotional Effort

Note: Psychological/Emotional effort is measured by a two dimensional grid, one (a numeric value) measures the degree of intensity of the effort,

while the other (alpha value) the degree of control over the psychological effort or emotions.

The Diver role would earn a degree 2 for moderate intensity of psychological or emotional reactions to the work, and a degree B for having control over some of the work demands giving rise to these reactions but not to all based on the fact that psycho-emotional effort is needed to control some, but not all, work demands, in particular once a dive has begun there is no control over the timing and frequency, and the need to mentally control psychological reaction increases significantly when life-threatening crises arise, and the incumbent must implement emergency procedures to either save an individual diver threatened with death, or recover the body of a diver who has died.

Responsibility for psychological/emotional effort of the other roles per se, i.e. Diver In Charge, Area Diving Safety Officer, Regional Diving Safety Officer, and Departmental Diving Safety Officer, are minimal, and unless a stronger example from some other aspect of a work unit's requirements, would likely earn a rating of a A1 for requiring little psychological/emotional effort for most of the time; however, the work unit would get the rating for the Diver role if performing that role as well.

Element 14: Physical Effort

Note: Physical effort is measured by a two dimensional grid, one (a numeric value) measures the degree of intensity of the effort, while the other (alpha value) duration.

The Diver role earns a degree2 for intensity of effort as the work requires wearing protective/special clothing for field work which impede work, movement and vision, thus increasing physical effort; and dive gear required to be worn for each dive weighs in excess of 50 Kg and movement prior to entering the water requires physical exertion. The Diver role earns a degree A for duration as this intensity occurs only occasionally, i.e. this occurs 20 to 30 times a year for an hour or so at a time

Responsibility for the other roles, i.e. Diver In Charge, Area Diving Safety Officer, Regional Diving Safety Officer, and Departmental Diving Safety Officer, for physical effort are minimal, and would likely earn a rating of a C1 for requiring little physical effort for most of the time; however, the work unit would get the rating for the Diver role if performing that role as well⁸.

⁸ It should be remembered that where two possible ratings could apply, it is the highest of the two which will be

FACTOR IV: WORKING CONDITIONS =====

Note: This factor measures the physical and psychological conditions under which the work is performed, and their potential effects on the health of employees. It comprises two elements:

- *Work Environment*
 - 2. *Psychological*
 - A. *Physical*
- *Risk to Health*

Element 15: Work Environment

Note: Work environment has two dimensions, both of which are measured, that is, a psychological environment (A), and a physical environment (B) both of which are measured by a numeric score.

The Diver role earns a degree 3 for psychological environment as when diving 20-30 times a year, conditions can cause a high degree of psychological discomfort = on occasion; and earns a degree 3 for physical environment as when diving 20-30 times a year, conditions can cause a high degree of physical discomfort = on occasion.

Responsibility for the other roles, i.e. Diver In Charge, Area Diving Safety Officer, Regional Diving Safety Officer, and Departmental Diving Safety Officer, are basically office environments and if alone would likely earn a degree 2 for psychological environment for a typical deadline-driven office environment, and a degree 1 for physical environment, i.e. the typical office. Would get the rating for the Diver role if performing that role.

Element 16: Risk to Health

chosen as the rating of the element, i.e. not the sum of the two.

Note: Risk to health measures the exposure to unavoidable mental and/or physical risks or hazards to health resulting directly from the performance of the work. This element captures only those risks remaining after the application of normal safety precautions.⁹ A one dimensional, numeric, scale (from 1 to 4) is used to measure the risk.

The Diver role earns points at a degree 3 for when diving, risks in the work cannot be entirely managed: in spite of all safety precautions, diving exposes the incumbent to greater risk to health such as accident, injury, or death.

Responsibility for the other roles, i.e. Diver In Charge, Area Diving Safety Officer, Regional Diving Safety Officer, and Departmental Diving Safety Officer, do not add any risk to health per se and if the sole work of the work unit, would earn a minimum level points. Would get the rating for the Diver role if performing that role.

Respectfully submitted.

