

IN THE MATTER OF AN ARBITRATION

BETWEEN:

CITY OF TORONTO (HOMES FOR THE AGED)

(the “Employer”)

AND

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 79

(the “Union”)

**AND IN THE MATTER OF HARMONIZATION, PAY EQUITY AND JOB
EVALUATION**

ARBITRATOR

ROBERT J. HERMAN

APPEARANCES

FOR THE EMPLOYER

**EDWARD T. MCDERMOTT
JOANNE GREENE**

FOR THE UNION

**J. JAMES NYMAN
AND OTHERS**

A HEARING IN THIS MATTER WAS HELD ON SEPTEMBER 19, 2006

DRAFT

INTRODUCTION

1. On May 18, 2005, I issued an Award disposing of all matters relating to harmonization, pay equity and job evaluation arising out of a collective agreement between the Canadian Union of Public Employees, Local 79 (hereinafter “Local 79”) and the City of Toronto (hereafter the “City”) covering approximately 10,500 full-time employees employed by the City.

2. The parties have now referred to me for disposition all matters relating to harmonization, pay equity and job evaluation arising out of their collective agreement covering approximately two thousand (2000) part-time employees employed in the City’s Homes for the Aged. The parties have agreed that I have jurisdiction to determine all issues relative to and including a harmonized classification and wage rate structure, the contents of a job evaluation program, the appropriate wage line arising therefrom, the timing of placement of employees on the wage line and the entitlement and quantum of retroactive compensation, if any, payable as well as the pay equity plans which comply with the *Pay Equity Act* effective the commencement date of the first collective agreement (May 11, 2000) to the date of this Award. The pertinent language of the collective agreement which is identical to the language at issue in my Award of May 18, 2005 is as follows:

“LETTER OF INTENT

The parties agree that the harmonization of wages and restructuring of job classifications must be completed as soon as reasonably possible. To effect this purpose, the parties agree to the following process to resolve and determine the issues in dispute.

1. The City and Local 79 will establish a Harmonization Committee within thirty (30) days following ratification of up to twenty (20) members, ten (10) appointed by each party and shall meet forthwith following the appointment of the Committee members. Local 79 members will receive their regular rate of pay for time spent in carrying out the Committee's responsibilities during their regular working hours.
2. Among the Committee's responsibilities shall be the following:
 - (a) the creation of new or merged job classifications from the existing classifications where, in the opinion of the Committee, it is appropriate or necessary to do so and
 - (b) the development and implementation of a process for determining the rates of pay for any new or merged job classifications.
3. The Committee may identify, by way of survey or otherwise, the core duties and responsibilities of, and all the relevant information in connection with job classifications and shall be provided with such information as is reasonably necessary to accomplish its purpose.
4. Any resolved matters will be agreed upon in writing signed by the designated representatives of Local 79 and the City. Positions taken at the Committee by either party or their representatives are without prejudice to any position either party may take at Arbitration.
5. The parties shall agree on the appointment of a mediator to assist them in reaching agreement and, failing agreement, as the chair of the Board of Arbitration set out below. The parties agree to share the costs of the mediator/arbitrator.
6. The mediator will determine the process and procedure for mediation in consultation with the parties.
7. If the parties have not reached an agreement on all of the wage rates and job classifications by December 31, 2000, or such later date as may be agreed upon in writing, either Local 79 or the City may refer the outstanding rates and classifications, including all matters relating to implementation dates (retroactivity) to a Board of Arbitration for a final and binding determination.

The Board will be composed of one person nominated by each of the parties with the mediator as the Chair.

8. Both parties will name their nominees to the Board of Arbitration within ten (10) calendar days of the referral, or such later date as the parties may agree in writing. The parties will co-operate to ensure that the hearing(s) will be held as soon as possible. To this end, the parties will ask the mediator/arbitrator immediately upon appointment to schedule at least twenty (20) days for hearings over the months of January, February and March, 2001.
9. The powers of the Board of Arbitration and all other matters in relation to the arbitration shall be as set out in Section 48 of the *Ontario Labour Relations Act*, except as modified by paragraph 4 of the Memorandum of Agreement dated March 23, 2000.
10. A draft decision of the Board of Arbitration on all outstanding wage rates and job classifications, including implementation dates (retroactivity), will be delivered to the parties as expeditiously as possible following the conclusion of the hearings. The parties will have fourteen (14) days from the date they receive the draft decision, or such longer period of time as they may agree in writing, to meet and agree on all such rates and classifications. These meetings may be with the assistance of the mediator/arbitrator if both parties wish. Failing agreement in that time, the draft decision of the Board of Arbitration shall become final and binding on all parties.

PRINCIPLES OF HARMONIZATION

1. All available information, including financial information, necessary for the Harmonization Committee to carry out its responsibilities will be provided by the City in full and on a timely basis. The mediator/arbitrator will have the jurisdiction to order the production of any such information.
2. The effective date for implementation, including retroactivity, if any, of any matter referred to arbitration is to be determined by the Board of Arbitration. However, where as a result of the harmonization process an employee's current wage rate is greater than the classification rate established for the employee, the employee shall continue to receive all negotiated wage increases and increment increases otherwise provided for under this Agreement. In addition, and for the sake of clarity, no employee shall suffer

any reduction in the employee's current wage rate until the expiry of this Agreement by law. For the purpose of the renegotiation of this Agreement, it is understood that the wage rates shall be determined by the Harmonization process.

3. It is agreed that as of this date of execution of this Agreement that the parties have not been able to identify and agree upon the methods to be used by the Harmonization Committee in carrying out its responsibilities as described in the Letter of Intent. Accordingly, if the Committee is unable to agree upon the methods, either party may advance before the Board of Arbitration whatever methods it considers appropriate.
4. The parties acknowledge that there are a number of outstanding wage rate issues currently pending under existing job evaluation programs/pay equity programs provided for either separately or under Collective Agreements which form part of the composite Collective Agreement. Accordingly, the parties agree that these issues shall continue to be processed and, if necessary, arbitrated under the terms of the appropriate Collective Agreement. For this purpose, the relevant Collective Agreements/Pay Equity Plans will be considered until the outstanding issues have been concluded.

Article PE PAY EQUITY

PE.01 In recognition of its commitment to achieving pay equity the City of Toronto has a number of existing pay plans; and

In recognition of the parties' mutual commitment to the ongoing process of pay equity and to the principle of equal pay for work of equal or comparable value;

The parties agree as follows:

- (a) The parties agree to abide by the provisions of the *Pay Equity Act* and,
- (b) Following completion of the current Collective Agreement negotiations the parties agree to meet with a view to the development of an appropriate process for achieving and maintaining the objectives of the *Pay Equity Act*.

LETTER OF INTENT
Job Evaluation

1. The parties agree to constitute a Committee to establish a new job evaluation program unique to the new City of Toronto.
 2. The Committee shall consist of ten (10) persons, five (5) appointed by Local 79 and five (5) appointed by the City. Local 79 appointees to the Committee shall receive their regular rate of pay for time spent in carrying out the Committee's responsibilities during their regular working hours.
 3. In the event that the parties are not able to reach an agreement on the content and/or implementation of the new job evaluation program, the matter shall become a subject for negotiation in the renewal bargaining of this Agreement. Failing agreement, the content and/or implementation of the new job evaluation program shall be referred to arbitration pursuant to Section 40 of the *Labour Relations Act*.”
3. The bargaining unit is one (1) of four bargaining units created by the Ontario Labour Relations Board in the fall of 1998 in the course of proceedings initiated by Local 79 under the *Public Sector Labour Relations Transition Act* following the creation of the City of Toronto on January 1, 1998. Employees in the bargaining unit work part-time; i.e., less than forty (40) hours a week, in the City's Homes for the Aged providing care and support to elderly, ill and disabled residents.
4. Prior to the City's creation, the Homes for the Aged were owned and operated by the Municipality of Metropolitan Toronto (hereinafter "Metro"). Metro was one of the seven (7) predecessor municipalities folded into the City by legislation effective January 1, 1998. Local 79 and Metro were parties to two (2) collective agreements covering employees in the Homes. Part-time employees were covered by a collective agreement applicable exclusively to employees working in the Homes. Full-time employees were covered by a collective agreement which encompassed all full-time employees employed

by Metro for whom Local 79 held bargaining rights. The bargaining unit colloquially understood to be comprised of full-time inside workers covered employees working throughout Metro's operations. Full-time employees in the Homes made up only a part of the bargaining unit's complement.

5. The classification and wage rate structure under the Homes part-time collective agreement in place as of the demise of Metro mirrored the classification and wage rate structure applicable to full-time employees in the Homes covered by the Metro/Local 79 full-time collective agreement. With the exception of two (2) part-time positions each part-time position had an equivalent full-time correlate. The hourly rate for a part-time position was the same as the hourly rate for the equivalent full-time correlate.

6. The current part-time bargaining unit in the Homes for the Aged mirrors the part-time bargaining unit in place at Metro up to Metro's demise. The classification and wage rate structure under successive collective agreements including the first collective agreement covering part-time employees in the Homes for the Aged negotiated following the City's creation mirrored the classification and wage rate structure set out in successive full-time collective agreements following the City's creation applicable to full-time employees in the Homes for the Aged up to December 31, 2004. Effective December 31, 2004 the historical relationship between full-time and part-time employees was altered by my Award covering employees in the full-time bargaining unit.

7. The historical relationship between full-time and part-time employees in the Homes for the Aged has served the City and its predecessor Metro, Local 79 and all employees in the Homes effectively over the years. In my view that relationship should be restored and maintained. Accordingly, I have concluded it is appropriate to dispose of all issues to the

extent possible and subject to comments below by mirroring the approach and outcomes established in my Award dated May 18, 2005.

(a) **Job Evaluation Program**

8. The job evaluation program is set out in Appendix "A" hereto and is to be incorporated into the collective agreement.

9. The program is identical to the program imposed by my Award of May 18, 2005 and my comments and reasons set out in paragraphs 25 to 30 of that Award are apropos and incorporated herein.

(b) **Wage Line**

10. The wage line is set out in Appendix B hereto and is to be incorporated into the collective agreement.

11. The wage line is identical to the wage line imposed in my Award of May 18, 2005 and the principles set forth in paragraphs 31-33 and 35 of such award are apropos insofar as they are applicable to this bargaining unit and are incorporated herein.

(c) **Implementation**

12. I have adopted an implementation date of December 31, 2004 as I did with the full-time unit. Effective that date, each employee entitled to a rate increase is to be assigned to a wage rate which is equal to 50% of the difference between the employee's

actual regular wage rate on that date and the next highest step of the assigned wage rate on the wage line set out in Appendix "B". Placement at a wage rate that is equal to the actual rate of that next highest step shall be effective upon the date of issuance of this Award.

By proceeding in this manner, all employees in the bargaining unit will be fully integrated into the harmonized wage rate and classification structure as of the date of issuance of this Award. The parties will, therefore, have achieved a comprehensive integrated wage rate and classification structure providing for wage rates which are generally consistent with correlated jobs in the full-time unit.

This resolution undoubtedly has a reasonably significant cost impact on the City. In these circumstances, and consistent with my approach in the Award for the full-time unit, I have attempted to balance various compensation factors in order to somewhat ameliorate the cost impact of this Award on the City. When rendering the full-time Award, I determined that the normal progressional increases should be deferred for a period of one year. I also made it clear, as I do in this Award, that I would not have awarded the wage line I did were it not for being able to counterbalance at least some of the cost by making adjustments to other compensation factors. Accordingly, while incremental increases in the part-time unit are driven by the number of paid hours accumulated by an employee, in order to more or less equate this compensation factor with my approach in the full-time unit, I have determined that all employees in the bargaining unit should have their accumulated paid hours set at zero effective January 1, 2006. Movement through the grid thereafter is to proceed in accordance with the terms of the Collective Agreement governing wage progression.

If any employee has received an incremental increase or increases between December 31, 2004 and the date of issuance of this Award and their wage rate thereby exceeded the rate

to which they were assigned as of December 31, 2004 by virtue of this Award, they shall not be required to reimburse the City for such excess. If, however, as a result of receiving incremental increases during such period an employee's wage rate is, on the date of issuance of this Award, in excess of 100% of the actual rate payable to such employee under the terms of this Award, then such employee shall, effective the date of issuance of this Award, be placed at a wage rate that is equal to the next highest step above the rate that the employee is being paid as of the date of issuance of this Award and the employee's accumulated paid hours will thereupon be re-set at zero.

13. In selecting an implementation date of December 31, 2004, I was not only motivated by the reasons expressed in my Award of May 18, 2005, but also by a desire to reconfigure the historical relationship between the wage rate and classification structure of the two (2) employee groups engaged in the Homes for the Aged.

14. My comments in paragraph 38 of my Award of May 18, 2005 in regard to service and seniority dates are apropos and incorporated herein to the extent relevant.

15. I have made no order governing the wage rates payable to new hires as I did with respect to the full-time unit presumably because all employees will be at 100% of the next highest step once this Award issues and therefore the issue of new hires potentially earning more than existing employees is a retrospective issue, not a prospective one, as was the case with the full-time unit. Because of the part-time nature of the work, precluding the placement of a new hire on the grid until all current employees are on the grid is simply not feasible. Placement on the grid is a product of hours worked and it is clear that some employees work very few hours annually. There is little value in creating a wage grid if it is not going to cover new hires within a reasonable time frame and I accordingly do not believe it is necessary to freeze their wage rates so they do not earn more than existing part-time employees during the period of implementation between December 31, 2004 and the date of issuance of this Award.

For purposes of calculating any retroactive payments required as a result of this Award, however, all employees newly hired between December 31, 2004 and the date of issuance of this Award (the "retroactive period" for the purposes of this provision) will notionally be assigned to the lowest rate paid to any legacy employee (i.e. employed prior to December 31, 2004 and thereafter) employed in the same classification as the newly hired employee during such retroactive period.

This method of calculating any retroactive pay under this Award shall also apply to any employee promoted to a different classification during the retroactive period.

(d) Retroactivity

16. There will be no retroactivity except as payable from December 31, 2004 to the date of this Award. However, the City is ordered to pay a lump sum in the amount of \$325,000 to be divided equally amongst each employee receiving a wage rate increase pursuant to this Award. This amount approximates on an adjusted basis the sum payable to full-time employees pursuant to my Award of May 18, 2005.

17. In my Award of May 18, 2005 in commenting on retroactivity and pay equity issues, I stated as follows:

“42. There will be no retroactivity except as payable from December 31, 2004 to the date of this Award. The City is ordered to pay a lump sum in the amount of 1.75 million dollars to be divided equally amongst each employee receiving a wage rate increase pursuant to his Award. This amount approximates on an adjusted basis the sum payable to members of the Toronto Civic Employees Union, Local 416 Canadian Union of Public Employees pursuant to an Award issued by Arbitrator Mitchnick in his disposition of the harmonization dispute between the City and Local 416.

43. As I have repeatedly noted, there were a significant number of different wage lines which I could have adopted and which would have satisfied both the parties' collective agreement obligations and the *Pay Equity Act*. Had I been inclined to provide full or partial retroactivity prior to December 31, 2004, I would not have adopted the wage line set out in Appendix "B". Full or partial retroactivity using Appendix "B" would have generated inappropriate costs to the City. Moreover, as part of the exercise in determining the wage line, as well as retroactivity, if any, I reviewed the application of the GNCS (which I have already indicated conforms and complies with the *Pay Equity Act*) to all jobs in the bargaining unit prior to their harmonization on the basis of gender using a straight gender based job comparison scheme. Subject to a small number of exceptions, application of the GNCS to all jobs pre-harmonization during the period from May 11, 2000 to December 30, 2004 on a job comparison basis resulted in no gender based inequities for the purposes of the *Pay Equity Act*.

44. Under the GNCS, with certain exceptions, for every female predominated job as defined by the *Pay Equity Act* there existed a male predominated comparator of equivalent value that is paid the same or a lower amount of compensation. Where no male predominated comparator existed, I used the proportional value method. Suffice it to say, during the period May 11, 2000 to December 30, 2004, only a relatively small number of female predominated jobs were underpaid. In light of this result, there is no reason to deviate in any way, by ordering retroactivity, from the results of the delicate costing exercise which is central to this Award and in particular, to the crafting of the wage line and the determination of the implementation date of the blended harmonization/job evaluation result. However, it should be clear that in order to ensure a measure of finality to the parties' dispute, inherent in the outcome is the necessity for the parties to formulate two pay equity plans reflective of this Award. In essence, the delicate balancing of all compensation factors includes a consideration of appropriate outcomes for the entire period commencing with the effective date of the first collective agreement. My determination of the appropriate outcome of all of the harmonization/job evaluation issues is inextricably linked to my determination of an appropriate pay equity result including the appropriate pay equity result for the period up to the December 31, 2004 implementation date.

45. The wage line, the implementation date, the absence of retroactivity, red-circling and the methodology and timing of placement on the wage line ultimately are conditional upon achieving and implementing an appropriate pay equity plan from May 11, 2000 to December 30, 2004, the results of which are identified in Appendix "F" attached, and the payment of retroactive compensation hereunder to all such persons entitled thereunder from May 11, 2000 to December 30, 2004.

46. Accordingly, the parties are to prepare, execute and post two pay equity plans in conformity with this Award. My initial inclination was to order the preparation, execution and posting of the two plans. However, because of the complex jurisdictional arrangements arising out of the relationship between terms of the collective agreement, Section 48(12)(j) of the *Labour Relations Act* and the *Pay Equity Act*, as well as the delicate balancing of all compensation factors central to the Award, I have concluded that it would be inappropriate for me to issue such orders. The jurisdictional arrangements are such that the parties can themselves provide finality to all issues of compensation arising under this Award, the parties' collective agreement, the *Pay Equity Act*, statutes relative to pay and compensation including the *Employment Standards Act*, by voluntarily preparing, executing and posting the two pay equity plans referred to in this Award, which under the *Pay Equity Act* binds the parties and all employees.

47. I reiterate that I have found that the two plans referred to in this Award are in full compliance with all of the terms of the collective agreement, *Pay Equity Act* and all other statutes relating to pay and compensation including all provisions of the *Employment Standards Act*.

48. Accordingly, this Award in its entirety is made conditional upon the parties agreeing to and preparing, executing and posting the two plans within 30 days of today's date. A failure to satisfy this condition renders this Award null and void *ab initio* and if such occurs, the parties may request that further hearing dates be scheduled."

18. Subject to comments which follow, the principles contained in the foregoing comments (excluding the references to amounts to be paid) are, insofar as they are applicable to this bargaining unit, apropos and are incorporated herein.

19. I undertook the pay equity exercise as described above. The result of the exercise for the period commencing May 11, 2000 and ending December 30, 2004 is set out in Appendix "F" hereto. The City is ordered to pay retroactive compensation to all persons entitled under Appendix "F" for the period May 11, 2000 to December 30, 2004.

20. The parties are agreed that it is not necessary for me to make this Award conditional upon the voluntary preparation, execution and posting of the two (2) required pay equity plans. They have agreed that I possess the necessary jurisdiction and accordingly, I hereby order them to prepare, execute and post the two (2) plans.

(e) **Red-Circling**

21. I have been advised that red-circling is not an issue and accordingly, make no order.

(f) **Job Evaluation Committee**

22. I make no order as it is my understanding that the job evaluation committee provided under the terms of my Award in the full-time unit (see paragraphs 51 and 52) will also serve as the job evaluation committee for this bargaining unit.

(g) **Appendices**

23. As noted above, Appendix "A", comprised of two components (i.e. the GNCS and a Procedural Manual) which together make up the Job Evaluation Program, is incorporated herein.

24. As also noted above, Appendix "B", which is the wage line, is incorporated herein.

25. Appendix "C", which identifies the harmonized classifications and the predecessor jobs folded into the harmonized classifications, is incorporated herein.

26. Appendix “D”, which consists of the Job Profiles and the Ratings established pursuant to Appendix “A”, is incorporated herein.
27. Appendix “E” identifies all employees employed in the bargaining unit as of December 31, 2004 affected by this Award and sets out each employee’s pre-harmonization classification and harmonized classification.
28. Appendix “F” identifies the results of the Pay Equity exercise and the compensation payable hereunder for the period May 11, 2000 to December 30, 2004.

(h) Additional Matters

29. The parties have provided me with extensive data and performed a number of tasks both with and without my assistance and direction in verifying the accuracy of employee placement into classifications. While I believe that all employees have been properly placed as of the implementation date into the correct classification, there is a remote possibility of errors in this regard. Accordingly, the Job Evaluation Committee established under Appendix “A” is directed to entertain and consider any claim made by any employee that he/she was improperly placed into a classification. Because I regard claims of improper placement as factual and well within the competence of the Committee to determine, the Committee’s decision shall be final and shall not be subject to a review through a grievance or otherwise. If the Committee cannot agree on disposition of a claim, I order that placement shall be as set out in this Award and in particular, Appendix “E” hereto.

CONCLUSION

30. The parties are directed to amend the collective agreement to conform to the terms of this Award.

31. I will remain seized of this matter to deal with all issues arising from this Award including all matters relating to implementation.

Dated at Toronto, this 24th day of October, 2006

“Robert J. Herman”

Robert J. Herman - Arbitrator

APPENDIX “A”

SCHEDULE “C”

City/CUPE Local 79

Gender Neutral Comparison System

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JOB KNOWLEDGE

This factor measures the typical level of knowledge and skill required in the job. The general and specific knowledge necessary for the job is commonly acquired through some combination of schooling, special courses, on-the-job training and experience. It takes into consideration both the breadth and depth of know-how, however acquired, that are required for the job.

Levels

1. Work requires an understanding of simple written and verbal instructions to perform basic job duties.
Equivalent: Job duties learned on-the job in less than 6 months.
2. Work requires an understanding of written and verbal instructions in performing a variety of routine tasks.
Equivalent: Partial Secondary School and 6 months experience to learn job duties.
3. Work requires an understanding of written and verbal instructions of a basic vocational and clerical nature in performing a variety of straightforward tasks.
Equivalent: Partial Secondary School and 1 year's experience to learn job procedures.
4. Work requires an understanding and application of general vocational/clerical knowledge and skills in performing a variety of complex tasks.
Equivalent: Secondary School Diploma and up to 1 year's experience or equivalent combination of education/training/experience.
5. Work requires an understanding and application of specialized vocational knowledge and skills in performing detailed procedures and practices in a special field of work.
Equivalent: Secondary School Diploma plus a 1-year specialized course and up to 1 year's experience or equivalent combination of education/training/experience.
6. Work requires an understanding and application of concepts, principles and methods of a particular field of work.
Equivalent: Secondary School Diploma plus 2-year specialized course and up to 1 year's experience or equivalent combination of education/training/experience.