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 APPENDIX A : **UCS Accounting for Diver Roles**, July 26, 2000

	Diver	Diver In Charge	Area Diving Safety Officer	Regional Diving Safety Officer	Departmental Diving Safety Officer
Element					

⁹ "Normal safety precautions are those in place to eliminate or control exposure to risks to health. They can include, but are not limited to, ergonomic furniture, mandated breaks, work standards or protocols, and protective clothing or equipment. Work performed in the Public Service of Canada is subject to legislated and procedural health and safety precautions required by the relevant federal legislation on health and safety in the workplace. Working tools and locations are designed to meet or exceed accepted tolerances for occupational health and safety and to eliminate or reduce exposure to risks to health. This element measures the inherent risk remaining in the work assuming all such measures are in place and all appropriate practices are followed" (from p. 73, UCS Standard, Version 2.0)

1 Information	2A	Responsible for providing info on dive to DIC to maintain dive	2B	Responsible for providing info for use of diver to improve performance	3B	<p>Developing dive site emergency and evacuation plans for use of divers in area</p> <p>Developing diving records as required for use of auditors and managers</p>	3B	<p>Advice on issues pertaining to diving safety and health for use of Regional Management Committee (advice may be oral, or in form of report)</p> <p>4D - 4 All Paragraphs; provides expertise, advice and recommendations on diving protocols, policy, regulations, and plans. D Paragraph 3: Recommendations are used by divers and diving managers of public and private organizations in Canada and internationally.</p>
2 Well Being	2	"buddy" in diving team	3	in role of Diver-in-Charge,		Points only in role as		Points only in role as

				acts as the qualified person designated by the employer to be in charge of the diving operation. This includes the safety and health of all members of the dive team, including sole source provision of first aid and CPR at the dive site.		diver, or as diver in charge		Points only in role as diver or diver in charge
3 Leadership	2	Participates in a (diving) team	3	leads short term (diving) teams	4	Recommends membership in diving teams in	4	Points only in role as diver or diver in charge 5 - Contains all elements of description for