JOB KNOWLEDGE

Levels

7. Work requires thorough understanding and application of concepts, principles and methods of a complex field of work.
Equivalent: Secondary School Diploma plus a 3-year specialized course and up to 1 year's experience or equivalent combination of education/training/experience.
8. Work requires thorough knowledge and understanding of general concepts, principles and methods of a highly complex field of work and their application.
Equivalent: Bachelor's Degree (Honours) and up to 1 year's experience or equivalent combination of education/training/experience.
9. Work requires extensive knowledge and understanding of specialized concepts, principles and methods of one or more highly complex fields of work and their application.
Equivalent: Bachelor's Degree (Honours) and up to 2 year's experience or equivalent combination of education/training/experience.
10. Work requires broad-based knowledge, thorough understanding and application of specialized concepts, principles and methods of one or more highly complex fields of work.
Equivalent: Master's Degree and at least 1 year's experience or equivalent combination of education/training/experience.
11. Work requires comprehensive knowledge, thorough understanding and application of specialized concepts, principles and methods of one or more highly complex fields of work.
Equivalent: Master's Degree and at least 3 year's experience or equivalent combination of education/training/experience.

JUDGEMENT

This factor measures the degree of difficulty in the exercise of judgement in the problem solving and decision-making inherent in the job.

Solution of work problems must be considered within the scope of the job duties.

Levels

1. Limited judgement required. Work assignments involve little or no variety and are repetitive.
2. Judgement is required in the application of established instructions. Work is clearly prescribed and may involve different but related activities.
3. Judgement is required to determine course of action within limits of established procedures and practices. Work is standardized.
4. Judgement is required to determine course of action from available alternatives. Work is diversified, involving interpretation of data or situations to define problems.
5. Judgement is required to develop alternatives and modifications to established processes/programs. Work involves investigation, analysis and a high level of resourcefulness to resolve complex problems.
6. Critical judgement and initiative is required to develop new processes, methods, program recommendations and solutions to highly complex problems.

HUMAN RELATIONS

This factor measures the skills required to interact effectively and resolve problems with other staff and with members of the general public or other organizations. Consideration should be given to the nature and purpose of such contacts and the extent to which courtesy, tact, persuasiveness, communication and negotiating skills are required.

Levels

1. Contacts require courtesy to exchange routine information.
2. Contacts require basic communication skills to provide and explain factual information in response to inquiries and complaints.
3. Contacts require tact, human relations and communications skills to elicit, clarify and interpret information, to convince others of the appropriateness of a position.
4. Contacts require human relations and communications skills to resolve problems of a difficult nature using techniques of persuasion and negotiation.
5. Contacts require human relations, communications, negotiation and/or counselling skills to persuade/motivate persons and/or groups to obtain cooperation/gain agreement.
6. Contacts require critical human relations, communications, negotiation and/or counselling skills to persuade/motivate persons and/or groups to obtain cooperation/gain agreement in complex or sensitive matters or where conflicting interests exist.

RESPONSIBILITIES

This factor measures the responsibility inherent in the job and the achievement of the objectives of the job and the degree to which the job is accountable. Consideration must be given for the results to be achieved, the degree of independent control over the work and the checks and balances in place.

Consider the financial effects, safety and well being of others, the importance and impact to the organization and the public, and direction of others.

Levels

1. Results are limited within the unit and with limited impact. Work is subject to regular checks and close direction by others. Work of others is usually not related to or dependent on this job.
2. Results have some impact in the section or functions' productivity and beyond immediate work area. Work is controlled through routine checks or direction by others.
3. Results have limited impact to the section, function or public. Work can be related to other jobs and methods are monitored for accuracy, adequacy or adherence to established procedures.
4. Results have impact beyond the section or public and moderate impact on services could occur. Work is performed and reviewed for conformity with general standards and accepted practices but not subject to detailed reviews.
5. Results have impact on the Division and/or service to the public. Work is performed in conformity with Divisional operating policies, program goals and established procedures and practices.
6. Results have considerable effect on the Divisional or Departmental programs, services or operating policies and/or to the public at large. Work assignments are performed following general procedures and practices. Results are reviewed in accordance with general operating policies.

RESPONSIBILITIES

Levels

7. Results have serious effect on departmental programs, services or operating policies and the public at large. Results are reviewed for consistency with overall Departmental or Corporate operating policies.
8. Results have long term implications on corporate programs, services or operating policies and the public at large and are not easily reversed.

MENTAL EFFORT

This factor measures the level of average mental exertion and strain associated with the performance of the job.

Consideration is given to the need to shift attention from task to task, interruptions and distractions, the attention and concentration required and the pressure under which the job is performed.

Levels

1. **Light mental effort:**

Work may be somewhat repetitious so that there is an occasional need to concentrate, and/or the job is sometimes under pressure.

2. **Moderate mental effort:**

Performs work where there is some variety in tasks but changes are infrequent. There is an intermittent need to concentrate and/or character of work causes a moderate amount of pressure.

3. **Considerable mental effort:**

Performs work where frequent changes in tasks occur. There is a frequent need to concentrate and/or character of work causes frequent pressure.

4. **Heavy mental effort:**

Performs work requiring close concentration most of the time and/or character of work causes considerable pressure.

5. **Very heavy mental effort:**

Performs work requiring a constant need to deal with emergency situations.

DEXTERITY

This factor measures the level of dexterity required by the job. Dexterity is the ability to move the fingers, hands, arms, feet or legs nimbly and accurately, to judge accurately through the sense of touch and the sense of hearing, or to accurately control eye/hand or eye/foot coordination.

Levels

1. Skill required in the coordination of movements.
2. Skill required in the coordination of coarse or fine movements where speed is a consideration.
3. Skill required in the accurate coordination of fine movements where speed is a major consideration.
4. Skill required in the coordination of precise movements where accuracy is a major consideration.

PHYSICAL EFFORT

This factor measures the average physical exertion and strain in the job, required to accomplish the assigned work in the performance of a day's work. Consideration must be given to the degree of physical effort, the continuity or frequency of the effort and the employee's working posture and devices available.

Levels

1. Light activity of frequent duration.
OR
Moderate activity of occasional duration.

2. Light activity of almost constant duration.
OR
Moderate activity of frequent duration.
OR
Heavy activity of occasional duration.

3. Moderate activity of almost constant duration.
OR
Heavy activity of frequent duration.

4. Heavy activity of almost constant duration.
OR
Very heavy activity of frequent duration.

WORKING CONDITIONS

This factor measures the frequency and intensity of exposure to disagreeable conditions under which the work is performed.

It does not consider “situational” characteristics, which are not a function of job responsibilities. (e.g. all employees who work in an old building are exposed to drafts, poor air conditions, etc.)

Consideration must be given to surroundings, environmental conditions, hazards and materials that are inherent in the job, beyond the employee’s control and the impact these conditions have on the employee’s well being, health or personal safety.

Levels

1. General office conditions and/or occasional exposure to disagreeable conditions
2. Frequent exposure to disagreeable conditions.
3. Constant exposure to major disagreeable conditions.

Factor Points and Weightings

Level	Job Knowledge	Judgement	Human Relations	Responsibility	Mental Effort	Dexterity	Physical Effort	Working Conditions
1	26	25	25	30	10	13	13	10
2	49	50	50	60	20	26	26	30
3	72	75	75	90	30	39	39	50
4	95	100	100	120	40	52	52	
5	118	125	125	150	50			
6	141	150	150	180				
7	164			210				
8	187			240				
9	210							
10	233							
11	256							

Skill		
Job Knowledge	256	
Human Relations	150	
Dexterity	52	
Total	458	46%
Effort		
Physical Effort	52	
Mental Effort	50	
Total	102	10%
Responsibility		
Responsibility	240	
Judgement	150	
Total	390	39%
Working Conditions	50	5%
		100%

Appendix "B"

Wage Schedule				
New Wage Grade	Step 1	Step 2	Step 3	Step 4
1	\$16.21	\$16.71	\$17.23	\$17.76
2	\$17.09	\$17.62	\$18.17	\$18.73
3	\$18.03	\$18.59	\$19.17	\$19.76
4	\$19.03	\$19.62	\$20.22	\$20.85
5	\$20.08	\$20.70	\$21.34	\$22.00
6	\$21.18	\$21.84	\$22.51	\$23.21
7	\$22.34	\$23.03	\$23.75	\$24.48
8	\$23.57	\$24.30	\$25.06	\$25.83
9	\$24.87	\$25.64	\$26.43	\$27.25
10	\$26.24	\$27.05	\$27.89	\$28.75
11	\$27.68	\$28.54	\$29.42	\$30.33
12	\$29.21	\$30.11	\$31.04	\$32.00
13	\$30.81	\$31.76	\$32.75	\$33.76
14	\$32.51	\$33.51	\$34.55	\$35.62
15	\$34.30	\$35.36	\$36.45	\$37.58
16	\$36.18	\$37.30	\$38.45	\$39.64
17	\$38.17	\$39.35	\$40.57	\$41.82
18	\$40.27	\$41.51	\$42.80	\$44.12
19	\$42.48	\$43.80	\$45.15	\$46.55
20	\$44.82	\$46.21	\$47.64	\$49.11

Appendix "C"

MAPPING SPREADSHEET

Family	Job Title	Job Code	Harmonized Classification
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker
Community Work	Food Services Worker	P01827	Food Services Worker
Building/Property Operations	Support Services Worker	P01913	Cleaner Heavy Duty
Health	Practical Care Aide	P00008	Practical Care Aide
Community Work	Cook Grade 1	P01419	Cook
Health	Complementary Care Assistant	PS0022	Complementary Care Assistant
Administration	Clerk Grade 3	P00014	Support Assistant C
Community Work	Recreation Services Assistant	P01326	Recreation Services Assistant
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels
Health	Rehabilitation Assistant	P01195	Rehabilitation Assistant
Community Work	Day Centre Supervisor	P00132	Coordinator Day Centre
Community Work	Community Based Services Caseworker	P01912	Caseworker Community Based Services
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern
Community Work	Counsellor	P00503	Counsellor
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels

Appendix "D"

RATINGS

Family	Harmonized Classification	Job Knowledge		Judgement		Human Relations		Responsibility		Mental Effort		Dexterity		Physical Effort		Working Conditions		Total Points	WG/Level
		Points		Points		Points		Points		Points		Points		Points		Points			
Administration	Support Assistant C	4	95	2	50	2	50	3	90	2	20	3	39	1	13	1	10	367	6
Building/Property/Operations	Cleaner Heavy Duty	1	26	1	25	1	25	1	30	1	10	2	26	4	52	2	30	224	3
Community Work	Caseworker Community Based Services	6	141	4	100	3	75	4	120	3	30	3	39	1	13	2	30	548	10
Community Work	Cook	3	72	2	50	1	25	2	60	2	20	3	39	2	26	2	30	322	5
Community Work	Coordinator Day Centre	4	95	3	75	4	100	4	120	4	40	2	26	2	26	2	30	512	9
Community Work	Counsellor	7	164	4	100	5	125	4	120	3	30	3	39	1	13	2	30	621	12
Community Work	Food Services Worker	1	26	1	25	1	25	1	30	2	20	3	39	4	52	2	30	247	3
Community Work	Laundry Services Worker	1	26	1	25	1	25	1	30	1	10	2	26	2	26	2	30	198	2
Community Work	Recreation Services Assistant	4	95	3	75	2	50	3	90	3	30	2	26	2	26	2	30	422	7
Health	Complementary Care Assistant	3	72	2	50	2	50	3	90	2	20	2	26	2	26	2	30	364	6
Health	Practical Care Aide	2	49	1	25	3	75	1	30	3	30	2	26	2	26	3	50	311	5
Health	Registered Nurse Homes & Hostels	7	164	4	100	3	75	5	150	3	30	4	52	2	26	2	30	627	12
Health	Registered Nurse Intern Homes	6	141	4	100	3	75	4	120	3	30	4	52	2	26	2	30	574	11
Health	Registered Practical Nurse Homes & Hostels	5	118	3	75	3	75	3	90	3	30	2	26	2	26	2	30	470	8
Health	Rehabilitation Assistant	4	95	3	75	3	75	3	90	3	30	3	39	3	39	2	30	473	8

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Community Based Services Caseworker	P01912	Caseworker Community Based Services	HAUGEN, ELI
Community Work	Community Based Services Caseworker	P01912	Caseworker Community Based Services	SAUNDERS, PAMELA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MOSS, KEITH
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	LOBERES, MARISSA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PFENNIG, GABRIELE M
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PETROVICI, VALERIA IOANA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PENA, HONESTO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	POLANCO GARCIA, YCELA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PASCUA, MACARIO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	QUILATAN, IMELDA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PARRAVANO, MARIA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PANNUNZIO, ELENA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PANIZALES, JUDITH
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PALMER, JOAN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	OCERA, MAYVELYN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MACHALSKI, TERESA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	KENNEDY, ROSEMARIE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	KOZLOWSKI, BARBARA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	LEWANDOWSKI, TADEUSZ A
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	LINARDOS, PAT
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	LITSAS, CHRISANTHI
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MAHADHI, ALI
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SCOTT, SILBURN N
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MONGELLI, FRANCESCA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	RAMAGNANO, RAFFAELE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MARCELO, LEONILA L
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MARINO, JOE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MCISAAC, BARBARA A
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MENDOZA, ISLANDIA L
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MICALLEF, DAVID J
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	LOBERES, DOMINGO V
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SULTANA, RAYMOND F
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MARCOPPIDO, FILOMENA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	KEETCH, ELIZABETH
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ZNASIK, IVAN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	WHITE, NORMAN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	WESTNEY, PATRICIA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	WALCOTT, CLIVE GEORGE

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	VO, DUC TAN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	VIRLY, FERNANDO B
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	VINCZE, CLARA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	VAZ, GLORIA JOSEPHINE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	VASQUEZ, WILLIAM RAMOS
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	VANDERWERT, BRENDA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ROWE, LIONEL
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	TEKELE, CLAUDETTE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	REID, COLIN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	STINSON, JAMES
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SOUSA, MARIA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SMALL, STEVEN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SIMPSON, SHERNETTE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SIERRA, LUIS F
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SERRANI, ACHILLE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	RUSYNIAK, ROMAN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ROSZAK, JERZY
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	RODZIEWICZ, LIDIA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	RODILLAS, ROEL
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ROBINSON-RUSSELL, EDNA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	REYES, REYNALDO V
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	REID, SANDRA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	TRUONG, HOA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BIAGI, ROSA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	CURTO, GIUSEPPINA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	COSENTINO, JULIA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	CORRIAH, JOAN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	CLARKE, DAPHNIE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	CARITO, DOMENICA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	CAPATI, FE DIVINA T
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	CAPATI, CARLO C
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	CABAMUNGAN, ROMEO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BULLIED, LINDA M
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BUHARI, MOHAMED
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BRUTTO, CANDIDO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BOZONELOS, MARIA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BOWYER, SHARLEEN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	CUSACK, MICHAEL

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	AREVALO, LUIS A
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ABBATICCHIO, FRANCA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MARTICORENA, JUAN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	JUNOR, OLIVE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	AGCAOILI, JORGE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	AMAN, JAKE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BOCHENEK, ZBIGNIEW
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	APILAN, RUBEN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BLOOM, HOWARD WAYNE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BARTLEY, NEROLENE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BAUTISTA, TERESITA P.
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BENEDICTO, ANGELITO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BENZON, GAVINO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BERZINS, THOMAS D
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ALEKSICH, AL M
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	APEL, POLINA M
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GRAMMACIONE, RINA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	D'AMICO, ENRICO FONTUNATO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	IBON, LEONILO I.
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	JAVIER, LEO DIEL
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	HRUDA, BRIAN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	HAMAWAY, ROBERT RAYMOND E
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	HAGLEY, DERRICK
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GUINASAO, ARSENIO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GUARINO, ALEX T
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GREER, ELFREDA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	JOANNOU, ISABEL
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	JOSON, ALFONSO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GILLESPIE, JAMES
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GARNACE, MARILITA S
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DIMONACO, GABRIELE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DAVIS, GLADYS
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DAVIS, PATRICIA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DE LANESSAN, BERNARD
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GREEN, MARTIN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DELA CRUZ, JESSIE JR. A.
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	FLOROS, PETER
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DOSSANTOS, LUIS

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ELNOR, LINDA SUSAN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ESCOBAR, ALICIA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	FABABEIR, ROSE A
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	FAILLA, MIGUEL
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	FITZGERALD, RANDY
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	FLORES, FRANCISCA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DELA CRUZ, FEDERICO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MADDALENA, GRAZIANO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PITICCO, GREGORY MICHAEL
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ANDERSON, RICHARD
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SHILLINGFORD, JO-ANNE D
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PASIA, PAUL
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PARAISO, DANILO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	NYILAS, MARTIN ROBERT
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MONIZ, JESSE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	TUCKER, GRANT
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	JOANNOU, LAKI J
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	HENRY, ALFRED
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GRAVESANDE, JUVAL
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	FRASER, KEEBLE R
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BROWN, GARTH OMAR
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BARNES, LOUISE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ANG, WILSON
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	LINCONIR, TERESA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PILAPIL, ROBERTO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	RAMOS, FREDERICK
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	RICHARDS, R CURTIS
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	RIVERA, OSCAR
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SILIEZAR, RENE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SMITH, WAYNE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SURAGA, TADEUSZ
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	YSIBIDO, ARTURO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ORO, EDGAR
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MASIH, ROBINSON
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	VALERA, NANCY
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DELGADO, RENE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MORALES, RAFAEL
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	CALIXTRO, ARCIVAL

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	ENVIDIA, SOLOMON
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GOOD, KIMBERLEY
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GREIG, BRADLEY
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	HARRIS, CHRIS
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	JIMENEZ, GEORGE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	JURASOVIC, KAROLINA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MELECA, GLENN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MOHLALA, EPHRAIM
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BACTOL, JOSIE
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SULKERS, MICHAEL
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	SULKERS, DAVID
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	STEPHENS, GRAHAM ELLIOTT
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PRADO, DORA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PINNOCK, KETURAH
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	PALMILI, EDUARDO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	MORALES, ELMA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	BARNETT, JOHN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	LEE, BRENDA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	KHAN, SHEHRAM
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	HUCAL, DENIS
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	GARCIA, GEORGINO
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DUFFUS, EILEEN
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DOUGHERTY, SIMON
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	DAY, ROMA
Building/Property/Operations	Support Services Worker	P01913	Cleaner Heavy Duty	LINDO, JUDITH
Health	Complementary Care Assistant	PS0022	Complementary Care Assistant	BURGESS, SCOTT
Health	Complementary Care Assistant	PS0022	Complementary Care Assistant	GRAY, LESLEY
Health	Complementary Care Assistant	PS0022	Complementary Care Assistant	HALL, LEONOR
Health	Complementary Care Assistant	PS0022	Complementary Care Assistant	MACGREGOR, LIANE
Health	Complementary Care Assistant	PS0022	Complementary Care Assistant	RUSSELL, PAMELA
Health	Complementary Care Assistant	PS0022	Complementary Care Assistant	BROWNING, BRENDA
Health	Complementary Care Assistant	PS0022	Complementary Care Assistant	RUHL, SANDRA
Community Work	Cook Grade 1	P01419	Cook	THOMAS, LAVONNIE CLAIR
Community Work	Cook Grade 1	P01419	Cook	TSCHOFEN, DIETER
Community Work	Cook Grade 1	P01419	Cook	TABOVARADAN, SUPPIAH
Community Work	Cook Grade 1	P01419	Cook	SMITH, LAWRENCE A.
Community Work	Cook Grade 1	P01419	Cook	SHACHAR, AMI
Community Work	Cook Grade 1	P01419	Cook	SANTI, ANDREW

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Cook Grade 1	P01419	Cook	NG, STANLEY YAT CHUAN
Community Work	Cook Grade 1	P01419	Cook	MCNEVIN, G BRIAN
Community Work	Cook Grade 1	P01419	Cook	KHAN, AFZAL PAUL
Community Work	Cook Grade 1	P01419	Cook	HOWITT, MICHAEL
Community Work	Cook Grade 1	P01419	Cook	ORTIZ, HERMOGENES
Community Work	Cook Grade 1	P01419	Cook	CURRIE, ROGER
Community Work	Cook Grade 1	P01419	Cook	VIDAL, REYNALDO
Community Work	Cook Grade 1	P01419	Cook	BIELECKI, MAREK
Community Work	Cook Grade 1	P01419	Cook	BRIGGS, APALA
Community Work	Cook Grade 1	P01419	Cook	DIMOVSKI, SLAVICA
Community Work	Cook Grade 1	P01419	Cook	NDUBUBA, KATE
Community Work	Cook Grade 1	P01419	Cook	PINEDA, SIVENAR
Community Work	Cook Grade 1	P01419	Cook	TALAMPAS, AVELINA
Community Work	Cook Grade 1	P01419	Cook	WONG, ERROL
Community Work	Cook Grade 1	P01419	Cook	CHARLES, JENNIFER
Community Work	Cook Grade 1	P01419	Cook	DE GUZMAN, ADOR
Community Work	Cook Grade 1	P01419	Cook	SMITH, DENISE
Community Work	Day Centre Supervisor	P00132	Coordinator Day Centre	LAWRENCE, ANNE
Community Work	Counsellor	P00503	Counsellor	LESNIAK, ELAINE
Community Work	Counsellor	P00503	Counsellor	BARRETT, SUSAN
Community Work	Counsellor	P00503	Counsellor	BROWN, LILY
Community Work	Food Services Worker	P01827	Food Services Worker	NUGENT, NORMA
Community Work	Food Services Worker	P01827	Food Services Worker	MURPHY, JACQUELINE
Community Work	Food Services Worker	P01827	Food Services Worker	MPATSOS, CHRISOULA
Community Work	Food Services Worker	P01827	Food Services Worker	MOULTON, WINNIFRED
Community Work	Food Services Worker	P01827	Food Services Worker	MORRIS, YVONNE ELAINE
Community Work	Food Services Worker	P01827	Food Services Worker	NWABUIKE, RACHEL
Community Work	Food Services Worker	P01827	Food Services Worker	MOODIE, SONIA
Community Work	Food Services Worker	P01827	Food Services Worker	PASCUA, NATIVIDAD
Community Work	Food Services Worker	P01827	Food Services Worker	MORADA, PRECY
Community Work	Food Services Worker	P01827	Food Services Worker	O'REILLY, NIGEL M
Community Work	Food Services Worker	P01827	Food Services Worker	ORLANDO, FRANK
Community Work	Food Services Worker	P01827	Food Services Worker	MITCHELL, MINTA
Community Work	Food Services Worker	P01827	Food Services Worker	PANAGIOTAKAKOS, HELEN
Community Work	Food Services Worker	P01827	Food Services Worker	MCPHERSON, VICKI
Community Work	Food Services Worker	P01827	Food Services Worker	PERSAD, RAJINDRA
Community Work	Food Services Worker	P01827	Food Services Worker	PRIMO, MARILYN
Community Work	Food Services Worker	P01827	Food Services Worker	ZAHAVI, MIRIAM