						area, leads teams/\$gro ups on a regular basis		level 5

4. Money	112	A not applic B. not applic C. Taxi chits, travel as required	112	A not applic B. not applic C. Taxi chits, travel as required	312	A Develops and recommend s budgets and forecasts for training, equipment rqmts, and travel, to support devel and control of the budget of the area B. not applic C. Taxi chits, travel as required	343	A 3- Develops and recommends budgets and forecasts for training, equipment requirements, and travel, and prepares detailed cost benefit/risk management analyses to support the development and control of the budget of the Regional Diving Office. B 4 - negotiates collaborative initiatives with external partners (HC, RCMP, DOE) and manages joint funding to accomplish joint operations. Negotiates joint funding and cost recovery arrangements for [REDACTED] 343
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								<p>A 3- Develops and recommends budgets and forecasts for training, equipment requirements for the Department, and prepares detailed cost benefit/risk management analyses to support the development and control of the diving budget of the Department and of the Office of the Departmental Diving Safety Officer</p> <p>B 4 - negotiates collaborative initiatives with external partners (HC, RCMP, DOE) and manages joint funding to accomplish joint operations or joint</p>
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								research projects. Negotiates joint funding and cost recovery arrangements C 3 Establishes contract requirements, negotiates the extent and level of service, evaluates and selects the best proposal, verifies that services have been rendered in accordance with contract specifications, and authorizes payment.
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5. Physical Assets	3B	responsi responsible for own and for equipment of	3B	respons responsible for own and for equipment	4B	4 responsible to ensure that area	4B - 155	4 responsible to ensure that regional diving equipment is inventoried,
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		diving team (as buddy). Some may be difficult to replace		of diving team (as buddy). Some may be difficult to replace		diving equipment is inventoried, inspected, tested, maintained, and calibrated as required by the federal diving regulation, and for the service, and repair of aluminum boats, motors, and underwater camera systems for use by qualified departmental employees (FTE,		inspected, tested, maintained, and calibrated as required by the federal diving regulation, and for the service, and repair of aluminum boats, motors, and underwater camera systems for use by qualified departmental employees (FTE, contractors, or casuals) and employees of partner departments. B there are a number of specialized units that are specially designed, and would be difficult and very expensive to replace. <i>No special rqmt.</i>
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						contractors, or casuals) and employees of partner departments. B there are a number of specialized units that are specially designed, and would be difficult and very expensive to replace.	
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6. Compliance	1	<i>Responsible for own work complying with standards</i>	2	<i>Responsible for assessing dives and reports prepared by dive team members</i>	2	<i>Monitors per chapter 7 requiring corrective action or suspending, and assesses competency</i>	3	Mainly by the units 3 – <i>Responsible for monitoring, reporting, and offering analysis or recommendations on diving operations, diver</i>
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						<p><i>of divers and DICs and identifies deficiencies requiring corrective action.</i></p>		<p><i>training and competency checks, dive records, equipment maintenance and repair, program audits, incident and accident investigations which show regulatory compliance and prove due diligence or for taking action guided by federal diving regulations, and accepted processes and practices to achieve regulatory compliance and prove due diligence. Is required to select from a range of Canadian and international precedents to identify the most appropriate action.</i></p>
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7 Job Content Knowl.	5555	<i>A. theories, principles and practices of the physiology the human body in an underwater environment and gas laws, and of diving and</i>	5555	<i>A. theories, principles and practices of the physiology the human body in an underwater environment and gas laws, and of</i>	6555	<i>A. theories, principles, practices, and techniques of diving at a level of mastery in the application of these theories,</i>	5555	<i>A. theories, principles and practices of the physiology the human body in an underwater environment and gas laws, and of diving and potential dangers to the individual diver at various depths at a</i>
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		<p><i>potential dangers to the individual diver at various depths at a level of understanding to develop proper procedures and practices to ensure the safety of self and other divers</i></p> <p><i>B. theories, principles and practices of the medical treatment of diving related injury, including treatment protocols at a level of understanding</i></p>		<p><i>diving and potential dangers to the individual diver at various depths at a level of understanding to develop proper procedures and practices to ensure the safety of divers</i></p> <p><i>B. theories, principles and practices of the medical treatment of diving related injury, including treatment</i></p>		<p><i>principles and concepts to diving operations under all underwater conditions and to the testing of competency of divers and divers-in-charge.</i></p> <p><i>B. theories, principles and practices of the physiology the human body in an underwater environment and gas laws, and of diving and potential dangers to the</i></p>		<p><i>level of understanding to develop proper procedures and practices to ensure the safety of divers</i></p> <p><i>B. theories, principles and practices of the medical treatment of diving related injury, including treatment protocols (including hyperbaric chamber operation), long term health problems at a level of understanding to develop regional safety plans</i></p> <p><i>C. theories, principles and practices of common law as applied in health and safety at a level of understanding to</i></p>
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		<p>g to provide assistance to buddy divers</p> <p>C. theories, principles and practices of common law as applied in health and safety at a level of understanding to interpret statutes and regulations</p> <p>D. theories, principles, practices, and techniques of diving at a level of understanding to carry out diving operations under all underwater</p>		<p>protocols at a level of understanding to provide assistance to diving team members</p> <p>C. theories, principles and practices of common law as applied in health and safety at a level of understanding to interpret statutes and regulations,</p> <p>D. theories, principles, practices, and techniques</p>		<p>individual diver at various depths at a level of understanding to develop proper procedures and practices to ensure the safety of divers</p> <p>C. theories, principles and practices of the medical treatment of diving related injury, including treatment protocols at a level of understanding to</p>		<p>interpret statutes and regulations, and to develop regional diving safety protocols</p> <p>5555 - theories, principles and practices of the physiology the human body in an underwater environment and gas laws, and of diving and potential dangers to the individual diver at various depths at a level of understanding to develop proper procedures and practices to ensure the safety of divers</p> <p>C. theories, principles and practices of the medical treatment of diving related injury, including treatment protocols (including hyperbaric chamber operation), long term health problems at a level of understanding to develop in collaboration with Health Canada physicians, treatment criteria</p> <p>D. theories, principles and practices of common law as applied in health and safety at a level of understanding to interpret</p>
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		<i>conditions</i>		<i>of diving at a level of understanding to carry out diving operations under all underwater conditions</i>		<i>develop evacuation and emergency plans for area diving teams. D. theories, principles and practices of common law as applied in health and safety at a level of understanding to interpret statutes and regulations.</i>		<i>statutes and regulations, and to develop diving safety protocols. D. theories, principles, practices, and techniques of diving at a level of understanding to carry out diving operations under all underwater conditions;</i>
<i>8 Contextual Knowl</i>	<i>444444</i>	<i>Must know enough in all sub-elements to choose best course of action</i>	<i>544444</i>	<i>Must know enough in own area to recommend changes to structures, policies, or protocols and in</i>	<i>544444</i>	<i>Must know enough in own area to recommend changes to structures, policies, or protocols and in</i>	<i>544444</i>	<i>Must know enough in own area to recommend changes to structures, policies, or protocols and in</i> <i>55555</i> <i>Must have significant knowledge in all six areas to recommend changes to existing structures, policies, protocols, and regulations</i>