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Food Services Worker	P01827	Food Services Worker	PULIDO, DIONISIA
Community Work	Food Services Worker	P01827	Food Services Worker	LANGLEY, VENETA
Community Work	Food Services Worker	P01827	Food Services Worker	RAMGADOO, PAMELA I
Community Work	Food Services Worker	P01827	Food Services Worker	PALEWANDREM, VYVETTE
Community Work	Food Services Worker	P01827	Food Services Worker	MAHMOOD, ASHER
Community Work	Food Services Worker	P01827	Food Services Worker	RICHARDS, LAVERN
Community Work	Food Services Worker	P01827	Food Services Worker	LEE, LETICIA
Community Work	Food Services Worker	P01827	Food Services Worker	LESLIE, GENEVA
Community Work	Food Services Worker	P01827	Food Services Worker	LEWIS, BEVERLEY
Community Work	Food Services Worker	P01827	Food Services Worker	WRIGHT, DYOLETT
Community Work	Food Services Worker	P01827	Food Services Worker	LITTLE, JOE W
Community Work	Food Services Worker	P01827	Food Services Worker	LAMBERTI, CLARA
Community Work	Food Services Worker	P01827	Food Services Worker	LITTLEJOHN, DAWNELLA
Community Work	Food Services Worker	P01827	Food Services Worker	MERCURIO, LUISA
Community Work	Food Services Worker	P01827	Food Services Worker	LUI, IRENE
Community Work	Food Services Worker	P01827	Food Services Worker	MILLS, ROSETTA
Community Work	Food Services Worker	P01827	Food Services Worker	MAIDA, ROSA
Community Work	Food Services Worker	P01827	Food Services Worker	MARTELOCK, ANNE MARIE
Community Work	Food Services Worker	P01827	Food Services Worker	MASAOY, RESURRECCION
Community Work	Food Services Worker	P01827	Food Services Worker	MCKENZIE, ADONNA
Community Work	Food Services Worker	P01827	Food Services Worker	MCLEAN-JOHNSON, ALICIA
Community Work	Food Services Worker	P01827	Food Services Worker	MCQUADE, ROBERT G
Community Work	Food Services Worker	P01827	Food Services Worker	MESELDZIJA, GORDANA
Community Work	Food Services Worker	P01827	Food Services Worker	MILLS, MIGHEL
Community Work	Food Services Worker	P01827	Food Services Worker	LORENZO, ALBERTO
Community Work	Food Services Worker	P01827	Food Services Worker	WELSH, SHANE
Community Work	Food Services Worker	P01827	Food Services Worker	WOOD, RACHAEL
Community Work	Food Services Worker	P01827	Food Services Worker	TORRES, GLORIA
Community Work	Food Services Worker	P01827	Food Services Worker	TRUONG, LE PHAN
Community Work	Food Services Worker	P01827	Food Services Worker	VIDEIRA, MARIA
Community Work	Food Services Worker	P01827	Food Services Worker	VILELA, NATALY
Community Work	Food Services Worker	P01827	Food Services Worker	VILLAR, ARMANDO
Community Work	Food Services Worker	P01827	Food Services Worker	VILLAR, MAYLENE
Community Work	Food Services Worker	P01827	Food Services Worker	VINES, HAZEL
Community Work	Food Services Worker	P01827	Food Services Worker	TORIBIO, JOSE
Community Work	Food Services Worker	P01827	Food Services Worker	WALLACE, GLORIA
Community Work	Food Services Worker	P01827	Food Services Worker	TOMBOC, LYZVIMINPA
Community Work	Food Services Worker	P01827	Food Services Worker	WILLIAMS, AUDREY

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Food Services Worker	P01827	Food Services Worker	WILSON, THERESA
Community Work	Food Services Worker	P01827	Food Services Worker	WINT, JENNIFER
Community Work	Food Services Worker	P01827	Food Services Worker	WOOD, SUZETTE
Community Work	Food Services Worker	P01827	Food Services Worker	YHAP, GAIL O
Community Work	Food Services Worker	P01827	Food Services Worker	YOUNG, DELLA Y
Community Work	Food Services Worker	P01827	Food Services Worker	ZABLAN, ANGEL
Community Work	Food Services Worker	P01827	Food Services Worker	KOVACEVIC, GORDANA
Community Work	Food Services Worker	P01827	Food Services Worker	DEABREU, DOREEN
Community Work	Food Services Worker	P01827	Food Services Worker	VO, PHUONG
Community Work	Food Services Worker	P01827	Food Services Worker	STEFANIDIS, MARIA
Community Work	Food Services Worker	P01827	Food Services Worker	ROOKWOOD, FAY
Community Work	Food Services Worker	P01827	Food Services Worker	ROQUE, AMELITA N
Community Work	Food Services Worker	P01827	Food Services Worker	SAZON, ANGELINA
Community Work	Food Services Worker	P01827	Food Services Worker	SCOTT, JOYCE E.B.
Community Work	Food Services Worker	P01827	Food Services Worker	SEATON, ELLEN
Community Work	Food Services Worker	P01827	Food Services Worker	SHAW, MYRTLE MAY
Community Work	Food Services Worker	P01827	Food Services Worker	SHEARER, VIVIENNE LILEATH
Community Work	Food Services Worker	P01827	Food Services Worker	SIMMONS, JUANITA
Community Work	Food Services Worker	P01827	Food Services Worker	TORRES, CYNTHIA
Community Work	Food Services Worker	P01827	Food Services Worker	STAROGIANNIS, SOPHIE
Community Work	Food Services Worker	P01827	Food Services Worker	ROJAS, JULIET
Community Work	Food Services Worker	P01827	Food Services Worker	STENNETT, TAFADZWA
Community Work	Food Services Worker	P01827	Food Services Worker	STEPHEN, DAISY
Community Work	Food Services Worker	P01827	Food Services Worker	STUART, PAULINE
Community Work	Food Services Worker	P01827	Food Services Worker	SULLIVAN, GILDA R.
Community Work	Food Services Worker	P01827	Food Services Worker	TARJAN, MARIA
Community Work	Food Services Worker	P01827	Food Services Worker	TASKER, JENNIFER S
Community Work	Food Services Worker	P01827	Food Services Worker	TAYLOR, ETELVINA
Community Work	Food Services Worker	P01827	Food Services Worker	TECZAR, MALGORZATA
Community Work	Food Services Worker	P01827	Food Services Worker	THAVONE, PHANIDA
Community Work	Food Services Worker	P01827	Food Services Worker	SIMPSON, HYACINTH
Community Work	Food Services Worker	P01827	Food Services Worker	CHAU, HONG
Community Work	Food Services Worker	P01827	Food Services Worker	CALOMINO, ELENA
Community Work	Food Services Worker	P01827	Food Services Worker	CAMPBELL, DOREEN
Community Work	Food Services Worker	P01827	Food Services Worker	CARTAGO, CARMELITA
Community Work	Food Services Worker	P01827	Food Services Worker	CARTER, JEROME
Community Work	Food Services Worker	P01827	Food Services Worker	CHAN, ANGELITA Y
Community Work	Food Services Worker	P01827	Food Services Worker	CHAN, BENITO SIPIN JR.

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Food Services Worker	P01827	Food Services Worker	CHAND, YOTSNA
Community Work	Food Services Worker	P01827	Food Services Worker	CHARALAMBOUS, SOFIA
Community Work	Food Services Worker	P01827	Food Services Worker	DANILOVIC, VERA
Community Work	Food Services Worker	P01827	Food Services Worker	CHAU, BILL
Community Work	Food Services Worker	P01827	Food Services Worker	BROWN, BEVERLY
Community Work	Food Services Worker	P01827	Food Services Worker	CHAVES, EVA
Community Work	Food Services Worker	P01827	Food Services Worker	CHILTON, CATHERINE
Community Work	Food Services Worker	P01827	Food Services Worker	CHRISTAKOS, SOULA
Community Work	Food Services Worker	P01827	Food Services Worker	CLAHAR, CHARMAINE
Community Work	Food Services Worker	P01827	Food Services Worker	COLE, WANDA
Community Work	Food Services Worker	P01827	Food Services Worker	COX, GLADWYN
Community Work	Food Services Worker	P01827	Food Services Worker	DAGHER, LAILA
Community Work	Food Services Worker	P01827	Food Services Worker	DALEY, PATRICIA
Community Work	Food Services Worker	P01827	Food Services Worker	CHARLES, MOSHESH ERIC
Community Work	Food Services Worker	P01827	Food Services Worker	AZEVEDO, FATIMA
Community Work	Food Services Worker	P01827	Food Services Worker	DEVENISH, DAPHNE
Community Work	Food Services Worker	P01827	Food Services Worker	KOMINA, KADRIJE
Community Work	Food Services Worker	P01827	Food Services Worker	AGPAOA, ELENA
Community Work	Food Services Worker	P01827	Food Services Worker	AGPAOA, LIWLIWA ALMA V
Community Work	Food Services Worker	P01827	Food Services Worker	ALEXANDER, BEULA
Community Work	Food Services Worker	P01827	Food Services Worker	ANTONIO-PITICCO, RUBY
Community Work	Food Services Worker	P01827	Food Services Worker	ARSENAULT, CINDY
Community Work	Food Services Worker	P01827	Food Services Worker	ARUTA, CONSUELO
Community Work	Food Services Worker	P01827	Food Services Worker	BURRELL, CAROLINE
Community Work	Food Services Worker	P01827	Food Services Worker	AUREUS, MARITA
Community Work	Food Services Worker	P01827	Food Services Worker	BURRECI, ALFONSO
Community Work	Food Services Worker	P01827	Food Services Worker	BACALLA, CYNTHIA
Community Work	Food Services Worker	P01827	Food Services Worker	BAIRD, KIM
Community Work	Food Services Worker	P01827	Food Services Worker	BALDEMOR, LYDIA B
Community Work	Food Services Worker	P01827	Food Services Worker	BARONE, WANDA C
Community Work	Food Services Worker	P01827	Food Services Worker	BARRY, HANK
Community Work	Food Services Worker	P01827	Food Services Worker	BONAPARTE, JEROME W
Community Work	Food Services Worker	P01827	Food Services Worker	BOUSIGARD-KELLY, MABLE A
Community Work	Food Services Worker	P01827	Food Services Worker	BROMFIELD, NOELINE
Community Work	Food Services Worker	P01827	Food Services Worker	CARDENAS, ERLINDA B
Community Work	Food Services Worker	P01827	Food Services Worker	AUGUSTO, LEONOR
Community Work	Food Services Worker	P01827	Food Services Worker	JOHN-BAPTISTE, VIRGINIA
Community Work	Food Services Worker	P01827	Food Services Worker	HAMILTON, CHERYL V

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Food Services Worker	P01827	Food Services Worker	HARDWARE, YVONNE P
Community Work	Food Services Worker	P01827	Food Services Worker	HARPLEY, DEBRA
Community Work	Food Services Worker	P01827	Food Services Worker	HAUGHTON, LINTON
Community Work	Food Services Worker	P01827	Food Services Worker	HOLNESS, MYRNA
Community Work	Food Services Worker	P01827	Food Services Worker	HUIE, SAMUEL L
Community Work	Food Services Worker	P01827	Food Services Worker	HUSNI, GIHAN
Community Work	Food Services Worker	P01827	Food Services Worker	JACKSON, CARMETA
Community Work	Food Services Worker	P01827	Food Services Worker	JAMES, NASREEN A.
Community Work	Food Services Worker	P01827	Food Services Worker	HALL, FAY
Community Work	Food Services Worker	P01827	Food Services Worker	JAWANDO, JUNE BEVERLY
Community Work	Food Services Worker	P01827	Food Services Worker	KENT, VALERIE E
Community Work	Food Services Worker	P01827	Food Services Worker	JOHNSON, VANDERLYN
Community Work	Food Services Worker	P01827	Food Services Worker	JUANITAS, JULIANA
Community Work	Food Services Worker	P01827	Food Services Worker	KAGAN, MAYA
Community Work	Food Services Worker	P01827	Food Services Worker	KANE, NAZRA
Community Work	Food Services Worker	P01827	Food Services Worker	DAWE, CLARA
Community Work	Food Services Worker	P01827	Food Services Worker	KHAN, BEBE
Community Work	Food Services Worker	P01827	Food Services Worker	CAMERON, ROSEMARIE
Community Work	Food Services Worker	P01827	Food Services Worker	KHAN, SHAHEEN
Community Work	Food Services Worker	P01827	Food Services Worker	KING, PRISCILLA
Community Work	Food Services Worker	P01827	Food Services Worker	JAVIER, JANET DIEL
Community Work	Food Services Worker	P01827	Food Services Worker	FACEY, ISOLYN
Community Work	Food Services Worker	P01827	Food Services Worker	HAINES, CRAIG
Community Work	Food Services Worker	P01827	Food Services Worker	DESROCHERS, CLAUDETTE
Community Work	Food Services Worker	P01827	Food Services Worker	DISONGLO, GERRY
Community Work	Food Services Worker	P01827	Food Services Worker	DOBERSTEIN, TERESITA MONTE
Community Work	Food Services Worker	P01827	Food Services Worker	EBUTA, IRENE
Community Work	Food Services Worker	P01827	Food Services Worker	FERNANDES, MICHAEL C.
Community Work	Food Services Worker	P01827	Food Services Worker	FERNANDEZ, TERESITA E
Community Work	Food Services Worker	P01827	Food Services Worker	FLORES, LIGAYA B
Community Work	Food Services Worker	P01827	Food Services Worker	FONG, HELEN
Community Work	Food Services Worker	P01827	Food Services Worker	DAWES, CARMEN
Community Work	Food Services Worker	P01827	Food Services Worker	FULLER, LINNETTE
Community Work	Food Services Worker	P01827	Food Services Worker	FURFARO, MARIA
Community Work	Food Services Worker	P01827	Food Services Worker	GALLUZZI, MARIA
Community Work	Food Services Worker	P01827	Food Services Worker	GANGA, SUZANNE
Community Work	Food Services Worker	P01827	Food Services Worker	GITTENS, GAIL
Community Work	Food Services Worker	P01827	Food Services Worker	DAYAO, FERNANDO C

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Food Services Worker	P01827	Food Services Worker	GAPONOVA, ELEANORA
Community Work	Food Services Worker	P01827	Food Services Worker	FULGAR, ANA
Community Work	Food Services Worker	P01827	Food Services Worker	DWARKA, SEECOMAR
Community Work	Food Services Worker	P01827	Food Services Worker	COX-RUIZ, MARTHA
Community Work	Food Services Worker	P01827	Food Services Worker	SMITH, ALPHANSO
Community Work	Food Services Worker	P01827	Food Services Worker	ORTENCIO, AMELIA
Community Work	Food Services Worker	P01827	Food Services Worker	PATOS, GARY
Community Work	Food Services Worker	P01827	Food Services Worker	PETRIDIS, TULA
Community Work	Food Services Worker	P01827	Food Services Worker	PRASAD, ARCHANA
Community Work	Food Services Worker	P01827	Food Services Worker	SIVAM, JEYANTHY
Community Work	Food Services Worker	P01827	Food Services Worker	SKALNICKA, FELICJA
Community Work	Food Services Worker	P01827	Food Services Worker	NONAN, HERMINIGILDO E
Community Work	Food Services Worker	P01827	Food Services Worker	STREEGAN, EVELYN
Community Work	Food Services Worker	P01827	Food Services Worker	TANJUTCO, LYNDON U
Community Work	Food Services Worker	P01827	Food Services Worker	TIMBANGAN, MYRNA
Community Work	Food Services Worker	P01827	Food Services Worker	TSE, ANGIE YUEN WAH
Community Work	Food Services Worker	P01827	Food Services Worker	ZAMMIT, JEFFREY
Community Work	Food Services Worker	P01827	Food Services Worker	UPPAL, SUBASH
Community Work	Food Services Worker	P01827	Food Services Worker	WALCOTT, ANN
Community Work	Food Services Worker	P01827	Food Services Worker	WOLDEYESUS, ALGANESH
Community Work	Food Services Worker	P01827	Food Services Worker	MCPAHON, VENICE
Community Work	Food Services Worker	P01827	Food Services Worker	COHEN, JODI-ANN T
Community Work	Food Services Worker	P01827	Food Services Worker	DE JUAN, RUSSEL S
Community Work	Food Services Worker	P01827	Food Services Worker	MARAGH, PAULETTE
Community Work	Food Services Worker	P01827	Food Services Worker	CHRISTISON, MARY
Community Work	Food Services Worker	P01827	Food Services Worker	DAWES, NEVILLE A
Community Work	Food Services Worker	P01827	Food Services Worker	DEMIRER, GULAY
Community Work	Food Services Worker	P01827	Food Services Worker	DEUS, BENSON
Community Work	Food Services Worker	P01827	Food Services Worker	DOS ANJOS, ARMINDO B
Community Work	Food Services Worker	P01827	Food Services Worker	EUNICK, EVERALD
Community Work	Food Services Worker	P01827	Food Services Worker	LIBBERT, CHRISTINE
Community Work	Food Services Worker	P01827	Food Services Worker	FERNANDES, MALIKA
Community Work	Food Services Worker	P01827	Food Services Worker	FILARSKI, ANNA
Community Work	Food Services Worker	P01827	Food Services Worker	HAMID, BRIDGET
Community Work	Food Services Worker	P01827	Food Services Worker	HOSSAIN, MONOWARA
Community Work	Food Services Worker	P01827	Food Services Worker	JOHNSON, JEAN
Community Work	Food Services Worker	P01827	Food Services Worker	EVANS, WINSOME
Community Work	Food Services Worker	P01827	Food Services Worker	ALEKSIC, NATASHA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Food Services Worker	P01827	Food Services Worker	MA, MAGGIE
Community Work	Food Services Worker	P01827	Food Services Worker	MORRA, DOREEN S.
Community Work	Food Services Worker	P01827	Food Services Worker	MITCHELL, JANET
Community Work	Food Services Worker	P01827	Food Services Worker	MELIKHOVA, ROZA
Community Work	Food Services Worker	P01827	Food Services Worker	MCLEAN, CHRISTOPHER
Community Work	Food Services Worker	P01827	Food Services Worker	MASAOY, LEO
Community Work	Food Services Worker	P01827	Food Services Worker	MANALO, ROWENA FIGUEROA
Community Work	Food Services Worker	P01827	Food Services Worker	KRISHNAN, FARIDA
Community Work	Food Services Worker	P01827	Food Services Worker	JIWAN, UMBER
Community Work	Food Services Worker	P01827	Food Services Worker	JAMES, TWILA
Community Work	Food Services Worker	P01827	Food Services Worker	NAROO, QUASRA
Community Work	Food Services Worker	P01827	Food Services Worker	SIMPSON, SOPHIA
Community Work	Food Services Worker	P01827	Food Services Worker	JONES, NAOMI
Community Work	Food Services Worker	P01827	Food Services Worker	OJO, DUPE
Community Work	Food Services Worker	P01827	Food Services Worker	RENNIE, DESRENE
Community Work	Food Services Worker	P01827	Food Services Worker	RESURRECCION, ROGELIO
Community Work	Food Services Worker	P01827	Food Services Worker	RICAFORT, TERESITA
Community Work	Food Services Worker	P01827	Food Services Worker	RODNEY, ALVIS
Community Work	Food Services Worker	P01827	Food Services Worker	ROSIC, JELENA
Community Work	Food Services Worker	P01827	Food Services Worker	JAFFER, SHERBANU
Community Work	Food Services Worker	P01827	Food Services Worker	SCOTT, ANTHONY
Community Work	Food Services Worker	P01827	Food Services Worker	KOLTHOFF, FREDRICK
Community Work	Food Services Worker	P01827	Food Services Worker	SINGH, KAMALJIT
Community Work	Food Services Worker	P01827	Food Services Worker	SMITH, MARY
Community Work	Food Services Worker	P01827	Food Services Worker	SOMJI, ZAINUL
Community Work	Food Services Worker	P01827	Food Services Worker	YSIBIDO, ERLINDA
Community Work	Food Services Worker	P01827	Food Services Worker	RUSYNIAK, JUSTYNA
Community Work	Food Services Worker	P01827	Food Services Worker	CARTER, DEBRA
Community Work	Food Services Worker	P01827	Food Services Worker	MAGALLANES, CRISANTA
Community Work	Food Services Worker	P01827	Food Services Worker	JACKSON, VERONICA R.
Community Work	Food Services Worker	P01827	Food Services Worker	ABRAHAM, SHIRELY
Community Work	Food Services Worker	P01827	Food Services Worker	ARHIN, DIANA
Community Work	Food Services Worker	P01827	Food Services Worker	ARLE, MARGARITA
Community Work	Food Services Worker	P01827	Food Services Worker	BARONE, DANNY
Community Work	Food Services Worker	P01827	Food Services Worker	BIASUTTI, SONIA
Community Work	Food Services Worker	P01827	Food Services Worker	BROOKS, ROGER F.
Community Work	Food Services Worker	P01827	Food Services Worker	CALLAGHAN, ANDREA
Community Work	Food Services Worker	P01827	Food Services Worker	CHAN, ADA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Food Services Worker	P01827	Food Services Worker	CHARLES, NATASHA
Community Work	Food Services Worker	P01827	Food Services Worker	CZERP, MELANIA
Community Work	Food Services Worker	P01827	Food Services Worker	GALUZZI, ANGELA
Community Work	Food Services Worker	P01827	Food Services Worker	IVKOVIC, MIRJANA
Community Work	Food Services Worker	P01827	Food Services Worker	HOSSAIN, FARHANA
Community Work	Food Services Worker	P01827	Food Services Worker	BURNS, MAUREEN
Community Work	Food Services Worker	P01827	Food Services Worker	GAOIRAN, LOLITA
Community Work	Food Services Worker	P01827	Food Services Worker	DATOO, ASIFA
Community Work	Food Services Worker	P01827	Food Services Worker	GALANGCO TAN, SALLY
Community Work	Food Services Worker	P01827	Food Services Worker	FULLER, AINSWORTH
Community Work	Food Services Worker	P01827	Food Services Worker	FERREIRINHA, ESTER
Community Work	Food Services Worker	P01827	Food Services Worker	FERGUSON, MELCA
Community Work	Food Services Worker	P01827	Food Services Worker	DILL, COURTNEY
Community Work	Food Services Worker	P01827	Food Services Worker	DEJENE, SHITAYE
Community Work	Food Services Worker	P01827	Food Services Worker	DAVIDOV, ELMIRA
Community Work	Food Services Worker	P01827	Food Services Worker	GRAHAM, PATRICK
Community Work	Food Services Worker	P01827	Food Services Worker	AUKLE, KIRRAN
Community Work	Food Services Worker	P01827	Food Services Worker	ATAY, LOURDES
Community Work	Food Services Worker	P01827	Food Services Worker	ANDE, ABREHET
Community Work	Food Services Worker	P01827	Food Services Worker	ANCHETA, LILIA
Community Work	Food Services Worker	P01827	Food Services Worker	ALSHAKERGI, SALAM
Community Work	Food Services Worker	P01827	Food Services Worker	AFZAL, NAILA
Community Work	Food Services Worker	P01827	Food Services Worker	AWAD, BEATRIZ
Community Work	Food Services Worker	P01827	Food Services Worker	ABDELWAHAB, SAFEYA
Community Work	Food Services Worker	P01827	Food Services Worker	ADAMS, PAULA
Community Work	Food Services Worker	P01827	Food Services Worker	IP, LISA
Community Work	Food Services Worker	P01827	Food Services Worker	GRYGOWSKI, DANUTA
Community Work	Food Services Worker	P01827	Food Services Worker	KHVAN, KATERYNA
Community Work	Food Services Worker	P01827	Food Services Worker	KHAN, RAFEEL
Community Work	Food Services Worker	P01827	Food Services Worker	JOSEPHS, GEORGIA
Community Work	Food Services Worker	P01827	Food Services Worker	JOHNSTON, PATRICIA
Community Work	Food Services Worker	P01827	Food Services Worker	JIN, MING
Community Work	Food Services Worker	P01827	Food Services Worker	KNOTT, HIEDIANN
Community Work	Food Services Worker	P01827	Food Services Worker	JABLECKA, MARIA
Community Work	Food Services Worker	P01827	Food Services Worker	KORYTSKA, MARIA
Community Work	Food Services Worker	P01827	Food Services Worker	ILIEVSUA, SUZANA
Community Work	Food Services Worker	P01827	Food Services Worker	HUANG, TSAI
Community Work	Food Services Worker	P01827	Food Services Worker	HOLGADO, EDWARD

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Food Services Worker	P01827	Food Services Worker	HERIC, EMIRA
Community Work	Food Services Worker	P01827	Food Services Worker	GUZMAN, RAFAEL
Community Work	Food Services Worker	P01827	Food Services Worker	MORIN, CHANTAL
Community Work	Food Services Worker	P01827	Food Services Worker	JAGROOP, RUTH
Community Work	Food Services Worker	P01827	Food Services Worker	MALCOLM, JERMAINE
Community Work	Food Services Worker	P01827	Food Services Worker	BACALLA, ZENAIDA
Community Work	Food Services Worker	P01827	Food Services Worker	MOHAMMED, ANDROMEDA
Community Work	Food Services Worker	P01827	Food Services Worker	MENDOZA, ESTRELLA
Community Work	Food Services Worker	P01827	Food Services Worker	MCNEIL, MARSHA
Community Work	Food Services Worker	P01827	Food Services Worker	MCKAY, COLLEENANNE
Community Work	Food Services Worker	P01827	Food Services Worker	MASCIOLI, YVONNE
Community Work	Food Services Worker	P01827	Food Services Worker	KINANGA, DIKIZEIKO
Community Work	Food Services Worker	P01827	Food Services Worker	MALCOLM, VERNA
Community Work	Food Services Worker	P01827	Food Services Worker	GOOCOOL, SURUGDAI
Community Work	Food Services Worker	P01827	Food Services Worker	MACDONALD, MEGAN
Community Work	Food Services Worker	P01827	Food Services Worker	MACATIAG, MAUREEN
Community Work	Food Services Worker	P01827	Food Services Worker	LIM, JUANITA
Community Work	Food Services Worker	P01827	Food Services Worker	LETE, MELODY
Community Work	Food Services Worker	P01827	Food Services Worker	LEHAL, GURPREET
Community Work	Food Services Worker	P01827	Food Services Worker	LEE, JENNETTA
Community Work	Food Services Worker	P01827	Food Services Worker	MANUEL, MARIA
Community Work	Food Services Worker	P01827	Food Services Worker	BROWN, GLENNA
Community Work	Food Services Worker	P01827	Food Services Worker	GUIANG, ERNIE
Community Work	Food Services Worker	P01827	Food Services Worker	CHAN, ELIZA
Community Work	Food Services Worker	P01827	Food Services Worker	CHAN, CHOK SHU
Community Work	Food Services Worker	P01827	Food Services Worker	CESAR, AGNES
Community Work	Food Services Worker	P01827	Food Services Worker	CARTER, COREEN
Community Work	Food Services Worker	P01827	Food Services Worker	CAMACHO, EDUARDO
Community Work	Food Services Worker	P01827	Food Services Worker	CHICHIOCO, GRETCHEN
Community Work	Food Services Worker	P01827	Food Services Worker	CABAMUNGAN, AIMEE
Community Work	Food Services Worker	P01827	Food Services Worker	CHUN, MEGAN
Community Work	Food Services Worker	P01827	Food Services Worker	BLAIR, PAULETTE
Community Work	Food Services Worker	P01827	Food Services Worker	BIJAI, DIANA
Community Work	Food Services Worker	P01827	Food Services Worker	BHARDWAJ, PAAWAN
Community Work	Food Services Worker	P01827	Food Services Worker	BELMIRO, CELESTE
Community Work	Food Services Worker	P01827	Food Services Worker	BALWANT, INDRANIE
Community Work	Food Services Worker	P01827	Food Services Worker	BALDWIN, ARTHUR
Community Work	Food Services Worker	P01827	Food Services Worker	CADIEUX, STAVROULA BEBA

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Food Services Worker	P01827	Food Services Worker	DISONGLO, MICHAEL
Community Work	Food Services Worker	P01827	Food Services Worker	GENUS, VERONICA
Community Work	Food Services Worker	P01827	Food Services Worker	GELLIZEAU, MONIQUE
Community Work	Food Services Worker	P01827	Food Services Worker	GEBREYESUS, GEBREMESKEL
Community Work	Food Services Worker	P01827	Food Services Worker	GEBREMARIAM, MULU
Community Work	Food Services Worker	P01827	Food Services Worker	GARVEY, ANNETTA
Community Work	Food Services Worker	P01827	Food Services Worker	ERIYA, WILFRED
Community Work	Food Services Worker	P01827	Food Services Worker	CHAN, PUI YING
Community Work	Food Services Worker	P01827	Food Services Worker	DUNCAN, ANN MARIE
Community Work	Food Services Worker	P01827	Food Services Worker	MOTHA, NASIM
Community Work	Food Services Worker	P01827	Food Services Worker	DIAZ, ANGELITA
Community Work	Food Services Worker	P01827	Food Services Worker	DELA MERCED, EVELYN
Community Work	Food Services Worker	P01827	Food Services Worker	DAHAN, MELVIN
Community Work	Food Services Worker	P01827	Food Services Worker	CROOKS, JONATHAN
Community Work	Food Services Worker	P01827	Food Services Worker	CONROY, CRISTINA
Community Work	Food Services Worker	P01827	Food Services Worker	CLARKE, ELSA
Community Work	Food Services Worker	P01827	Food Services Worker	DYER, KAREN
Community Work	Food Services Worker	P01827	Food Services Worker	WALLACE, ANNE MARIE
Community Work	Food Services Worker	P01827	Food Services Worker	SMITH, BASIL
Community Work	Food Services Worker	P01827	Food Services Worker	SNAGG, PAULETTE
Community Work	Food Services Worker	P01827	Food Services Worker	STANKIEWICZ, EWA
Community Work	Food Services Worker	P01827	Food Services Worker	STEIR, EVERTON
Community Work	Food Services Worker	P01827	Food Services Worker	SUPPIAH, MATHISUDAN
Community Work	Food Services Worker	P01827	Food Services Worker	THOMAS, PABRITA
Community Work	Food Services Worker	P01827	Food Services Worker	THOMPSON, LOLITA
Community Work	Food Services Worker	P01827	Food Services Worker	THURAISSINGAM, SITAMANY
Community Work	Food Services Worker	P01827	Food Services Worker	TOWNSEND, JAMES
Community Work	Food Services Worker	P01827	Food Services Worker	SMITH, ANDRELLA
Community Work	Food Services Worker	P01827	Food Services Worker	VELEZ, ARACELI
Community Work	Food Services Worker	P01827	Food Services Worker	TONG, GUOJIE
Community Work	Food Services Worker	P01827	Food Services Worker	WALSH, DEBBIE
Community Work	Food Services Worker	P01827	Food Services Worker	WILLIAM, MONA LIZA
Community Work	Food Services Worker	P01827	Food Services Worker	WILLIAMS, JASON
Community Work	Food Services Worker	P01827	Food Services Worker	WU, ANGELA
Community Work	Food Services Worker	P01827	Food Services Worker	YU, XI ZHAN
Community Work	Food Services Worker	P01827	Food Services Worker	ZEHN, FATEMEH
Community Work	Food Services Worker	P01827	Food Services Worker	ZHANG, XIAOYAN
Community Work	Food Services Worker	P01827	Food Services Worker	ZOLJALALI, SOHEILA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Food Services Worker	P01827	Food Services Worker	ZULUETA, ERLITA
Community Work	Food Services Worker	P01827	Food Services Worker	MOHAMMED, MARTIN
Community Work	Food Services Worker	P01827	Food Services Worker	NIMALATHAS, SAHILA
Community Work	Food Services Worker	P01827	Food Services Worker	TRAZO, LOLITA
Community Work	Food Services Worker	P01827	Food Services Worker	MURSALEEN, AISHA
Community Work	Food Services Worker	P01827	Food Services Worker	SMALL, OMARI
Community Work	Food Services Worker	P01827	Food Services Worker	OGILVIE, BERIFF
Community Work	Food Services Worker	P01827	Food Services Worker	PALOMA, PATRICIA
Community Work	Food Services Worker	P01827	Food Services Worker	PANAGIOTAKAKOS, JOANNA
Community Work	Food Services Worker	P01827	Food Services Worker	PASTOR, GERARD
Community Work	Food Services Worker	P01827	Food Services Worker	PATEL, SHAMIM
Community Work	Food Services Worker	P01827	Food Services Worker	PERSAUD, DENEISE
Community Work	Food Services Worker	P01827	Food Services Worker	PICARD, PHILLIP
Community Work	Food Services Worker	P01827	Food Services Worker	POLAPADY, NAVEEN ARAKALAT
Community Work	Food Services Worker	P01827	Food Services Worker	SAPITAN, ALBERTO
Community Work	Food Services Worker	P01827	Food Services Worker	MROZCEK, BERNADETTA
Community Work	Food Services Worker	P01827	Food Services Worker	SMALL, BLOSSOM
Community Work	Food Services Worker	P01827	Food Services Worker	SHEPHERD, LORAINÉ
Community Work	Food Services Worker	P01827	Food Services Worker	POMPEY, DESIREE
Community Work	Food Services Worker	P01827	Food Services Worker	SCHUETZ, SUSANNE
Community Work	Food Services Worker	P01827	Food Services Worker	RODNEY, SHAUNE
Community Work	Food Services Worker	P01827	Food Services Worker	RIVERA, ALBA
Community Work	Food Services Worker	P01827	Food Services Worker	QURESHI, FARZANA
Community Work	Food Services Worker	P01827	Food Services Worker	PULIDO, ROSALYN
Community Work	Food Services Worker	P01827	Food Services Worker	POWELL, JOEL
Community Work	Food Services Worker	P01827	Food Services Worker	SCRUBB, ROSALIND
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	BURKE, LILY
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	WILSON, CHRIS
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	RIDEOUT, GAIL ANNE
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	GILL, TARIQ
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	AHMED, SHAHEEN
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	AGCAOILI, JOSEFINA
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	ARENAS, NORA
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	GUARINO, GENE
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	DE SOUSA, CONCEICAO
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	RYAN, PAULA
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	ROBERTSON, MARVENA
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	RESENDES, MARIA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	PATEL, AMINA
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	PACABA, FERMINA
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	MUDIMU, FLORENCE
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	DZIUBA, WANDA
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	BROWN, AUDRIAN
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	AHMED, FARHEE
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	AGUSTIN, MILDRED
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	SINGH, CHANDRAWATTIE
Community Work	Laundry Services Worker	PS0073	Laundry Services Worker	MCKENZIE, JOYCE
Health	Practical Care Aide	P00008	Practical Care Aide	ENNS, JESSICA J
Health	Practical Care Aide	P00008	Practical Care Aide	ELLIS, LOLA
Health	Practical Care Aide	P00008	Practical Care Aide	ELLIS, JOAN E
Health	Practical Care Aide	P00008	Practical Care Aide	ELLIS, ELAINE
Health	Practical Care Aide	P00008	Practical Care Aide	ELLIOTT, MARJORIE
Health	Practical Care Aide	P00008	Practical Care Aide	ELLIOTT, LORNA
Health	Practical Care Aide	P00008	Practical Care Aide	EDWARDS, MARLENE
Health	Practical Care Aide	P00008	Practical Care Aide	EDWARDS, EDRIS
Health	Practical Care Aide	P00008	Practical Care Aide	EAST, JULIETH
Health	Practical Care Aide	P00008	Practical Care Aide	ENVIDIA, LIBERTY
Health	Practical Care Aide	P00008	Practical Care Aide	DYER, NORMA
Health	Practical Care Aide	P00008	Practical Care Aide	FABOYEDE, MARY
Health	Practical Care Aide	P00008	Practical Care Aide	DUNGCA, NORMA
Health	Practical Care Aide	P00008	Practical Care Aide	DRES, GERARDA
Health	Practical Care Aide	P00008	Practical Care Aide	DYLEWSKI, ANDY
Health	Practical Care Aide	P00008	Practical Care Aide	ERASGA, SYLVIA
Health	Practical Care Aide	P00008	Practical Care Aide	ERGUS, SALOME ELIZABETH
Health	Practical Care Aide	P00008	Practical Care Aide	DOWLING, DARLENE
Health	Practical Care Aide	P00008	Practical Care Aide	EUGENIO, JULIETA
Health	Practical Care Aide	P00008	Practical Care Aide	DEMAS-FORDE, SHERMIN
Health	Practical Care Aide	P00008	Practical Care Aide	FAIRCLOUGH, NERISSA
Health	Practical Care Aide	P00008	Practical Care Aide	FAJINGBESI, LYDIA
Health	Practical Care Aide	P00008	Practical Care Aide	FELIX, ANN
Health	Practical Care Aide	P00008	Practical Care Aide	FELIX, EDUARDO
Health	Practical Care Aide	P00008	Practical Care Aide	FERGUS, ADDELL I.
Health	Practical Care Aide	P00008	Practical Care Aide	FISHER, SONIA
Health	Practical Care Aide	P00008	Practical Care Aide	FODERNACHT, ANATOL
Health	Practical Care Aide	P00008	Practical Care Aide	FONTANILLA, EVA
Health	Practical Care Aide	P00008	Practical Care Aide	FONTANILLA, HELEN

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	ERNEST, GLORIA
Health	Practical Care Aide	P00008	Practical Care Aide	DE GUZMAN, MA. FATIMA
Health	Practical Care Aide	P00008	Practical Care Aide	CRUZ, VENUS
Health	Practical Care Aide	P00008	Practical Care Aide	CUSI, ALICIA
Health	Practical Care Aide	P00008	Practical Care Aide	D'ARC MUKAMURENZI, JEANNE
Health	Practical Care Aide	P00008	Practical Care Aide	DAHNS, MIATTA
Health	Practical Care Aide	P00008	Practical Care Aide	DAI, LI JUN
Health	Practical Care Aide	P00008	Practical Care Aide	DARMER, SHARON
Health	Practical Care Aide	P00008	Practical Care Aide	DAVIDSON, JOYCE
Health	Practical Care Aide	P00008	Practical Care Aide	DAVIS, BARBARA
Health	Practical Care Aide	P00008	Practical Care Aide	DAVIS, DELORES
Health	Practical Care Aide	P00008	Practical Care Aide	DAVIS, SKEETA
Health	Practical Care Aide	P00008	Practical Care Aide	DAVIS, SYLVIA
Health	Practical Care Aide	P00008	Practical Care Aide	DAWES, DOROTHY
Health	Practical Care Aide	P00008	Practical Care Aide	DIXON, OLIVE
Health	Practical Care Aide	P00008	Practical Care Aide	DE CLOU, YVONNE
Health	Practical Care Aide	P00008	Practical Care Aide	DOMINIC, LOUISA V
Health	Practical Care Aide	P00008	Practical Care Aide	DE LA PAZ, JOSEFINA
Health	Practical Care Aide	P00008	Practical Care Aide	DE LEON, ARIEL
Health	Practical Care Aide	P00008	Practical Care Aide	DE MATA, FLORIDA
Health	Practical Care Aide	P00008	Practical Care Aide	DELA CRUZ, LORETA
Health	Practical Care Aide	P00008	Practical Care Aide	DELA ROCA, PEDRO
Health	Practical Care Aide	P00008	Practical Care Aide	DELA ROSA, ELIZABETH
Health	Practical Care Aide	P00008	Practical Care Aide	DELINOIS, MARIE
Health	Practical Care Aide	P00008	Practical Care Aide	DELLA CRUZ-AUSTRIA, LORETA
Health	Practical Care Aide	P00008	Practical Care Aide	DEMANUEL, REMEDIOS
Health	Practical Care Aide	P00008	Practical Care Aide	FRASER, EVELYN
Health	Practical Care Aide	P00008	Practical Care Aide	DEVIA, SAMBREEN
Health	Practical Care Aide	P00008	Practical Care Aide	FORBES, KADIE
Health	Practical Care Aide	P00008	Practical Care Aide	DIXON-EDWARDS, PAULINE
Health	Practical Care Aide	P00008	Practical Care Aide	DAWSON, BEVERLY
Health	Practical Care Aide	P00008	Practical Care Aide	GUEVARA, BEATRIZ
Health	Practical Care Aide	P00008	Practical Care Aide	GORDON, MERTELYN
Health	Practical Care Aide	P00008	Practical Care Aide	GOWE, CECILE
Health	Practical Care Aide	P00008	Practical Care Aide	GRAHAM, NICOLE
Health	Practical Care Aide	P00008	Practical Care Aide	GRANDISON, JOY
Health	Practical Care Aide	P00008	Practical Care Aide	GRANIL, MIRAHAMA
Health	Practical Care Aide	P00008	Practical Care Aide	GRANT, ALMANESE

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	GRANT, VERNA L
Health	Practical Care Aide	P00008	Practical Care Aide	GRANT, VERONICA E
Health	Practical Care Aide	P00008	Practical Care Aide	GRAYER, CHERYL
Health	Practical Care Aide	P00008	Practical Care Aide	GRIEVE, ALAN
Health	Practical Care Aide	P00008	Practical Care Aide	GRIFFITH, ALLISON
Health	Practical Care Aide	P00008	Practical Care Aide	GRIFFITH, MELLICIA
Health	Practical Care Aide	P00008	Practical Care Aide	GRIFFITHS, SONIA
Health	Practical Care Aide	P00008	Practical Care Aide	FOSTER, DESPIE
Health	Practical Care Aide	P00008	Practical Care Aide	HAYNES, LORNA F
Health	Practical Care Aide	P00008	Practical Care Aide	HOLEK, ANNA
Health	Practical Care Aide	P00008	Practical Care Aide	HERRERA, IRENE
Health	Practical Care Aide	P00008	Practical Care Aide	HERDMAN, JULIETTE
Health	Practical Care Aide	P00008	Practical Care Aide	HENRY, PEARLINE
Health	Practical Care Aide	P00008	Practical Care Aide	HENRY, KARLENE
Health	Practical Care Aide	P00008	Practical Care Aide	GROSSETT, WINSOME
Health	Practical Care Aide	P00008	Practical Care Aide	HENRY, AGATHA
Health	Practical Care Aide	P00008	Practical Care Aide	GUANIO, RAMON SALAZAR
Health	Practical Care Aide	P00008	Practical Care Aide	HAY, LYDIA
Health	Practical Care Aide	P00008	Practical Care Aide	HARRISON, ROSEMARIE
Health	Practical Care Aide	P00008	Practical Care Aide	HAMILTON, ENID
Health	Practical Care Aide	P00008	Practical Care Aide	HALL, NAOMI
Health	Practical Care Aide	P00008	Practical Care Aide	GUTIERREZ-PAREL, ESTELLA
Health	Practical Care Aide	P00008	Practical Care Aide	GORDON, HERMINE
Health	Practical Care Aide	P00008	Practical Care Aide	HENRY, GILLIAN
Health	Practical Care Aide	P00008	Practical Care Aide	GAMEZ, EULOGIA
Health	Practical Care Aide	P00008	Practical Care Aide	GORDON, MAXILENE
Health	Practical Care Aide	P00008	Practical Care Aide	GEORGE, EVETH
Health	Practical Care Aide	P00008	Practical Care Aide	GENTLES-WILSON, PETRONA
Health	Practical Care Aide	P00008	Practical Care Aide	GAYLE, VERONICA M
Health	Practical Care Aide	P00008	Practical Care Aide	GAY, THERESA
Health	Practical Care Aide	P00008	Practical Care Aide	GERO, NORMA JEAN
Health	Practical Care Aide	P00008	Practical Care Aide	GANCENA, MYRNA
Health	Practical Care Aide	P00008	Practical Care Aide	GHEBRESLASIE, MEBRAT
Health	Practical Care Aide	P00008	Practical Care Aide	GALANG, ZENAIDA
Health	Practical Care Aide	P00008	Practical Care Aide	GABBIDON, METILDA
Health	Practical Care Aide	P00008	Practical Care Aide	COWARD, JENNIFER M
Health	Practical Care Aide	P00008	Practical Care Aide	FRANCIS, DOREEN
Health	Practical Care Aide	P00008	Practical Care Aide	CRUZ, MYRNA P

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	FORD, MICHAEL W
Health	Practical Care Aide	P00008	Practical Care Aide	GARNETT, CHARMAINE A
Health	Practical Care Aide	P00008	Practical Care Aide	GOLZARDKAZAZI, SHAHPAR
Health	Practical Care Aide	P00008	Practical Care Aide	FORD, ALMA
Health	Practical Care Aide	P00008	Practical Care Aide	GORDON, BEVERLEY
Health	Practical Care Aide	P00008	Practical Care Aide	GOODMAN, MYRNA
Health	Practical Care Aide	P00008	Practical Care Aide	GOOD, PATRICIA A
Health	Practical Care Aide	P00008	Practical Care Aide	GONSALVES, MAUREEN
Health	Practical Care Aide	P00008	Practical Care Aide	GERMAIN, MARIE
Health	Practical Care Aide	P00008	Practical Care Aide	GOMEZ, JUDY J
Health	Practical Care Aide	P00008	Practical Care Aide	GORDON, LEONIE
Health	Practical Care Aide	P00008	Practical Care Aide	GOLDING, SONIA
Health	Practical Care Aide	P00008	Practical Care Aide	GODFREY, ROSE
Health	Practical Care Aide	P00008	Practical Care Aide	GODDARD, JUDY
Health	Practical Care Aide	P00008	Practical Care Aide	GLIGIC, GORDANA
Health	Practical Care Aide	P00008	Practical Care Aide	GIWA, KHADIJA
Health	Practical Care Aide	P00008	Practical Care Aide	GINES, ZENAIDA
Health	Practical Care Aide	P00008	Practical Care Aide	GONSALVES, BERNADETTE
Health	Practical Care Aide	P00008	Practical Care Aide	BECKFORD, MAWASI
Health	Practical Care Aide	P00008	Practical Care Aide	BOLDAK, EWA
Health	Practical Care Aide	P00008	Practical Care Aide	BADLEY, SANDRA ANN
Health	Practical Care Aide	P00008	Practical Care Aide	BAILEY, ALVARENE
Health	Practical Care Aide	P00008	Practical Care Aide	BAJOLEK, DANUTA
Health	Practical Care Aide	P00008	Practical Care Aide	BALDEVISO, JESUSA
Health	Practical Care Aide	P00008	Practical Care Aide	BANDALI, YASMIN
Health	Practical Care Aide	P00008	Practical Care Aide	BAPTISTE, LLOYDRIS V
Health	Practical Care Aide	P00008	Practical Care Aide	BARCO-KURT, CECILIA S
Health	Practical Care Aide	P00008	Practical Care Aide	BARDOWELL, SONJA J.
Health	Practical Care Aide	P00008	Practical Care Aide	BARHAM, MARCIA
Health	Practical Care Aide	P00008	Practical Care Aide	BARNES, MAUREEN
Health	Practical Care Aide	P00008	Practical Care Aide	BATO, SHIRLEY
Health	Practical Care Aide	P00008	Practical Care Aide	BAYLAN, ALICE
Health	Practical Care Aide	P00008	Practical Care Aide	BACHAN, VICTORIA
Health	Practical Care Aide	P00008	Practical Care Aide	BHARDWAJ, SUMAN
Health	Practical Care Aide	P00008	Practical Care Aide	CRAWFORD, JANET
Health	Practical Care Aide	P00008	Practical Care Aide	BLANC, JENNIFER J.
Health	Practical Care Aide	P00008	Practical Care Aide	BLAKE, BEVERLEY
Health	Practical Care Aide	P00008	Practical Care Aide	BLACKWOOD, CAROL