				<i>all other sub-elements to choose best course of action</i>		<i>all other sub-elements to choose best course of action</i>		
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9 Communications	4,3	<i>A-IN – “as a diving buddy must also be able to recognize a problem following a</i>	4, 3	<i>A-IN – “as the Diver-in-Charge must also be able to recognize a problem</i>	4 -3	IN as for diving buddy or DIC as appropriate UT as for diving buddy or DIC if	4 -3	A- IN as for diving buddy or DIC as appropriate participating in diving 4,4 - A- IN as for diving buddy or DIC as appropriate
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		<p><i>dive (e.g., decompression illness) by carefully monitoring and identifying the implicit messages produced by the body language (signs) and communications (symptoms) of the diving buddy which are key to ensuring medical attention is made available in a timely fashion if required</i></p> <p><i>B OUT – must be able to adapt or</i></p>		<p><i>following a dive (e.g., decompression illness) by carefully monitoring and identifying the implicit messages produced by the body language (signs) and communications (symptoms) of the diver which are key to ensuring medical attention is made available in a timely fashion if required</i></p> <p><i>B OUT – must be</i></p>		<p>performing that role</p>		<p>B OUT – “speaking and writing skills are required to effectively deal with a variety of audiences, including other non-diving public servants, divers, equipment manufacturers, suppliers, and other organizations (e.g. Canadian Marine Rescue Auxiliary) by persuasively presenting solutions to resolve differences or disputes, persuasively presenting the regional position on proposed policies, regulations, standards and procedures. These skills are used to persuade others and build consensus among stakeholders.”</p>
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		<i>clarify messages using different means as buddy</i>		<i>able to adapt or clarify messages using different means as Diver in Charge</i>				
10 Motor and Sensory	4	Expert or trained, motor and sensory skills are required to carry out underwater diving in a broad range of conditions (open water, under ice, frigid and warm waters, etc) Expert or trained, motor and sensory skills are required to carry out underwater diving in a broad range of conditions (open water, under ice, frigid and warm waters, etc)	4	As for diver if performing that role	4	As for diver if performing that role	4	As for diver if performing that role 4 – As for diver if performing that role

11 Intellectual Effort	2B	Apply existing knowledge, guidelines, and protocols in conducting dives and serving as a dive buddy. Will have to deal with external constraints as they arise in uncertain conditions.	2B	Apply existing knowledge, guidelines, and protocols in managing dive teams. Will have to deal with external constraints as they arise in uncertain conditions.	3B	3 - required to analyze options to improve the coordination and safety of all diving operations conducted on behalf of the organization, and develop and maintain dive site emergency contingency and evacuation plans based on field experience and knowledge. B - from the 4 constraints	3B	3 - required to analyze options and possible solutions to develop and provide advice on issues pertaining to diving safety and health to senior management of the Region and of the Department based on field experience and knowledge. B - from the 4 constraints 3B 3 - required to analyze options and possible solutions to develop and provide advice on diving policy and compliance guidelines, standards, and procedures governing the provision of diving and diving services within DFO and
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						shown		interdepartmentally, as established within the Canada Labour Code and pursuant regulations, and internationally as negotiated based on field experience and knowledge. B - from the 4 constraints shown.
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12 Sustained Atten	A1	Sustained attention required during dives (30 hours per year),	A1	Sustained attention required during dives (30 hours per year),	A1	Sustained attention required during dives (30 hours per year),	A2	Sustained attention required during dives (30 hours per year), A2 - Sustained attention required during dives (30 hours per year), and when Chairing or participating in lengthy (several hours to 3 days) meetings with stakeholders (e.g. consultations with various groups,
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								technical committees, ad hoc committees dealing with specific problems) requires attention focused on listening and body language, to capture the essence of concerns and questions, up to 15% of the time:= less than 1/3 of the time.
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13 Psycho-Emo Effort	B2 - 90	psycho-emo needed to control some, but not all, work demands, in particular		As for diver if performing that role		As for diver if performing that role		As for diver if performing that role As for diver if
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		<p>Once a dive has begun there is no control over the timing and frequency, and the need to mentally control psychological reaction increases significantly when life-threatening crises arise, and the incumbent must implement emergency procedures to either save an individual diver threatened with death, or recover</p>						performing that role
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		the body of a diver who has died..						
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14 Physical Effort	A2 – 35	Protective/special clothing (skidoo suits with parkas, survival suits) required for field work impede work, movement and vision, thus increasing physical effort. Dive gear required to be worn for each under-ice		As for diver if performing that role		As for diver if performing that role		As for diver if performing that role As for diver if performing that role
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		dive weights in excess of 50 Kg and movement prior to entering the dive hole requires physical exertion. This occurs 20 to 30 times a year for an hour or so at a time						
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15 Work Environment	3,3 - 60	A - Psychological: when diving 20-30 times a year, conditions can cause a high degree of psychological discomfort = on occasion B.- Physical:		As for diver if performing that role		As for diver if performing that role		As for diver if performing that role As for diver if performing that
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		when diving 20-30 times a year, conditions can cause a high degree of physical discomfort = on occasion						role
16 Risk to Health	3 - 75	When diving, risks in the work cannot be entirely managed.: in spite of all safety precautions, diving exposes the incumbent to greater risk to health such as accident, injury, or death.		As for diver if performing that role		As for diver if performing that role		As for diver if performing that role As for diver if performing that role

4. Point allocation used is the Treasury Board January 2000 consultation proposal

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June 19, 2000 ; revised September 1, 2000