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	BLACKWOOD, BERNICE
Health	Practical Care Aide	P00008	Practical Care Aide	BEASON, NATASHA
Health	Practical Care Aide	P00008	Practical Care Aide	BIGONGIARI, JULIE
Health	Practical Care Aide	P00008	Practical Care Aide	BEATO, TEODORA G
Health	Practical Care Aide	P00008	Practical Care Aide	BERNARD-ANDERSON, BEVERLE
Health	Practical Care Aide	P00008	Practical Care Aide	BENNY, PARBATIE
Health	Practical Care Aide	P00008	Practical Care Aide	BENNETT, GLORIA
Health	Practical Care Aide	P00008	Practical Care Aide	BENJAMIN, PAMELA
Health	Practical Care Aide	P00008	Practical Care Aide	BELFON, BEVERLY
Health	Practical Care Aide	P00008	Practical Care Aide	AYELE, TIRUWORK
Health	Practical Care Aide	P00008	Practical Care Aide	BIRCH, JANE
Health	Practical Care Aide	P00008	Practical Care Aide	AMEDEE, CHERYL
Health	Practical Care Aide	P00008	Practical Care Aide	HO, ALEX
Health	Practical Care Aide	P00008	Practical Care Aide	ABEBE, AZALECH
Health	Practical Care Aide	P00008	Practical Care Aide	ABLOG, LILIAN
Health	Practical Care Aide	P00008	Practical Care Aide	ACERET, EUSEBIA C
Health	Practical Care Aide	P00008	Practical Care Aide	AGAJONA, NELIA
Health	Practical Care Aide	P00008	Practical Care Aide	AILEY, SYLVIA
Health	Practical Care Aide	P00008	Practical Care Aide	AKAKPO, STEVEN
Health	Practical Care Aide	P00008	Practical Care Aide	AKINSARA, GLORIA DURO
Health	Practical Care Aide	P00008	Practical Care Aide	ALBARILLO, JULIETA
Health	Practical Care Aide	P00008	Practical Care Aide	ALDANESE, RAMONA
Health	Practical Care Aide	P00008	Practical Care Aide	ALLEN, MICHELLE
Health	Practical Care Aide	P00008	Practical Care Aide	ALLENDEN, ARCELI R
Health	Practical Care Aide	P00008	Practical Care Aide	ALMASIZADEH, FERESHTEH
Health	Practical Care Aide	P00008	Practical Care Aide	BACHOON, FE
Health	Practical Care Aide	P00008	Practical Care Aide	ANDERSON-MILLS, DENISE
Health	Practical Care Aide	P00008	Practical Care Aide	ATELEDON, NIRMALENE A
Health	Practical Care Aide	P00008	Practical Care Aide	ASAMOAH, CHRISTIANA
Health	Practical Care Aide	P00008	Practical Care Aide	ARCHER, EMILY
Health	Practical Care Aide	P00008	Practical Care Aide	APOLINARIO, ZOSIMA
Health	Practical Care Aide	P00008	Practical Care Aide	ANTOINE, KATHLEEN
Health	Practical Care Aide	P00008	Practical Care Aide	ALVERSADO-MANCINI, PRISCILA
Health	Practical Care Aide	P00008	Practical Care Aide	ANDRADE, MARIA
Health	Practical Care Aide	P00008	Practical Care Aide	AMBROSIO, ERLINDA
Health	Practical Care Aide	P00008	Practical Care Aide	ANDERSON, VIOLET
Health	Practical Care Aide	P00008	Practical Care Aide	ANDERSON, ROSE
Health	Practical Care Aide	P00008	Practical Care Aide	ANDERSON, HILARY

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	ANDERSON, FLAVIA
Health	Practical Care Aide	P00008	Practical Care Aide	AMOAH, DIANA
Health	Practical Care Aide	P00008	Practical Care Aide	BOLOSAN, MARY
Health	Practical Care Aide	P00008	Practical Care Aide	ANDREWS, CHRISTINA
Health	Practical Care Aide	P00008	Practical Care Aide	CHU, ELMA DELPRADO
Health	Practical Care Aide	P00008	Practical Care Aide	BLANCO, RAINIER
Health	Practical Care Aide	P00008	Practical Care Aide	CARPENTER, JACQUELINE M.
Health	Practical Care Aide	P00008	Practical Care Aide	CARUMBA, AZUCENA
Health	Practical Care Aide	P00008	Practical Care Aide	CASTILLO, ANGELICA
Health	Practical Care Aide	P00008	Practical Care Aide	CASTILLO, PILAR
Health	Practical Care Aide	P00008	Practical Care Aide	CASTRO, CEZAR
Health	Practical Care Aide	P00008	Practical Care Aide	CASTRO, JULIETA
Health	Practical Care Aide	P00008	Practical Care Aide	CEBULA, ELWIRA
Health	Practical Care Aide	P00008	Practical Care Aide	CHAKRABARTY, EVA
Health	Practical Care Aide	P00008	Practical Care Aide	CHANG, ELAINE
Health	Practical Care Aide	P00008	Practical Care Aide	CHARLES, IRMA
Health	Practical Care Aide	P00008	Practical Care Aide	CHARLES, MARY
Health	Practical Care Aide	P00008	Practical Care Aide	CHEN, XIAOJIU
Health	Practical Care Aide	P00008	Practical Care Aide	CAMPBELL, SOPHIA
Health	Practical Care Aide	P00008	Practical Care Aide	COLEMAN, MILLICENT
Health	Practical Care Aide	P00008	Practical Care Aide	CROOKS, CHERYL ANN
Health	Practical Care Aide	P00008	Practical Care Aide	CROOKS, BLOSSOM
Health	Practical Care Aide	P00008	Practical Care Aide	COX, SONIA ELIZABETH
Health	Practical Care Aide	P00008	Practical Care Aide	COTTLE, MERNA
Health	Practical Care Aide	P00008	Practical Care Aide	CORDEIRO, EUSEBIO
Health	Practical Care Aide	P00008	Practical Care Aide	CHERRINGTON, PATRICIA
Health	Practical Care Aide	P00008	Practical Care Aide	COLEMAN-CRIBB, SHAWN
Health	Practical Care Aide	P00008	Practical Care Aide	CHRISTIAN-WEBBER, GLORIA
Health	Practical Care Aide	P00008	Practical Care Aide	CODRINGTON, JOY
Health	Practical Care Aide	P00008	Practical Care Aide	CODRINGTON, GARFIELD
Health	Practical Care Aide	P00008	Practical Care Aide	CLARKSON, HEATHER
Health	Practical Care Aide	P00008	Practical Care Aide	CHUDICH, JOVANKA
Health	Practical Care Aide	P00008	Practical Care Aide	CHU, LAI MUI
Health	Practical Care Aide	P00008	Practical Care Aide	CAMPBELL, SAIWATIE
Health	Practical Care Aide	P00008	Practical Care Aide	COLLIS, IONIE H
Health	Practical Care Aide	P00008	Practical Care Aide	BROWN, HORTENSE
Health	Practical Care Aide	P00008	Practical Care Aide	BONNER, LORISTA
Health	Practical Care Aide	P00008	Practical Care Aide	BONNIE, CLAUDETTE

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	BOODHWANI, YASMIN
Health	Practical Care Aide	P00008	Practical Care Aide	BORDONARO, GLORINA
Health	Practical Care Aide	P00008	Practical Care Aide	BOSE, THOMAS J
Health	Practical Care Aide	P00008	Practical Care Aide	BOURDEAU, SHERRY ANNE
Health	Practical Care Aide	P00008	Practical Care Aide	BOWES, ADALLIA
Health	Practical Care Aide	P00008	Practical Care Aide	BOXILL, FRAULEIN M
Health	Practical Care Aide	P00008	Practical Care Aide	BRADSHAW, BERRETTA
Health	Practical Care Aide	P00008	Practical Care Aide	BRAMMER, DONNA
Health	Practical Care Aide	P00008	Practical Care Aide	BRAVO, DOLORES C
Health	Practical Care Aide	P00008	Practical Care Aide	BRENNAN, KAREN B.
Health	Practical Care Aide	P00008	Practical Care Aide	BROWN, AUDREY
Health	Practical Care Aide	P00008	Practical Care Aide	CARINO, MARIA
Health	Practical Care Aide	P00008	Practical Care Aide	CABALBAG, FE
Health	Practical Care Aide	P00008	Practical Care Aide	CAMPBELL, HAZEL AGATHA
Health	Practical Care Aide	P00008	Practical Care Aide	CAMPBELL, ANDREA M
Health	Practical Care Aide	P00008	Practical Care Aide	CALLAGHAN, ANNMARIE
Health	Practical Care Aide	P00008	Practical Care Aide	CALDITO, WILMA
Health	Practical Care Aide	P00008	Practical Care Aide	CABRAL, NANCY
Health	Practical Care Aide	P00008	Practical Care Aide	BROWN, CORRINNE
Health	Practical Care Aide	P00008	Practical Care Aide	CABELLO, NORA
Health	Practical Care Aide	P00008	Practical Care Aide	BROWN, DENISE
Health	Practical Care Aide	P00008	Practical Care Aide	BURRELL, NEULIE V
Health	Practical Care Aide	P00008	Practical Care Aide	BUCHANAN-FRANCIS, LORNA
Health	Practical Care Aide	P00008	Practical Care Aide	BRYAN, MAUREEN
Health	Practical Care Aide	P00008	Practical Care Aide	BROWN, VERONICA Y
Health	Practical Care Aide	P00008	Practical Care Aide	BROWN, SHARON
Health	Practical Care Aide	P00008	Practical Care Aide	CRUZ, CRISTINA, MARIA
Health	Practical Care Aide	P00008	Practical Care Aide	CABRAL, DELIA
Health	Practical Care Aide	P00008	Practical Care Aide	SCARLETT, CAROL MAY
Health	Practical Care Aide	P00008	Practical Care Aide	SIMPSON, SONIA P
Health	Practical Care Aide	P00008	Practical Care Aide	SIMPSON, KATHLEEN
Health	Practical Care Aide	P00008	Practical Care Aide	SIMON, JASMINE
Health	Practical Care Aide	P00008	Practical Care Aide	SILVA, DENISE
Health	Practical Care Aide	P00008	Practical Care Aide	SICARD, MONICA
Health	Practical Care Aide	P00008	Practical Care Aide	SHIRLEY, MERLINE
Health	Practical Care Aide	P00008	Practical Care Aide	SHAW, MARVA
Health	Practical Care Aide	P00008	Practical Care Aide	SENIOR, MIRIAM D
Health	Practical Care Aide	P00008	Practical Care Aide	PHILIPS, LEAH

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	SCOTT, SONIA
Health	Practical Care Aide	P00008	Practical Care Aide	SIVAKUMAR, SASIKA
Health	Practical Care Aide	P00008	Practical Care Aide	SCANTUBURY, LILLET M
Health	Practical Care Aide	P00008	Practical Care Aide	SAPUAN, DIOSDADA L
Health	Practical Care Aide	P00008	Practical Care Aide	SANTOS, VILMA JOSEFINA
Health	Practical Care Aide	P00008	Practical Care Aide	SANTOS, TERESITA
Health	Practical Care Aide	P00008	Practical Care Aide	SANTOS, JOSEFINA D
Health	Practical Care Aide	P00008	Practical Care Aide	SANDIGAN, SUSAN
Health	Practical Care Aide	P00008	Practical Care Aide	SANCHEZ, JOSE
Health	Practical Care Aide	P00008	Practical Care Aide	SANCHEZ, CARLITA
Health	Practical Care Aide	P00008	Practical Care Aide	SEARLES, NATALIE A
Health	Practical Care Aide	P00008	Practical Care Aide	SOKOLOWSKA, KRYSZYNA
Health	Practical Care Aide	P00008	Practical Care Aide	SULTANA, MARY
Health	Practical Care Aide	P00008	Practical Care Aide	STHANKIYA, HEMLATA
Health	Practical Care Aide	P00008	Practical Care Aide	STEWART, MELONYE
Health	Practical Care Aide	P00008	Practical Care Aide	STEER, MARLENE A.
Health	Practical Care Aide	P00008	Practical Care Aide	ST. PIERRE, BARBARA J
Health	Practical Care Aide	P00008	Practical Care Aide	ST KITTS, CAROL
Health	Practical Care Aide	P00008	Practical Care Aide	SPARKS, REBECCA
Health	Practical Care Aide	P00008	Practical Care Aide	SOUTH, BERLET
Health	Practical Care Aide	P00008	Practical Care Aide	SINGH, CHANDROWTIE
Health	Practical Care Aide	P00008	Practical Care Aide	SOLAN, ARLENE
Health	Practical Care Aide	P00008	Practical Care Aide	SINGH, MARY ALICE
Health	Practical Care Aide	P00008	Practical Care Aide	SMITHEN-DAVIS, CYNTHIA
Health	Practical Care Aide	P00008	Practical Care Aide	SMITH, WINSOM
Health	Practical Care Aide	P00008	Practical Care Aide	SMITH, PAULINE
Health	Practical Care Aide	P00008	Practical Care Aide	SMITH, BEVERLY
Health	Practical Care Aide	P00008	Practical Care Aide	SMITH, ANDRIA
Health	Practical Care Aide	P00008	Practical Care Aide	SMITH, ALMENA
Health	Practical Care Aide	P00008	Practical Care Aide	SMIKLE, AMBROZINE
Health	Practical Care Aide	P00008	Practical Care Aide	SLACK, JOY PATRICIA
Health	Practical Care Aide	P00008	Practical Care Aide	SALAZAR HOLGUIN, MARIA
Health	Practical Care Aide	P00008	Practical Care Aide	SOLAN, KARLINE
Health	Practical Care Aide	P00008	Practical Care Aide	QUEYQUEP, BRENDA
Health	Practical Care Aide	P00008	Practical Care Aide	SAMUEL, THABITA L.
Health	Practical Care Aide	P00008	Practical Care Aide	RHODEN, COLEEN
Health	Practical Care Aide	P00008	Practical Care Aide	RENNIE, MARY
Health	Practical Care Aide	P00008	Practical Care Aide	REID, LILIAN

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	REECE, JANET
Health	Practical Care Aide	P00008	Practical Care Aide	RANDHAWA, PARVEEN
Health	Practical Care Aide	P00008	Practical Care Aide	RAMPERSAD, ETHLYN ER
Health	Practical Care Aide	P00008	Practical Care Aide	RAMADHIN, KAYSAR SHEILA
Health	Practical Care Aide	P00008	Practical Care Aide	RHONE, FAYMON C
Health	Practical Care Aide	P00008	Practical Care Aide	QUEYQUEP, MILDRED
Health	Practical Care Aide	P00008	Practical Care Aide	RICHARDS, ELETH
Health	Practical Care Aide	P00008	Practical Care Aide	QUASHIE, STERLE
Health	Practical Care Aide	P00008	Practical Care Aide	PSZCZOLKO, WIKTORIA
Health	Practical Care Aide	P00008	Practical Care Aide	PROCTAN, LORNA
Health	Practical Care Aide	P00008	Practical Care Aide	POWELL, SHARON
Health	Practical Care Aide	P00008	Practical Care Aide	POTTINGER, BEVERLY
Health	Practical Care Aide	P00008	Practical Care Aide	PLOCINSKI, LUCYNA
Health	Practical Care Aide	P00008	Practical Care Aide	PIKE, BEVERLEY ELAINE
Health	Practical Care Aide	P00008	Practical Care Aide	PIERRE, MARIE GERALDE
Health	Practical Care Aide	P00008	Practical Care Aide	PICIO, ESPERANZA
Health	Practical Care Aide	P00008	Practical Care Aide	RAHMAN, MOHAMMED
Health	Practical Care Aide	P00008	Practical Care Aide	RODRIQUES, SHARON ELIZABET
Health	Practical Care Aide	P00008	Practical Care Aide	TAMDANG MAGSIPOC, ERNA
Health	Practical Care Aide	P00008	Practical Care Aide	SALAD, MARIAN
Health	Practical Care Aide	P00008	Practical Care Aide	SAINI, BAKHSHISH
Health	Practical Care Aide	P00008	Practical Care Aide	RUDKOWSKI, MATTHEW
Health	Practical Care Aide	P00008	Practical Care Aide	ROWE-DAWKINS, KEESHA
Health	Practical Care Aide	P00008	Practical Care Aide	ROUSE-MCMILLAN, MERLE
Health	Practical Care Aide	P00008	Practical Care Aide	ROSS, MONICA
Health	Practical Care Aide	P00008	Practical Care Aide	ROOPNARINE-SINGH, MARGARE
Health	Practical Care Aide	P00008	Practical Care Aide	RHODEN, JANET M
Health	Practical Care Aide	P00008	Practical Care Aide	ROJAS, GEORGINA
Health	Practical Care Aide	P00008	Practical Care Aide	SALVADOR, REBELLA C
Health	Practical Care Aide	P00008	Practical Care Aide	ROBINSON, LURLINE
Health	Practical Care Aide	P00008	Practical Care Aide	ROBINSON, JOSSETTE
Health	Practical Care Aide	P00008	Practical Care Aide	ROBINA, LAURETA E
Health	Practical Care Aide	P00008	Practical Care Aide	ROBERTSON, WENDY ANN
Health	Practical Care Aide	P00008	Practical Care Aide	ROBERTS, JACQUELINE
Health	Practical Care Aide	P00008	Practical Care Aide	RIRAO, GUILLERMO
Health	Practical Care Aide	P00008	Practical Care Aide	RICHARDSON, HILDA
Health	Practical Care Aide	P00008	Practical Care Aide	RICHARDS, JENNIFER I
Health	Practical Care Aide	P00008	Practical Care Aide	RICHARDS, GWENDOLYN

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Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	ROMANIUK, GABRIELA
Health	Practical Care Aide	P00008	Practical Care Aide	WHIGAN-TAMAYO, LANI T
Health	Practical Care Aide	P00008	Practical Care Aide	WANG, HUAN
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, JASMINE
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, JANET YVONNE
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, GRETA
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, DEON CLARE
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, ANGELA
Health	Practical Care Aide	P00008	Practical Care Aide	WIE-ADDO, MARGARET
Health	Practical Care Aide	P00008	Practical Care Aide	WHITMORE, FLORICE
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, PAULINE
Health	Practical Care Aide	P00008	Practical Care Aide	WHITE, HESTER
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, SONIA
Health	Practical Care Aide	P00008	Practical Care Aide	WHIGAN, LEAH
Health	Practical Care Aide	P00008	Practical Care Aide	WELEGEDERA, KAMINI
Health	Practical Care Aide	P00008	Practical Care Aide	WATSON, LOFANIA
Health	Practical Care Aide	P00008	Practical Care Aide	WATSON, KEISHA
Health	Practical Care Aide	P00008	Practical Care Aide	WATSON, JUDITH J
Health	Practical Care Aide	P00008	Practical Care Aide	WATSON, DALMER
Health	Practical Care Aide	P00008	Practical Care Aide	WANZAMA, RACHEL
Health	Practical Care Aide	P00008	Practical Care Aide	WANG, LIPING
Health	Practical Care Aide	P00008	Practical Care Aide	SZUBA, ANNA
Health	Practical Care Aide	P00008	Practical Care Aide	WHITEHEAD, DALIA
Health	Practical Care Aide	P00008	Practical Care Aide	WYCOCO, ROSITA F
Health	Practical Care Aide	P00008	Practical Care Aide	HINDS-GRAHAM, YVONNE
Health	Practical Care Aide	P00008	Practical Care Aide	ZIENTARSKI, LUIZA
Health	Practical Care Aide	P00008	Practical Care Aide	ZHANG, YAO ZHONG
Health	Practical Care Aide	P00008	Practical Care Aide	ZENINE, ALEXANDRE
Health	Practical Care Aide	P00008	Practical Care Aide	ZEBROWSKA, WANDA JANINA
Health	Practical Care Aide	P00008	Practical Care Aide	ZAHRADNIK, EVA
Health	Practical Care Aide	P00008	Practical Care Aide	YOUNG, PENELOPE SUSETTE
Health	Practical Care Aide	P00008	Practical Care Aide	YE, ANNA
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, LORNA M
Health	Practical Care Aide	P00008	Practical Care Aide	WYNTER, DOLCERA
Health	Practical Care Aide	P00008	Practical Care Aide	WAN, SARA
Health	Practical Care Aide	P00008	Practical Care Aide	WRIGHT, DERENE
Health	Practical Care Aide	P00008	Practical Care Aide	WITEK, ZOFIA
Health	Practical Care Aide	P00008	Practical Care Aide	WILSON-HAUGHTON, ZADIE S

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Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	WILSON, JUDITH
Health	Practical Care Aide	P00008	Practical Care Aide	WILSON, JASMIN
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, WINSOME
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, TRACY
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, SYLVIA
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, STEPHANIE
Health	Practical Care Aide	P00008	Practical Care Aide	WYONCH, KELLY
Health	Practical Care Aide	P00008	Practical Care Aide	THOMAS, MARCIA
Health	Practical Care Aide	P00008	Practical Care Aide	WANG, LILIAN JIA ZHEN
Health	Practical Care Aide	P00008	Practical Care Aide	THORNEY, PAULETTE
Health	Practical Care Aide	P00008	Practical Care Aide	THOMPSON, VETA L
Health	Practical Care Aide	P00008	Practical Care Aide	THOMPSON, VALRIE
Health	Practical Care Aide	P00008	Practical Care Aide	THOMPSON, OLIVE
Health	Practical Care Aide	P00008	Practical Care Aide	THOMPSON, LENORE
Health	Practical Care Aide	P00008	Practical Care Aide	THOMPSON, ELSIE
Health	Practical Care Aide	P00008	Practical Care Aide	THOMPSON, CAROL H
Health	Practical Care Aide	P00008	Practical Care Aide	TOMLINSON, JENNIFER
Health	Practical Care Aide	P00008	Practical Care Aide	THOMAS, MARILYN
Health	Practical Care Aide	P00008	Practical Care Aide	TONG, YE
Health	Practical Care Aide	P00008	Practical Care Aide	THOMAS, GERALD
Health	Practical Care Aide	P00008	Practical Care Aide	THOMAS, EVERLEEN
Health	Practical Care Aide	P00008	Practical Care Aide	THOMAS, CAROL
Health	Practical Care Aide	P00008	Practical Care Aide	THELWELL, HELEN
Health	Practical Care Aide	P00008	Practical Care Aide	TESEMA, HULUGERGISH
Health	Practical Care Aide	P00008	Practical Care Aide	TEAPE, JUDITH B
Health	Practical Care Aide	P00008	Practical Care Aide	TARCIOUS, SHAMINI
Health	Practical Care Aide	P00008	Practical Care Aide	TANNIS, JOYCE
Health	Practical Care Aide	P00008	Practical Care Aide	SENKOWSKA-ZUKOWSKA, BOZE
Health	Practical Care Aide	P00008	Practical Care Aide	THOMAS, ROSE J
Health	Practical Care Aide	P00008	Practical Care Aide	UMOQUIT, ELENITA
Health	Practical Care Aide	P00008	Practical Care Aide	WALTON, RUBY
Health	Practical Care Aide	P00008	Practical Care Aide	WALTERS, YVONNE N
Health	Practical Care Aide	P00008	Practical Care Aide	WADE, GWENDOLYN
Health	Practical Care Aide	P00008	Practical Care Aide	VYAS, SANDHYA
Health	Practical Care Aide	P00008	Practical Care Aide	VISAYA-EUGENIO, ELLAH
Health	Practical Care Aide	P00008	Practical Care Aide	VIHELA, MAIJA LEENA
Health	Practical Care Aide	P00008	Practical Care Aide	VICTORINO, LYDIA
Health	Practical Care Aide	P00008	Practical Care Aide	VERKAIK, SHIRLEY A

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Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	TOBAN, UNA
Health	Practical Care Aide	P00008	Practical Care Aide	VARGAS, EMERITA J
Health	Practical Care Aide	P00008	Practical Care Aide	SZUSTER, ZOFIA
Health	Practical Care Aide	P00008	Practical Care Aide	TYNE, VIOLET E
Health	Practical Care Aide	P00008	Practical Care Aide	TURNER, NEZLYN
Health	Practical Care Aide	P00008	Practical Care Aide	TUBIL-ELTANAL, PRUDENCIA
Health	Practical Care Aide	P00008	Practical Care Aide	TROYA, ANA (ANITA)
Health	Practical Care Aide	P00008	Practical Care Aide	TROUPE, VENDELLA
Health	Practical Care Aide	P00008	Practical Care Aide	TRILLANA, EVELYN
Health	Practical Care Aide	P00008	Practical Care Aide	TRAVERS, MAUD M
Health	Practical Care Aide	P00008	Practical Care Aide	TORRES, PONCIANO
Health	Practical Care Aide	P00008	Practical Care Aide	TONGPALEN, EMILIA
Health	Practical Care Aide	P00008	Practical Care Aide	VELASCO, MADONNA
Health	Practical Care Aide	P00008	Practical Care Aide	LARTEY, WENDY
Health	Practical Care Aide	P00008	Practical Care Aide	MANDOCDOC, MERCEDITA
Health	Practical Care Aide	P00008	Practical Care Aide	LEMON, JASSET
Health	Practical Care Aide	P00008	Practical Care Aide	LEE, ROSEMARIE
Health	Practical Care Aide	P00008	Practical Care Aide	LEE, JOAN
Health	Practical Care Aide	P00008	Practical Care Aide	LEDESMA, DAISY
Health	Practical Care Aide	P00008	Practical Care Aide	LEDESMA, CAROLINA
Health	Practical Care Aide	P00008	Practical Care Aide	LAYDEN, BRENDA L
Health	Practical Care Aide	P00008	Practical Care Aide	LAYAO GUANZON, RAYTIM
Health	Practical Care Aide	P00008	Practical Care Aide	LEWIS, ANDREA
Health	Practical Care Aide	P00008	Practical Care Aide	LAS MARIAS, JOSEFINA CONTRE
Health	Practical Care Aide	P00008	Practical Care Aide	LEWIS, MARCIA
Health	Practical Care Aide	P00008	Practical Care Aide	LARMOND, EVAN
Health	Practical Care Aide	P00008	Practical Care Aide	LALGIE, ANN MARIE
Health	Practical Care Aide	P00008	Practical Care Aide	LA POINTE, SHARON
Health	Practical Care Aide	P00008	Practical Care Aide	KYAZIKE, NORAH
Health	Practical Care Aide	P00008	Practical Care Aide	KUMAR, REMA
Health	Practical Care Aide	P00008	Practical Care Aide	KULESZA, RUTA
Health	Practical Care Aide	P00008	Practical Care Aide	KOUIMTZIS, MAGDALINI
Health	Practical Care Aide	P00008	Practical Care Aide	KOHLER, URSULA B
Health	Practical Care Aide	P00008	Practical Care Aide	KLUSZCZYNSKA, ZUZANNA
Health	Practical Care Aide	P00008	Practical Care Aide	LAURIO, EMILY G
Health	Practical Care Aide	P00008	Practical Care Aide	LOU, JIAN HONG
Health	Practical Care Aide	P00008	Practical Care Aide	MANBAHAL, SURUJDAI
Health	Practical Care Aide	P00008	Practical Care Aide	MALOLOS, IMELDA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	MAKELA, MARGIT
Health	Practical Care Aide	P00008	Practical Care Aide	MAHENDRARAJAH, AMPIKAPATH
Health	Practical Care Aide	P00008	Practical Care Aide	MACDONALD, LYLE
Health	Practical Care Aide	P00008	Practical Care Aide	MABUYO, TERESITA
Health	Practical Care Aide	P00008	Practical Care Aide	LYNCH, PAULETTE
Health	Practical Care Aide	P00008	Practical Care Aide	LUO, WEIWEN
Health	Practical Care Aide	P00008	Practical Care Aide	LEVY, EUGENIE
Health	Practical Care Aide	P00008	Practical Care Aide	LOWE, VERA
Health	Practical Care Aide	P00008	Practical Care Aide	KING, NEVILLE
Health	Practical Care Aide	P00008	Practical Care Aide	LOGATOC, ESPERANZA L
Health	Practical Care Aide	P00008	Practical Care Aide	LOCKE, ELAINE
Health	Practical Care Aide	P00008	Practical Care Aide	LLIMOS, JUDITH A.
Health	Practical Care Aide	P00008	Practical Care Aide	LIU, NANCY
Health	Practical Care Aide	P00008	Practical Care Aide	LINDO, CLAUDETTE
Health	Practical Care Aide	P00008	Practical Care Aide	LIANG, XUE MEI
Health	Practical Care Aide	P00008	Practical Care Aide	LI, ANGELA
Health	Practical Care Aide	P00008	Practical Care Aide	LI, AN SHENG
Health	Practical Care Aide	P00008	Practical Care Aide	LEWIS, MILLICENT A
Health	Practical Care Aide	P00008	Practical Care Aide	LUMIBAO, DANILO
Health	Practical Care Aide	P00008	Practical Care Aide	JACK, VELMA
Health	Practical Care Aide	P00008	Practical Care Aide	JANOHAN, MARIA C
Health	Practical Care Aide	P00008	Practical Care Aide	JAMORABON, ELIZA
Health	Practical Care Aide	P00008	Practical Care Aide	JAMES, SYLVIA
Health	Practical Care Aide	P00008	Practical Care Aide	JAMES, NATTALEE
Health	Practical Care Aide	P00008	Practical Care Aide	JAMES, MONICA V
Health	Practical Care Aide	P00008	Practical Care Aide	JAMES, JOCELYN
Health	Practical Care Aide	P00008	Practical Care Aide	JAMES, DEANNA M
Health	Practical Care Aide	P00008	Practical Care Aide	JAMES, ALTEZA
Health	Practical Care Aide	P00008	Practical Care Aide	KITENGE, JANE
Health	Practical Care Aide	P00008	Practical Care Aide	JACKSON, JEAN C
Health	Practical Care Aide	P00008	Practical Care Aide	JAVA, LETICIA
Health	Practical Care Aide	P00008	Practical Care Aide	JACK, MARION
Health	Practical Care Aide	P00008	Practical Care Aide	IVANOVIC, LJILIANA
Health	Practical Care Aide	P00008	Practical Care Aide	ISAACS, VENIECE
Health	Practical Care Aide	P00008	Practical Care Aide	HYLTON, VERNA
Health	Practical Care Aide	P00008	Practical Care Aide	HUTCHINSON, NORMA
Health	Practical Care Aide	P00008	Practical Care Aide	HUMINUIK, BRIDGID
Health	Practical Care Aide	P00008	Practical Care Aide	HUBSCHOVA, ZDENKA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	HSIUNG, TERESA
Health	Practical Care Aide	P00008	Practical Care Aide	HOWELL, MARTHA-ELIZABETH
Health	Practical Care Aide	P00008	Practical Care Aide	JACOBS, BELVA
Health	Practical Care Aide	P00008	Practical Care Aide	JONES, OLGA
Health	Practical Care Aide	P00008	Practical Care Aide	JONES, ENA
Health	Practical Care Aide	P00008	Practical Care Aide	KIM, RA-KYUNG
Health	Practical Care Aide	P00008	Practical Care Aide	KIDD, DOROTHY
Health	Practical Care Aide	P00008	Practical Care Aide	KHAN, JAVED AKHTER
Health	Practical Care Aide	P00008	Practical Care Aide	KHAN, JAMSHED
Health	Practical Care Aide	P00008	Practical Care Aide	KELLY, MARGARET
Health	Practical Care Aide	P00008	Practical Care Aide	KELL, GILLIAN
Health	Practical Care Aide	P00008	Practical Care Aide	KAWKA, KRZYSTYNA
Health	Practical Care Aide	P00008	Practical Care Aide	KAMINSKA, MALGORZATA
Health	Practical Care Aide	P00008	Practical Care Aide	JANUSZYK, DOROTA
Health	Practical Care Aide	P00008	Practical Care Aide	JOSEPH, VERONICA
Health	Practical Care Aide	P00008	Practical Care Aide	JARRETT, YVONNE A
Health	Practical Care Aide	P00008	Practical Care Aide	PETRUCCI, LINDA
Health	Practical Care Aide	P00008	Practical Care Aide	JONES, ANNETTE
Health	Practical Care Aide	P00008	Practical Care Aide	SHEPHERD, JOY
Health	Practical Care Aide	P00008	Practical Care Aide	JOHNSON, ISADORE
Health	Practical Care Aide	P00008	Practical Care Aide	JIANG, QI
Health	Practical Care Aide	P00008	Practical Care Aide	JIA, LANYING
Health	Practical Care Aide	P00008	Practical Care Aide	JEROME, ANGELINE
Health	Practical Care Aide	P00008	Practical Care Aide	JEFFREY, NOLA
Health	Practical Care Aide	P00008	Practical Care Aide	KIRK, PATSY
Health	Practical Care Aide	P00008	Practical Care Aide	JUNOR, IONA
Health	Practical Care Aide	P00008	Practical Care Aide	NG, ENA
Health	Practical Care Aide	P00008	Practical Care Aide	MUKAN, DANUTA
Health	Practical Care Aide	P00008	Practical Care Aide	ONIBUDO, SADIQ
Health	Practical Care Aide	P00008	Practical Care Aide	ONCE, MARLYN
Health	Practical Care Aide	P00008	Practical Care Aide	ONCE, ALMA
Health	Practical Care Aide	P00008	Practical Care Aide	OLEH, JULIAN
Health	Practical Care Aide	P00008	Practical Care Aide	OGIAMIEN, ALDA M.
Health	Practical Care Aide	P00008	Practical Care Aide	OGBETAY, MARGARET
Health	Practical Care Aide	P00008	Practical Care Aide	NUGENT, HORTENCE L
Health	Practical Care Aide	P00008	Practical Care Aide	OSMAN, DAHAB
Health	Practical Care Aide	P00008	Practical Care Aide	NIEMBA, YALA
Health	Practical Care Aide	P00008	Practical Care Aide	OWUSU, JOYCE

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	NEZHAND, ZAHRA
Health	Practical Care Aide	P00008	Practical Care Aide	NELSON, BEATRICE
Health	Practical Care Aide	P00008	Practical Care Aide	NEIL, CAROL
Health	Practical Care Aide	P00008	Practical Care Aide	NARITO, MERLITA
Health	Practical Care Aide	P00008	Practical Care Aide	MYLES, PAULINE
Health	Practical Care Aide	P00008	Practical Care Aide	MURRAY, MONICA E
Health	Practical Care Aide	P00008	Practical Care Aide	MURALLA-LUNA, GUILLERMA
Health	Practical Care Aide	P00008	Practical Care Aide	MUNROE, VIOLET
Health	Practical Care Aide	P00008	Practical Care Aide	MULAMBA, MILOLO
Health	Practical Care Aide	P00008	Practical Care Aide	NISPEROS, ANASTACIA V
Health	Practical Care Aide	P00008	Practical Care Aide	PATRICK, MERINE
Health	Practical Care Aide	P00008	Practical Care Aide	JOHNSON, YVETTE
Health	Practical Care Aide	P00008	Practical Care Aide	MANGARU, DAWN E
Health	Practical Care Aide	P00008	Practical Care Aide	PETERKA, TERESA
Health	Practical Care Aide	P00008	Practical Care Aide	PERSAUD, BEANWATTIE
Health	Practical Care Aide	P00008	Practical Care Aide	PERSAUD, ANN
Health	Practical Care Aide	P00008	Practical Care Aide	PERRY-JACKSON, DESRENE
Health	Practical Care Aide	P00008	Practical Care Aide	PERILLA, CRISTITITA
Health	Practical Care Aide	P00008	Practical Care Aide	PEART, VERELL
Health	Practical Care Aide	P00008	Practical Care Aide	OSBOURNE, ROSALINE
Health	Practical Care Aide	P00008	Practical Care Aide	PATRICK, YVONNE
Health	Practical Care Aide	P00008	Practical Care Aide	NIYONAGIRA, MONIQUE
Health	Practical Care Aide	P00008	Practical Care Aide	PATEL, ARUNABAHEN
Health	Practical Care Aide	P00008	Practical Care Aide	PASZCZENKO, ALICJA
Health	Practical Care Aide	P00008	Practical Care Aide	PASION, FLORIDA
Health	Practical Care Aide	P00008	Practical Care Aide	PASCUA, MINERVA
Health	Practical Care Aide	P00008	Practical Care Aide	PAPATZIKAKIS, BRENDA
Health	Practical Care Aide	P00008	Practical Care Aide	PAN, LI
Health	Practical Care Aide	P00008	Practical Care Aide	PAMAYAH, STEVE M
Health	Practical Care Aide	P00008	Practical Care Aide	PALMER, MARCIA A
Health	Practical Care Aide	P00008	Practical Care Aide	PACIA, ALICIA
Health	Practical Care Aide	P00008	Practical Care Aide	PAYNE, LUCY
Health	Practical Care Aide	P00008	Practical Care Aide	MUDIBANTU, PELAGIE KANKU
Health	Practical Care Aide	P00008	Practical Care Aide	MCLEOD, VALERIE CLARISSA
Health	Practical Care Aide	P00008	Practical Care Aide	MCKIE, GAYLENE
Health	Practical Care Aide	P00008	Practical Care Aide	MCGHAN, CARMALEE
Health	Practical Care Aide	P00008	Practical Care Aide	MCDONALD, MYRNA
Health	Practical Care Aide	P00008	Practical Care Aide	MCDONALD, JANET C.

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	MCCUE, LINDA A
Health	Practical Care Aide	P00008	Practical Care Aide	MCADAM, VERLA
Health	Practical Care Aide	P00008	Practical Care Aide	MAXWELL, SHARON
Health	Practical Care Aide	P00008	Practical Care Aide	MATULAC, ELEMILY ESTEBAN
Health	Practical Care Aide	P00008	Practical Care Aide	MCPAHON, HENRIETTA
Health	Practical Care Aide	P00008	Practical Care Aide	MASTERS, GLENIS
Health	Practical Care Aide	P00008	Practical Care Aide	MASIH-RANI, NAJMA
Health	Practical Care Aide	P00008	Practical Care Aide	MARTINS GUATIERI, IRANILDE R
Health	Practical Care Aide	P00008	Practical Care Aide	NYILAS, MARIA
Health	Practical Care Aide	P00008	Practical Care Aide	MARIANO, NORRENA NICOLAS
Health	Practical Care Aide	P00008	Practical Care Aide	MARIANO, MILA
Health	Practical Care Aide	P00008	Practical Care Aide	MARCELLE, MARION GWENYTH
Health	Practical Care Aide	P00008	Practical Care Aide	MANUEL, LOLITA
Health	Practical Care Aide	P00008	Practical Care Aide	MANSWELL, JUDY T
Health	Practical Care Aide	P00008	Practical Care Aide	MANOSCA, ROSITA
Health	Practical Care Aide	P00008	Practical Care Aide	MANIC, RAJNA
Health	Practical Care Aide	P00008	Practical Care Aide	MATTEER, THERESA
Health	Practical Care Aide	P00008	Practical Care Aide	MOHAMMED, SUSAN
Health	Practical Care Aide	P00008	Practical Care Aide	MOSE, SUSANA RABAGO
Health	Practical Care Aide	P00008	Practical Care Aide	MARLAND, ELIZABETH
Health	Practical Care Aide	P00008	Practical Care Aide	MEDLEY, ROSALIA
Health	Practical Care Aide	P00008	Practical Care Aide	MORGAN, VERONA
Health	Practical Care Aide	P00008	Practical Care Aide	MORRIS, ROSALIN R
Health	Practical Care Aide	P00008	Practical Care Aide	MONTEMAYOR, RUDY
Health	Practical Care Aide	P00008	Practical Care Aide	MITCHELL, YVONNE
Health	Practical Care Aide	P00008	Practical Care Aide	MITCHELL, JONI
Health	Practical Care Aide	P00008	Practical Care Aide	MITCHELL, CURRIN
Health	Practical Care Aide	P00008	Practical Care Aide	MILLINGS, BEATRICE
Health	Practical Care Aide	P00008	Practical Care Aide	MILLER, GWENDOLYN
Health	Practical Care Aide	P00008	Practical Care Aide	MEDWINTER, CORINE
Health	Practical Care Aide	P00008	Practical Care Aide	MILES, LURLINE
Health	Practical Care Aide	P00008	Practical Care Aide	PETERKIN, DENISE
Health	Practical Care Aide	P00008	Practical Care Aide	MESFEN, THEODROSE
Health	Practical Care Aide	P00008	Practical Care Aide	MILLER, SHEILA MERL
Health	Practical Care Aide	P00008	Practical Care Aide	MORGAN, BLOSSOM I.
Health	Practical Care Aide	P00008	Practical Care Aide	MERA, CRISTINA L.
Health	Practical Care Aide	P00008	Practical Care Aide	MEJICO, RICARDO
Health	Practical Care Aide	P00008	Practical Care Aide	O'DONNELL, EVA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	SANDHU, SHANTA
Health	Practical Care Aide	P00008	Practical Care Aide	SAMUEL-HERNANDEZ, SYBIL LIN
Health	Practical Care Aide	P00008	Practical Care Aide	RIMANDO, RUBY
Health	Practical Care Aide	P00008	Practical Care Aide	PRYCE, MARCIA
Health	Practical Care Aide	P00008	Practical Care Aide	PRELICH, HELENA
Health	Practical Care Aide	P00008	Practical Care Aide	PINCZAK, WIESLAWA
Health	Practical Care Aide	P00008	Practical Care Aide	PILGRIM, DONNA
Health	Practical Care Aide	P00008	Practical Care Aide	NOEL, PAULETTE
Health	Practical Care Aide	P00008	Practical Care Aide	WAITE, EVA
Health	Practical Care Aide	P00008	Practical Care Aide	MATONI, JOZEFA
Health	Practical Care Aide	P00008	Practical Care Aide	MERCADO, OSMANA
Health	Practical Care Aide	P00008	Practical Care Aide	MOSS, DIANA
Health	Practical Care Aide	P00008	Practical Care Aide	PILGRIM-MENKA, MARY
Health	Practical Care Aide	P00008	Practical Care Aide	VILLAMIL, ELVIRA
Health	Practical Care Aide	P00008	Practical Care Aide	MANDANI, MYRNA
Health	Practical Care Aide	P00008	Practical Care Aide	WINIARCZYK, BARBARA
Health	Practical Care Aide	P00008	Practical Care Aide	FUNDISI, MASLIN
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, SHEVON
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, JUNE ALLISON
Health	Practical Care Aide	P00008	Practical Care Aide	TSIBENE, KLAUDIA
Health	Practical Care Aide	P00008	Practical Care Aide	WANG, WENDY
Health	Practical Care Aide	P00008	Practical Care Aide	SARFO, GERTRUDE
Health	Practical Care Aide	P00008	Practical Care Aide	THOMPSON, ABIGAIL E.
Health	Practical Care Aide	P00008	Practical Care Aide	SUKHU, DEONARINE
Health	Practical Care Aide	P00008	Practical Care Aide	STEWART, CLIFTON
Health	Practical Care Aide	P00008	Practical Care Aide	SHEN, NANCY (LING)
Health	Practical Care Aide	P00008	Practical Care Aide	SAVAGE, LEAH
Health	Practical Care Aide	P00008	Practical Care Aide	SAUER, STEVINA
Health	Practical Care Aide	P00008	Practical Care Aide	WANG, ZHI MIN
Health	Practical Care Aide	P00008	Practical Care Aide	GILDING, CORRINE
Health	Practical Care Aide	P00008	Practical Care Aide	GO, YOLANDA
Health	Practical Care Aide	P00008	Practical Care Aide	ADOMAKO, STELLA
Health	Practical Care Aide	P00008	Practical Care Aide	ALCANTARA, MARLENE
Health	Practical Care Aide	P00008	Practical Care Aide	AMAGYEI, MERCY
Health	Practical Care Aide	P00008	Practical Care Aide	ANDEMICAEL, WEINESHET
Health	Practical Care Aide	P00008	Practical Care Aide	ANDERSON, VELMA
Health	Practical Care Aide	P00008	Practical Care Aide	BEKAL, USHAKIRAN T
Health	Practical Care Aide	P00008	Practical Care Aide	BLANCO, NORA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	CAMPBELL, JOAN
Health	Practical Care Aide	P00008	Practical Care Aide	CHABELSKA, ELZBIETA
Health	Practical Care Aide	P00008	Practical Care Aide	CHARLES, MARC
Health	Practical Care Aide	P00008	Practical Care Aide	DAVID, CASSANDRA
Health	Practical Care Aide	P00008	Practical Care Aide	DEOSARAN, MAYLENE
Health	Practical Care Aide	P00008	Practical Care Aide	MANALO, CRISTINA
Health	Practical Care Aide	P00008	Practical Care Aide	KENNEDY, CHARLENE
Health	Practical Care Aide	P00008	Practical Care Aide	LUCIEN, ANN
Health	Practical Care Aide	P00008	Practical Care Aide	LIPO, MIGENA
Health	Practical Care Aide	P00008	Practical Care Aide	LAGUMBAY, CERENIA
Health	Practical Care Aide	P00008	Practical Care Aide	KRENCA, EWA
Health	Practical Care Aide	P00008	Practical Care Aide	KOVAC, SNEZANA
Health	Practical Care Aide	P00008	Practical Care Aide	EKPENIKE, FRANCA
Health	Practical Care Aide	P00008	Practical Care Aide	KEYZOM, MIGMAR
Health	Practical Care Aide	P00008	Practical Care Aide	FEARON, EVERTON
Health	Practical Care Aide	P00008	Practical Care Aide	JONES, JENNIFER
Health	Practical Care Aide	P00008	Practical Care Aide	JOHN, VIRGINIA
Health	Practical Care Aide	P00008	Practical Care Aide	JAMES, KAREN
Health	Practical Care Aide	P00008	Practical Care Aide	JAMES, CLEOPATRA
Health	Practical Care Aide	P00008	Practical Care Aide	GUINTO, EVELYN
Health	Practical Care Aide	P00008	Practical Care Aide	KIM, UN-SOOK
Health	Practical Care Aide	P00008	Practical Care Aide	BRYAN, CLAUDETTE
Health	Practical Care Aide	P00008	Practical Care Aide	TEINI, RIITTA
Health	Practical Care Aide	P00008	Practical Care Aide	MUGFORD, KELLY
Health	Practical Care Aide	P00008	Practical Care Aide	PUNZALAN, ELVIRA
Health	Practical Care Aide	P00008	Practical Care Aide	POSTICA, NATALIA
Health	Practical Care Aide	P00008	Practical Care Aide	POHOLE, NATASHA
Health	Practical Care Aide	P00008	Practical Care Aide	PIAMONTE, MIA
Health	Practical Care Aide	P00008	Practical Care Aide	PETROVIC, DENIS
Health	Practical Care Aide	P00008	Practical Care Aide	PEMA, PEMA
Health	Practical Care Aide	P00008	Practical Care Aide	PEART, CLAUDIA
Health	Practical Care Aide	P00008	Practical Care Aide	PALOGAN, ANA
Health	Practical Care Aide	P00008	Practical Care Aide	OGUAGHAMBAMBA, HENRY
Health	Practical Care Aide	P00008	Practical Care Aide	NONATO, ROSIE
Health	Practical Care Aide	P00008	Practical Care Aide	NIKOLAEVA, GALINA
Health	Practical Care Aide	P00008	Practical Care Aide	NAVEENDRAN, PIRIYA
Health	Practical Care Aide	P00008	Practical Care Aide	MAGPILI, ERLINDA
Health	Practical Care Aide	P00008	Practical Care Aide	TUITT, GILDA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	REID, PETROLYN
Health	Practical Care Aide	P00008	Practical Care Aide	MOSES, BRENDA
Health	Practical Care Aide	P00008	Practical Care Aide	MORRIS, DIANA
Health	Practical Care Aide	P00008	Practical Care Aide	MORRIS, CLAUDIA
Health	Practical Care Aide	P00008	Practical Care Aide	MENDOZA, ROMULO
Health	Practical Care Aide	P00008	Practical Care Aide	MEHARIN, AWETAGH
Health	Practical Care Aide	P00008	Practical Care Aide	MAO, ROSE
Health	Practical Care Aide	P00008	Practical Care Aide	MANU-OTCHERE, IVY E
Health	Practical Care Aide	P00008	Practical Care Aide	MANALAC, MARJORIE
Health	Practical Care Aide	P00008	Practical Care Aide	MALOLES, MARCELINA
Health	Practical Care Aide	P00008	Practical Care Aide	MALLARI, OFELIA
Health	Practical Care Aide	P00008	Practical Care Aide	MAHIN-FALLAH, FARNAZ
Health	Practical Care Aide	P00008	Practical Care Aide	MUNAWA, CATHERINE
Health	Practical Care Aide	P00008	Practical Care Aide	THOMAS, AGNES
Health	Practical Care Aide	P00008	Practical Care Aide	RAPOSO, LOUIS
Health	Practical Care Aide	P00008	Practical Care Aide	ZHU, LI XIN
Health	Practical Care Aide	P00008	Practical Care Aide	ZHONG, ZHENGUI
Health	Practical Care Aide	P00008	Practical Care Aide	ZHANG, QING
Health	Practical Care Aide	P00008	Practical Care Aide	YU SAU LEE, REBECCA
Health	Practical Care Aide	P00008	Practical Care Aide	YOUNG, KIESHANN
Health	Practical Care Aide	P00008	Practical Care Aide	WU, XUE MEI
Health	Practical Care Aide	P00008	Practical Care Aide	WU, HAO
Health	Practical Care Aide	P00008	Practical Care Aide	WRIGHT, KAREN
Health	Practical Care Aide	P00008	Practical Care Aide	WILLIAMS, AARON
Health	Practical Care Aide	P00008	Practical Care Aide	WEBSTER, BLAKE
Health	Practical Care Aide	P00008	Practical Care Aide	TORREFRANCA, MARIA LOURDE
Health	Practical Care Aide	P00008	Practical Care Aide	TOTIMEH, PEARL
Health	Practical Care Aide	P00008	Practical Care Aide	LUBAS, ANNA
Health	Practical Care Aide	P00008	Practical Care Aide	SULEMAN, ILHAM
Health	Practical Care Aide	P00008	Practical Care Aide	SOOWAMBER, UMADEVI
Health	Practical Care Aide	P00008	Practical Care Aide	SOHI, SUKHBIR KAUR
Health	Practical Care Aide	P00008	Practical Care Aide	SMITH, EILEEN
Health	Practical Care Aide	P00008	Practical Care Aide	SIKORSKA, IRENA
Health	Practical Care Aide	P00008	Practical Care Aide	SHERALY, AYAAZ
Health	Practical Care Aide	P00008	Practical Care Aide	SEVILLA, ELOISA
Health	Practical Care Aide	P00008	Practical Care Aide	SENIOR, GRACE
Health	Practical Care Aide	P00008	Practical Care Aide	SCOTT, ANGELA
Health	Practical Care Aide	P00008	Practical Care Aide	SCHREBLER, CAROLINA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	SANTOS, NOEL
Health	Practical Care Aide	P00008	Practical Care Aide	SAMUELS, JULIE
Health	Practical Care Aide	P00008	Practical Care Aide	WASIK, IWONA
Health	Practical Care Aide	P00008	Practical Care Aide	BARRIE, FATMATA
Health	Practical Care Aide	P00008	Practical Care Aide	DE JESUS, MARIA ANTONIA
Health	Practical Care Aide	P00008	Practical Care Aide	COSTANZO, BARBARA
Health	Practical Care Aide	P00008	Practical Care Aide	CONSTANTE, EVELYN
Health	Practical Care Aide	P00008	Practical Care Aide	CHONG, MARGARET
Health	Practical Care Aide	P00008	Practical Care Aide	CARROLL, JULIANA
Health	Practical Care Aide	P00008	Practical Care Aide	CARRANZA, LOLITA
Health	Practical Care Aide	P00008	Practical Care Aide	CAMPBELL, ANDREW
Health	Practical Care Aide	P00008	Practical Care Aide	CALINGASAN, MILAGROS
Health	Practical Care Aide	P00008	Practical Care Aide	BLANCO MONTANEZ, LINDA KAT
Health	Practical Care Aide	P00008	Practical Care Aide	BIZAMA, NURY
Health	Practical Care Aide	P00008	Practical Care Aide	BISHOP, EMOLD
Health	Practical Care Aide	P00008	Practical Care Aide	DIXON, MARGARINE
Health	Practical Care Aide	P00008	Practical Care Aide	BARTLEY, PAULETTE
Health	Practical Care Aide	P00008	Practical Care Aide	DIXON, JASMARINE
Health	Practical Care Aide	P00008	Practical Care Aide	BAJER, KRYSZYNA
Health	Practical Care Aide	P00008	Practical Care Aide	BACULI, GRACE
Health	Practical Care Aide	P00008	Practical Care Aide	ASANTE-MENSAH, STELLA
Health	Practical Care Aide	P00008	Practical Care Aide	ARULPIRAGASAM, SIVATHAS
Health	Practical Care Aide	P00008	Practical Care Aide	ANDERSON, DERRICK
Health	Practical Care Aide	P00008	Practical Care Aide	ALVERSADO, CEFERINA
Health	Practical Care Aide	P00008	Practical Care Aide	AGWUEGBO, IFEOMA
Health	Practical Care Aide	P00008	Practical Care Aide	ADELCLAT, RAQUEL
Health	Practical Care Aide	P00008	Practical Care Aide	ADAM, DOLLY
Health	Practical Care Aide	P00008	Practical Care Aide	ABIUL, POTENCIANA
Health	Practical Care Aide	P00008	Practical Care Aide	ABIB, SUHUR
Health	Practical Care Aide	P00008	Practical Care Aide	LIN, HUI-LING
Health	Practical Care Aide	P00008	Practical Care Aide	BEYENE, TUTU
Health	Practical Care Aide	P00008	Practical Care Aide	HOOPER, VICTORIA
Health	Practical Care Aide	P00008	Practical Care Aide	LEYLAND, CYNTHIA
Health	Practical Care Aide	P00008	Practical Care Aide	LEADBEATER, MICHAEL
Health	Practical Care Aide	P00008	Practical Care Aide	LAING, BEVERLEY
Health	Practical Care Aide	P00008	Practical Care Aide	KUNSANG, GYALPO
Health	Practical Care Aide	P00008	Practical Care Aide	KOLLAS, JULIEANNE
Health	Practical Care Aide	P00008	Practical Care Aide	KHOVRINA, IRYNA

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Practical Care Aide	P00008	Practical Care Aide	KHMIL, VICTORIA
Health	Practical Care Aide	P00008	Practical Care Aide	KALANATHAN, JANA
Health	Practical Care Aide	P00008	Practical Care Aide	JUODELE, SUSAN
Health	Practical Care Aide	P00008	Practical Care Aide	JUGMOHAN, DEBBI
Health	Practical Care Aide	P00008	Practical Care Aide	JIDEUWA, ANTHONY
Health	Practical Care Aide	P00008	Practical Care Aide	CROOKS, SASHA
Health	Practical Care Aide	P00008	Practical Care Aide	HUTCHINSON, DAVID
Health	Practical Care Aide	P00008	Practical Care Aide	DOLKAR, PEMA
Health	Practical Care Aide	P00008	Practical Care Aide	FOGO, TAMARA
Health	Practical Care Aide	P00008	Practical Care Aide	RHO, RINA
Health	Practical Care Aide	P00008	Practical Care Aide	DOVER, BEVERLEY
Health	Practical Care Aide	P00008	Practical Care Aide	JAVIER, ALAIN
Health	Practical Care Aide	P00008	Practical Care Aide	FAGAN, DEVOREEN
Health	Practical Care Aide	P00008	Practical Care Aide	HENRY, DIONISIA
Health	Practical Care Aide	P00008	Practical Care Aide	FORTIN, NATALIE MARIE
Health	Practical Care Aide	P00008	Practical Care Aide	FUNDISI, LYDIA
Health	Practical Care Aide	P00008	Practical Care Aide	GAHITE, LINA
Health	Practical Care Aide	P00008	Practical Care Aide	GARDINER, TERRI
Health	Practical Care Aide	P00008	Practical Care Aide	GROSSETT, CLAUDETTE
Health	Practical Care Aide	P00008	Practical Care Aide	GUITARD, STACEY
Health	Practical Care Aide	P00008	Practical Care Aide	HAGOS, FREWYNI
Health	Practical Care Aide	P00008	Practical Care Aide	HASSANALI, HUSNABANU
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	STANDARSKI, KIRSTEN
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	BARCELOS, JUDY
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	BRYCE, ROSARIO
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	GETACHEW, EMEBET
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	LAM, LESLIE
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	RODRIGUEZ, CONNIE
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	WEI, ZEMING
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	SZKOK, MARIA
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	CARVALHO, ELIZABETH
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	JEKABSON, ELGA
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	HOUGHTON, SARAH
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	SHAW, BARBARA
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	KEE, THOMAS
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	LEGGO, ELAINE
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	GABOUREL, PATRICIA
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	FABRIZI, FERNANDA M

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	BUGEYA, JOANNE
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	BUSH, MICHELE
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	GILES, BONNIE
Health	Recreation Services Assistant	P01326	Recreation Services Assistant	MUNOZ, KENNY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MATTHEW, AGNES
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LARDIZABAL, MARGARITA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	OGILVIE, LUBA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	NIKOLICH, DAGMAR
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	NIEVA, VICTORIA D
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	NEMBARD, JOYCE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MCRAE, SHEILA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MCPHATTER, LORNA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	OWSIK, ROSE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MAY, MARIA M
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PAGLIUSO, GELSOMINA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MASIH, OLIVE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MANSWELL-JOHNSON, JO ANNE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MANANKIL, ELEANOR
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MALIK, MARIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LESURF, C LISA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LEE TUNG, FLORETTE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LEE, LII-HO
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MCCUTCHEON, RUTH A
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SANCHEZ, FE FAMADOR
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	AKINNAGBE, VIRIS
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	YU, WHA CHA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	VELJKOVIC, DRAGAN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	THOMAS, VICTORIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	TAM, CHING SUEN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SINGH, BIMLA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SHELLEY, CARMEN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	OVENS, JOYCE WILMA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SCHMOLINSKI, THELMA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	TOWFEQ, TARIK
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SALOMON, SUSAN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	RIJO, MARCELA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	RICKFORD, CICELY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	REHAL, BEBEE

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	QUITLONG, ELVA Y.
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PURIC, MARA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PEREZ, DOLORES Z
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SERMONIA, MARIA LITA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BHANA, VICTOR
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DEAL, SAVITRI
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DE LEON, PERLITA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DAVIS, JUDITH
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DAVIDSON, AUSMA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CORNILLA, JOHN M.
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CHUONG, ELIZABETH
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CHERIAN, ANNAMMA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DEANE, HAZEL
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BURKE, CATHERINE M
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CARANDANG, GLORIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BERCASIO, TERESITA A
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BELL, FLORENCE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ANATOL, MAUREEN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ARCHIBALD, DOROTHY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ANDERSON, DOROTHY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LAM, AGNES
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	YIP, CHOY WAH
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CHAN, CHING YEE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HIGDON, EILEEN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BROOMFIELD, ANGELA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JOVANOVICH, DIMITRA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DECASTRO, ANNE MARIE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JEFFREY, CECILIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ISRAEL, MICHAEL
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HUDGSON, MARCELLA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JOSSUL, BETTY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KHOSLA, JESUSA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HEALY, JOSEPHINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DUCASSE, MARGARET S.
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DEVERA, ADELINA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HUI, CONNIE S.P.
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DOWNEY, DONNA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DULAY, ROSILIA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DUNBAR, PHYLLIS
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	EJERCITO, CARMENCITA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	GEORGE, ROSE MARIE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	GUEST, GLENDA A
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	RUIZ, EMMANUEL
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ORR, ANGELA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PIERRE, NATASHA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PODOLAK, MALGORZATA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	RAGBIR, SUMINTRA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	REDWOOD, LEONIE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ROBERTS, CYNTHIA F
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PARAGAS, ALMA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SAMUELS HODGES, BEVERLY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SANTOS, NARCISA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SANTOS, OLIVIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SEBERA, SARAH N
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SHARPE, MARLENE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SIMON, ANNIE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	TCHERNOVA, ELENA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	WILKS, PATRICIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	WONG, LINDA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	OPOKU YEBOAH, JULIANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MAESTRADO, ERLINDA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	VELIMIROVIC, DRAGICA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ALIBHAI, SHAHNILA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MIRANDA, VILMA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	NURSE, MIRIAM V
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	AKINGBOLA, JOSEPHINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ALLEN, ELAINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BECKLES, TINEY I
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BELTRAN, YVETTE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BOLLERS, INGRID
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CANLAS, MARIA-RHEA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CHARRON, CAROL
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LYAVALA, HARRIET
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	EMANUEL, MARGARET
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	GORGIN, NAHID
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JASKOLKA, SLAWOMIRA

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JENNINGS, GRENEBURGH
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LEUNG, BRENDA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MARTIN, CHRISTINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	NGO, MARIE CLAIRE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DE LUNA, MARIA ESTELA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	OGBITI, PATRICIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	OLA-ADIGUN, RITA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	OLEARCZYK, MIRA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PACIS, AIDA V
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PRASAD, DEWATTIE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MARCHYSEN, EVANGELINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PROKEC, JULIANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PHILLIPS, ELOISE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MUNROE, CECILE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LAWSON, FOY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MATIC, LILIANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MACEACHERN, JENNIFER
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LEE, HI-JA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	REIS, LYNETTE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	TONG, TERESA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MATTHEW, MARTHA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SMITH, EDNA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LASZYN, CHRISTINA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	AQUINO, ESTRELLA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	YIRENKYI, AKUA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	WRIGHT, DAYNA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	WANG, YU
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	TAAN, ELVIRA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	THOMPSON, MICHELLE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ROBERTS, MARGARET
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SMITH, BARBARA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SITTHIKORN, ROSEMARIE D.
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SCOTT THOMPSON, SONIA I
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SALATA, MALGORZATA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	RZESZUTEK, MARIANNA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	RUGGERO, DANUTA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	WALROND, MYRDICE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ARANETA, GRACE

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CHENG, SALINA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CHAN, LAI YI (CHRISTINE)
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CAMPBELL, MARLENE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CAINE, MARGARET
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BUENO, CACILDA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CLARKE, CLARIS E.
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ABATAYO, AMELITA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BAGHERI-ALIZADEH, NAJMIEH
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KOVACEVIC, GORICA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ALEXANDER, LIZYAMMA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ALAO, IRENE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	AKHIGBE, GRACE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ACDAL, MARIA ANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ABRAHAM, SHAJINI
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BOYLE, CAROLINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HARRIS, LYNETTE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CRUZ, BISIMI
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JOSE, PHILOMENA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JACKSON, SYLVANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HARVEY, VALERIE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	GARNIER, JOAN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	GANS CALIXTRO, NATALIE PATR
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DEFAZIO, ANITA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HASHI, SAADA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CZIRJAK, BRENDA L
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	GALVEZ, ESTER
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DEOSARAN, MAHADAI
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DIAZ, RIOLAMA L
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DYER, VELMA P
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	FUERTES, LEILANI
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KRAJNC, ISABEL
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	VIDANOVIC, DRAGANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	STRILETS, IRINA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PIRES, ODETTE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MALINAO, TERESITA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LINDIE, DENISE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ZGOMBA, ESTHER ANN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KIBUNGWE, MBAYO

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JORDAN, SUZETTE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	IBRAHIM, HAYAT
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DACQUA, REGINA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CARPIZO, FLORITA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CAMPBELL, ELEINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	AJAO, HELEN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	AQUINO, SUSAN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LUO, PING
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	NWANZE, EDITH
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	NOPUENTE, ALMA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	NGUYEN, HANH
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	NARTEHYOE, BEN QUATEY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MOLLISON, TRACEY ANN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MOHAN, JOYCE A
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MCTAGGERT, RONALD
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MATHEW, MINI
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MARTIN, ELITHE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MAGILL, RUBEMELDA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	RANGER, DEZRENE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LONGANILLA, MILLER
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LENS, CYNTHIA I
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	LAM, NGA JULIE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KOSTECKI, WOJCHIECH
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KIM, IL SOON
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KIM, HYUNGMI
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KIM, BOKHEE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KARIM, ZAHRA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KARAHMET, BOSA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	KANNATH, SANGEETHA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	MALLIAROS, LORRAINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	THOMPSON, MARCIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JORDAN, VIVIENNE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ZURAW, URSZULA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ZHENG, HONG
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ZHANG, JINBO
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	YOKANATHAN, YAMUNA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	WILLIAMS, MERLE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	WHITING, TRUDY

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	VERDIDA, VINIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	VASQUEZ, AVRIL
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	VASIC, ANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PEPRAH, AKWASI
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	TIANGHA, LINA MAE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	PINLAC, MILA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	THOMAS, JUDITH
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	TEMELKOS, GRAZYNA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SZETO, PAULINA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SMITH, NOVELETTE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SEVA, ROSALIE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SERBAN, IOANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SEGOVIA, MARIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	SANOGAL, IRISH JOHN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ROMERO, VANESSA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JAMROZ, ALEKSANDER
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	TOLMAL, SHAMIN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BOGLE, ELAINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CUSTOVIC, TEA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CRUZ, ROMEO
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	COLOMA, MAYBELL
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CLEMMINGS, CHARMAINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CHAN, LORA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CASTILLO, JOCELYN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CASTANEDA, JENNIFER
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CAMPBELL, LORNA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CABOTAJE, CAREZZA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	CZELUSNIAK, ELZBIETA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BRISCOE, MAXINE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BROWN, CLAUDIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BENEDICTO, SWETENIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BALINTEC, JOCELYN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	AUGUSTINE, LIZAMMA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	AUCKLAND, SERENA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ARCHER, KATHY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ANG, LOURDES
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ANDONOVSKA, MARA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ANDERSON, ALLETH

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	AKYAAMAA, NANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JOHN, DION
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BROWN, ROSE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	GUIYAB, EMMANUEL
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	BRAVO, JENNIFER
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	D'SOUZA, GENEVIEVE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JEFKINS, MARISA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	INAYAT, SHAHEEN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HURD, DAGMAR
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HONEYGHAN, PANSY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HERNANDEZ, ELLA MAE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HARRIS, MARION
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	JEAN-PHILIPPE, MARIE ISLANDE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	GRANT, MARLENE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	GILL, KULWANT
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DELA CRUZ, RIGOBERTO
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DAGUIO, ALMA ROSE GERON
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	HERMAN, VERONICA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DE CASTRO, MARIA CARMELA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	ABREO, EVELYN
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DEMEKE, ETSUB
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DIXON, MARIA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	EGBELE, MERCY
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	EZE, MONA MARIE
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	FLORES, ANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	GARKUSHA, SVETLANA
Health	Registered Nurse	P01122	Registered Nurse Homes & Hostels	DANIELSKI, BETTY
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	LOTFI, SHAHLA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	VALDEZ, SHANLA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	WANG, ALICE
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	SILARIO, ANABEL
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	SARSA-EWOOL, OLIVIA SHEILA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	QUERO, NANCY
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	MOHAN-SAMPAT, THERESA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	MATRIANO, MARGIE
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	AGNE, MAYROSE
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	KADRI, RITA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	GALSIM, MARICEL

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	FREDELUCES, MARIVIC
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	CHEN, XINRONG
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	BORJA, FENENA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	BERJAN, MUNEVERA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	KLEIN, MONICA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	ASSADI MOGHADAM, ZOHREH
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	PARMAR, HARVINDER
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	ROXAS, NIDA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	SIRON, GRACE
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	STOJANOVSKI, MARINA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	WANG, XIAOHONG
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	YADAO, ARLENE
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	MIN, KYUNGOK MARIA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	KANG, KOOKHYANG
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	MANGUERRA, MEDELINE
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	LIANG, HONG
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	BARCLAY, MAUREEN
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	KALUZNA, REGINA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	JAMES, BERYL
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	HOFIONI, FARIBA
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	HERMATI, PARVIN
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	FRANCIS, LYN
Health	Registered Nurse Intern	PS0075	Registered Nurse Intern	CHIRAYATH, STANLY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MOHESS, LEONIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ONG, ESTRELLA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	RECENO, HILARIO
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	RICHARDSON, CATHERINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	RAE, PEARL E
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	YOUNG, CYNTHIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	QUAYSON, BEATRICE A.
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PRUSINOWSKA, ANNA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PEREZ, MABEL
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PAYAWAL, RUTH
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PALMER, JACQUELINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PAGSISIHAN, ESTER
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	RAZACK, GAIL
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MILLER-WHITE, YVONNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MAKA, CHINYELU

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MALDONADO, MARIELA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MARTIN, EULINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MARTINO, SANDRA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MCGARVIE, DEBORAH
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MCKOY, PEARL
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MUKANDORI, ROSA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MERALI, MILAGROS
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	OLUMOGBA, MOWA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MILTON, CASSANDRA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SIMEON, MARIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MORRISON, ALMA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ROBINSON, VELMA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MULUNDA CHIZELU, COLLY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	NELSON, CARLENE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MEDRANO, MANUEL
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	VINCENT, SANDRA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MAHARAJ, ANNE MARIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FOGO, RAPHAEL A.
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WILSON, LYNETTE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WILSON, CAROL
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WILSON, BOYSIN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WILMOT, EDLIN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WILLIAMS, VIVIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WILLIAMS, SHERRY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WILLIAMS, LESLEY A
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WILLIAMS, HELEN M
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WILCZAK, MARIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WHYTE, ANN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WEEKES-ALEXIS, CYNTHIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SHILLINGFORD, JUNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	STEFANOWSKI, DANUTA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SAINI, MANJIT K.
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SCARLET, ANN-MARIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SHEPHERD, MITSY A
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SHIRLEY-PAUL, CARMEN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SOANS, STELLA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WALKER, GAYE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ST-JACQUES, ELIENNE

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WALDEN, CHRISTIANA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	STEWART, YVONNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	TALISAYON, CRISTINA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	THOMAS, JOHN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	TJONASAN, AURORA M
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	UCHE, ANGELA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SADAR, SHAHEEDA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SODIQ, MULIKAT
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MACNEIL, SARAH
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DOS RAMOS, MATTIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DOBILAS, RITA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DIVINA, AMELIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DELPEACHE, SYLVIA FLORETTA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DEBOULET, LENO
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DAVIS, DAHLIA H
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DARLING, BRENDA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DARBY, CLARENCE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CORREIA-PHILLIPS, MARCIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	COKE, LOLA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CLARKE, GRACE A.
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CHERIAN, PONNAMMA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	EATON, DEBORAH
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BURKE, SERENA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BROWN, YVONNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BROWN, MARVA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FOSTER, CAMELLA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BAUTISTA, CATALINA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BARRY, BEVERLY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BARROWS, DESRINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BAHAR, DHANE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	AYMER-JARVIS, VANESSA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	AUSTIN, CARLEEN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ARANETA, JOHNNY O
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	APPLEWAITE, ADELINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ANDERSON, LESMA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ABOLARINDE, MARGARET
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ABAOAG, ROSITA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CANAVE, MINDA M.

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LANDEAU, CLAIRE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BLACKMAN, PHYLLIS
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	EGHAREVBA, GABE E.
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LORDE, ELEANOR
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LINARDOS, JOANNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LEDDA, CLAWIN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LAWSON, SHEILA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LARMOND, LORNA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	KHAN, NAZIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	KANDIAH, EALIAMMA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	JONES, MICHELLE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	JONES, IVY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	JASINA, JOLANTA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	IMPERIAL, NORMA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HOLDSWORTH, VELMA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FREDERICK, PATRICIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	EL AMRAOUI, NAIMA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LAWSON, DEBBIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HODGE, VERNA L
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FERGUS, OLIVE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FOLIAS, EVELYN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FAGAN, FAY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GAYLE, RHONIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GYORY, PIRI
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HINDS, MARTHA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FLANAGAN, BERNIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HAMILTON, ESTHER E
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GRANT, MARJORIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GORDON, JACQUELYN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GORDON, DAPHNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GOLD, SABINA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	NOTICE, ZANETA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	REYNOLDS, FAY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	REID, DONNA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	RABUYA, ALEXANDER
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	OWUSU, COMFORT OSEI
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ORIUWA, STEPHEN O.
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	REYES, ROSARIO

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MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MORTON, MARCELINA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MOONILAL-EDWARDS, CASSAND
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LUCES, JENNIFER
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LINTON, ANNETTE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LEUNG, DORIS
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LEACH, PRECIOUS
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	KOTHIRAVELIR, SARMINY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	RICHARDS, YVONNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LAU, SHIU-LING
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	TIBLEZ, TESFA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	OWUSU, COMFORT
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	KING, FREDERICA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	YORKE, YVONNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WILLIAMS, ANDREA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WATSON, URSELLA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	VIAJE, MARITES
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	YOUSEFI, JUDY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	TORRES, CARLITO
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	RUIZ, JAIME
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	THOMPSON, ENETT
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	STEPHENSON, LISA A
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SIKK, NOLI
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SAVOVSKI, MARINA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SALMON-ROBINSON, EVELYN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	RUSSELL, AUDRIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	VAN HOORN, LEONILA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BELL, TESSA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DERRICK, NORMA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DAVIDOVA, SOFIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DAISLEY, JULIET
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DACOSTA-SIMON, ANGELA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CHRISTIAN, REST
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CAMPBELL, YVONNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DIAZ, BARTHOLOMEW M.
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BOAHEN, JOYCE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BUENO, JILL
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	AUSTIN, KIM
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ARUNTHAVACLELVAN, VALARMA

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ANDERSON, NIKEISHA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	AMIR, SADIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	AL-KAHTANI, LERMA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	JULES, MARGARET
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	AHEDEGO, AIDA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GREIG, KATHY V.
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	INNISS, JO-ANNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BETHA, ONYA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DINDYAL, EILEEN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HENRY, BEVERLEY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GUERRA, MAUREEN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HINES, BEVERLY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GREEN-ROBINSON, DONNA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PATENA, ANALIZA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DOOKHAN, KUNTI
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HAMILTON, MARCIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FONG, XIN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GRANT, MARCIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FOSTER, ANNETTE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	AGUSTIN, FE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FRASER, ELIZABETH
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GALVEZ, EDUARDO
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	OGILVIE, DAWN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	NEMBARD, DOROTHY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	NIMAKO, AFUA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MURRAY, PATRICIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	NZIGAMASABO, CHANTAL
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	O'BRIEN, MARJORIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MUZALEWSKA, LUCYNA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	OLIVER, VERONICA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PAREDES, MARIA PRISCILLA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PARINATH, ZAHIDA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PARSA, ANITA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PENDON, VIRGIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PERSAD, NALINI
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PIERRE, CHARMAINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MURRAY, MATTHEW
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PICCO, MARY

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MCKREE, BRENDA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SOLIJON, JULIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LUE, CHRISTINA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PLUMMER, CORANNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MAINA, CATHERINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MANDOOL, TRICIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MANSOOK, RONDA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MAGLOIR, FITZROY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MARCO, MARIETTA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MULLINGS, BEVERLYN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MENG, JIN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MERCADO, SILVESTRE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MILLER, ALISON
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MILLS, SANDRA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MITCHELL, MILLINA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MLYNARCZYK, VIRGINIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MUGELLA, CRISTINA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MARCANO, CAROL ANN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	VARUGHESE, AJI
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SHAKES, NAOMI
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	TEODORO, EIDELENE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	THAVASEELAN, YORTHILY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	THOMPSON, SONIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	TUAKOV, SVETLANA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	URANIS, CHRISTOPHER
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	TANGUILIG, MARIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	VALDIZON, ELIZABETH
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	NEMBARD, JENNIFER
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WATERMAN, IVY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WEI, YONGZE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WHYTE, TAMARA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WU, AIJUN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	WU, NING
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	XIE, WEIYING
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ZHARAVLYOV, LARISA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	UY, MELY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SAINI, JOGINDER
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	RAND, LYN

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	RAYNOR, GLORIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	REGAN, NORA JANE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	REID, MICHELLE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	REYES, ESTRELLA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ROBERTS, CARMEN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	TENNANT, WAYNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SAINI, BALDISH
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	PRIDHAM, IRENE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SALATA, JAROSLAW
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SALVADOR, JULIET
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SAMUELS, BEVONNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SCARLETT, TANYA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SCULLION, LYNN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LOPEZ, MILLICENT
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SINANAN, RIZA O
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	SABALLA, LUCINDA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BROWN, YVONNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	COLLINS, ROSALIE R.
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BELL, EVADNEY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BERAKI, FREWOINI
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BERHE, ALMAZ
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BOATSWAIN, GEM
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BORROMEO, IVY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BAYLEY, JOYCE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BROWN, NADINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BAUTISTA, ROSARIO
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BURE, SALLY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CALLISTE, CLARIS
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CAMPBELL, ANGELLA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CHAUHAN, PARKASH
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CLARKE, AVA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CLARKE, JUNIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LONDON, STACIE-ANN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BROWN, LESIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ARMAH, ALBERT
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	MCCARTHY, YAISA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ABDELKADIR, WORKIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ABINDU, SABASTINE

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ADAMS, JERMAINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ADATIA, ILLA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ALEXANDER, INGRID
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BELAY, SABA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	AMPEAA, ESTHER
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CROSSLEY, MARLENE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ASHINGTON, JENNIFER ALISON
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BACULI, ZUSETTE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BAILEY, KERNEZ
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BAMBAAO, MICHELLE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BARILL, TIFFANY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BARNETT, SHERYL
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	BAUTISTA, HILARCI S.
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ALI-MOHAMMED, KORIZA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	KIBET, JERUTO
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	CLARKE, PATRICIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GOUVEIA, DEBRA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GROMADZKA, ELZBIETA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HAN, JI
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HANSON, CARLENE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HARRISON, LAKEISHA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GODFREY, YVONNE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	KALOTI, SURINDER
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GICA, DELIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	KOLAWOLE, DEBRA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	KRSTEVSKA, GORDICA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LASCO, ESMENIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LEE, SHAWN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LI, SONG JIANG
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LI, YUN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	LIU, LIMIN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	HELENESE, SHIRLEY
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DUANMU, YUHONG
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DALEY-ELLIS, HYACINTH
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DE LARA, FRANCES
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DE VERA, ELVIRA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DEAN, DIANA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DELA CRUZ, BABY LEONY

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DELGADO, FLORENCIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GOULBOURNE, MARJORIE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DONG, LIN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	EMODI, NWANDO
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	ESTEBAN, MARVIN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	FLORES, JOSEPHINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GAO, PUXIN
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	NYARKO, FRANCIS
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GARDNER, GEORGIA
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GEDDES, CHARMAINE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	GERARDI, CONSTANCE
Health	Registered Practical Nurse	P01327	Registered Practical Nurse Homes & Hostels	DIEDRICK, TERETLYN
Health	Rehabilitation Assistant	P01195	Rehabilitation Assistant	KIRKOTSOGLOU, EFFIE
Health	Rehabilitation Assistant	P01195	Rehabilitation Assistant	MOTTEGOWDA, ANAND
Health	Rehabilitation Assistant	P01195	Rehabilitation Assistant	PAGSANGHAN, LUVIMINDA
Health	Rehabilitation Assistant	P01195	Rehabilitation Assistant	BARNES, VANESSA
Health	Rehabilitation Assistant	P01195	Rehabilitation Assistant	KROL, KONRAD
Health	Rehabilitation Assistant	P01195	Rehabilitation Assistant	NAIMAN, MARK
Administration	Clerk Grade 3	P00014	Support Assistant C	WARNER, GLORIA
Administration	Clerk Grade 3	P00014	Support Assistant C	HUCAL, HAFIZA
Administration	Clerk Grade 3	P00014	Support Assistant C	PEREZ, LYNA V
Administration	Clerk Grade 3	P00014	Support Assistant C	PRITCHARD, LISA K
Administration	Clerk Grade 3	P00014	Support Assistant C	RESURRECCION, SONIA PAPA
Administration	Clerk Grade 3	P00014	Support Assistant C	RICHARDS, NOVELETTE
Administration	Clerk Grade 3	P00014	Support Assistant C	SANTIAGO, MARIA
Administration	Clerk Grade 3	P00014	Support Assistant C	SMALL, AMNAH
Administration	Clerk Grade 3	P00014	Support Assistant C	SUBALA, JONATHAN
Administration	Clerk Grade 3	P00014	Support Assistant C	VIVACQUA, CARLA
Administration	Clerk Grade 3	P00014	Support Assistant C	WASYLINKO, IRENA
Administration	Clerk Grade 3	P00014	Support Assistant C	WITTEMEIER, BETTINA E.
Administration	Clerk Grade 3	P00014	Support Assistant C	MILONE, LUISA
Administration	Clerk Grade 3	P00014	Support Assistant C	VILLAPANDO, JOSEFINA
Administration	Clerk Grade 3	P00014	Support Assistant C	DOYLE, TERRI
Administration	Clerk Grade 3	P00014	Support Assistant C	NIEZEN, KIM
Administration	Clerk Grade 3	P00014	Support Assistant C	CASTILLO, LUZMILA E
Administration	Clerk Grade 3	P00014	Support Assistant C	PANAGIOTAKAKOS, FOTINE F
Administration	Clerk Grade 3	P00014	Support Assistant C	CELESTIAL, EDBERT
Administration	Clerk Grade 3	P00014	Support Assistant C	FERRIN, MICHELE M

Appendix "E"

MAPPING SHEET OF JOBS INCLUDING EMPLOYEES

Family	Job Title	Job Code	Harmonized Classification	Name
Administration	Clerk Grade 3	P00014	Support Assistant C	HAO, VICTORIA
Administration	Clerk Grade 3	P00014	Support Assistant C	HAYES, SUSAN
Administration	Clerk Grade 3	P00014	Support Assistant C	KEARNS, GREGORY
Administration	Clerk Grade 3	P00014	Support Assistant C	LALIK, JOLANTA J
Administration	Clerk Grade 3	P00014	Support Assistant C	LAM, HUONG
Administration	Clerk Grade 3	P00014	Support Assistant C	MCDERMOTT, JUDITH
Administration	Clerk Grade 3	P00014	Support Assistant C	MCKEOWN, DEBRA
Administration	Clerk Grade 3	P00014	Support Assistant C	CEJO, ELIZABETH Y
Administration	Clerk Grade 3	P00014	Support Assistant C	LOKHRAM, VARSHA
Administration	Clerk Grade 3	P00014	Support Assistant C	ISMAIL, LAYLA
Administration	Clerk Grade 3	P00014	Support Assistant C	CONROY, CAROLL
Administration	Clerk Grade 3	P00014	Support Assistant C	FISCALETTI, MARLENA
Administration	Clerk Grade 3	P00014	Support Assistant C	HARDUWAR, NADYA
Administration	Clerk Grade 3	P00014	Support Assistant C	PLEASANT, TENISHA
Administration	Clerk Grade 3	P00014	Support Assistant C	SKIRKO, SONIA
Administration	Clerk Grade 3	P00014	Support Assistant C	OMOROGBE, FLORENCE
Administration	Clerk Grade 3	P00014	Support Assistant C	HOUSTON, JAMES
Administration	Clerk Grade 3	P00014	Support Assistant C	AMAN, JONATHAN
Administration	Clerk Grade 3	P00014	Support Assistant C	TERRASI, EMILY
Administration	Clerk Grade 3	P00014	Support Assistant C	HEATHER, LEONA
Administration	Clerk Grade 3	P00014	Support Assistant C	THOMSON, ANDREA
Administration	Clerk Grade 3	P00014	Support Assistant C	SOBREIRA, CINDY
Administration	Clerk Grade 3	P00014	Support Assistant C	MORO, AMIE
Administration	Clerk Grade 3	P00014	Support Assistant C	MELER, JOANNA
Administration	Clerk Grade 3	P00014	Support Assistant C	MEDINA, INGRID
Administration	Clerk Grade 3	P00014	Support Assistant C	MONGELLI, MIKE
Administration	Clerk Grade 3	P00014	Support Assistant C	KEE, LORA
Administration	Clerk Grade 3	P00014	Support Assistant C	HALL, LATOYA
Administration	Clerk Grade 3	P00014	Support Assistant C	GOBARDHAN, ANIL
Administration	Clerk Grade 3	P00014	Support Assistant C	CABRAL, DIANE
Administration	Clerk Grade 3	P00014	Support Assistant C	BIGONGIARI, BELINDA
Administration	Clerk Grade 3	P00014	Support Assistant C	BERNARDO, TYRONE
Administration	Clerk Grade 3	P00014	Support Assistant C	ALOIA, TERESA
Administration	Clerk Grade 3	P00014	Support Assistant C	KHACHATRYAN, ARMENUHI

Appendix "F"
PAY EQUITY ADJUSTMENTS
FROM MAY 11, 2000 TO DECEMBER 30, 2004

Job Code	Female Job Class	Job Rate*	Job Code	Male Comparator Job	Job Rate*	Total Hourly Pay Equity Adjustment
PS0073	Laundry Services Worker	\$17.24	F00872	Cleaner. Afternoons Sp. City Prop	\$18.38	\$1.14

Job Title: Caseworker Community Based Services	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To complete initial functional and financial assessment of applicant to determine eligibility of individual client need for service(s). In conjunction with client, develops individualized case plan. Conducts ongoing reassessment, case management, case co-ordination and evaluation of service.

Reports To:

Manager Community Programs

Direction Received:

N/A

Direction Exercised:

Various unionized jobs

Machines And Equipment Used:

Various office equipment

Job Functions:

- Assesses client's functional and financial status to determine eligibility.
- Interviews clients in various locations, e.g. homes, hostels, community agencies, hospitals, etc.
- Compiles and verifies client financial information by contacting financial institutions. Compiles client functional information through personal interview, and liaison with client supports and relevant service providers. Documents and cross-references information. Creates individual case files. Writes reports, prepares and evaluates information, including statistics.
- Completes applications and required forms. Calculates eligibility for subsidy and service. Codes data required for computer input.
- Edits computer reports and makes necessary adjustments.
- Provides on-going assessment, case management, care co-ordination and monitoring of client's needs on a pre-determined basis.
- Assists applicants, clients and families to identify and access alternative courses of action when community based services are not appropriate to the needs of the individual.
- Maintains updated records for all client related matters and prepares correspondence and statistical information.
- Makes referrals and maintains follow-up.
- Maintains a caseload, meeting re-assessment and monitoring standards. Deals with urgent situations and new referrals.
- Liaises with contracted service providers in the co-ordination and provision of services to the client as determined in the case plan.
- Provides an advocacy role for clients.
- Utilizes community resources to enhance the client's quality of life.
- Attends/participates in case conferences.
- Responds to enquiries, complaints or emergency situations involving clients. Assesses situation, presents and implements solutions.
- Maintains current knowledge of legislation, services, resources, policies, programs, procedures and issues affecting clients.

Caseworker Community Based Services

- Interprets legislation, departmental and divisional policies and procedures.
- Participates in orientation, inservices and ongoing education related to the clients' needs. Attends team meetings; participates on internal/external committees.
- Develops and maintains relationships with community agencies and organizations in order to communicate legislation, policy and procedures and reciprocally to keep abreast of service programs and referrals for clients.
- Researches, evaluates and analyses information. Makes recommendations regarding divisional policies, procedures, forms etc.
- Designs and delivers presentation to the public, staff and community groups.
- Provides work direction to clerical staff.
- Protects the rights of clients and families.



For the City

Date Approved:

For the Union

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.

Job Title: Cleaner Heavy Duty	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To perform heavy cleaning duties inside and around City facilities.

Reports To:

Supervisor Housekeeping
Manager Building Services

Direction Received:

N/A

Direction Exercised:

N/A

Machines And Equipment Used:

Various heavy and light cleaning equipment, various small hand tools and hand cart, city vehicle, fork lift, garage sweeper, power washer.

Job Functions:

- Cleans, washes, strips and waxes floors and stairs.
- Vacuums and cleans carpeted areas.
- Sets up, moves and takes down furniture, tables, chairs etc. for functions.
- Cleans, polishes and dusts washrooms, locker rooms, offices, windows, air ducts, etc.
- Monitors and secures facilities and reports any damage, vandalism etc.
- Performs maintenance duties i.e. change A/C filters, grease motors, change belts.
- Cleans and stores equipment and machinery used.
- Shovels snow, salts walkways and lots, cuts grass.
- Maintains light fixtures and replaces bulbs and related appliances.
- Loads and unloads supplies and replenishes.
- Defrosts refrigerators.
- Stocks and maintains cleaning cart.
- Picks up garbage and recyclable and removes to designated areas.
- Performs storekeeping duties.
- Delivers clean linen, gowns and clothing to resident rooms. Labels and de-labels residents clothing.



For the City

For the Union

Date Approved:

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.

Job Title: Complementary Care Assistant	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To carry out comfort care techniques, such as aromatherapy and massage therapy for ambulant and non-ambulant residents and clients.

Reports To:

Manager Program & Services

Direction Received:

N/A

Direction Exercised:

N/A

Machines And Equipment Used:

Various office equipment, footbath massage unit, CD player, massage bed, oil.

Job Functions:

- Provides comfort, relaxation and a sense of well being to residents.
- Administers comfort care techniques including aromatherapy and light massage or other techniques.
- Assesses resident needs.
- Collaborates with the unit team and makes recommendations regarding residents who will benefit from the service and resident requests for service.
- Develops individual and group comfort care plans.
- Implements individual and group interventions for residents.
- Monitors results of interventions.
- Reports responses and outcomes to the Head Nurse, RN or RPN.
- Documents the residents health care record.
- Ensures resident safety, privacy and confidentiality.



For the City

Date Approved:

For the Union

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.

Job Title: Cook	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To prepare and direct the preparation of both hot and cold food dishes.

Reports To:

Supervisor Resident Food Services

Direction Received:

N/A

Direction Exercised:

Food Services Worker

Machines And Equipment Used:

Cooking equipment, various office equipment

Job Functions:

- Reviews daily menu, checks supplies, plans preparation, and makes substitutions.
- Prepares food and ingredients to be cooked or baked by cleaning, cutting, portioning, measuring and mixing, using kitchen utensils, knives and large quantity cooking equipment such as hobart mixers, steamers, ovens, meat slicers, vats, roasting pans etc.
- Prepares ovens and steamers, ensuring correct temperature, pressure.
- Cooks food and bakes desserts, using adjustments to standard recipes (e.g. special dietary requirements) and modifying consistency according to special needs of client groups (e.g. pureeing and mincing). Decorates desserts.
- Portions and places foods in containers for delivery by Food Services Worker.
- Prepares cold foods such as salad, sandwiches, meat/fruit trays etc.
- Labels and retains daily food samples.
- Directs Food Services Workers.
- Directs the retrieval of food supplies and the storage of leftovers.
- Monitors and orders food supplies in stockroom, rotates same.
- Performs calculations to prepare statistical reports on food usage.
- Answers telephones, take messages. Secures work area by locking doors, windows, freezers.
- Ensures food is cooked, stored and served at proper temperatures.
- Records temperatures.
- Cleans work surfaces and utensils.
- Delivers, arranges and replenishes food to service area.



For the City

Date Approved:

For the Union

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.

Job Title: Coordinator Day Centre	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To plan, organize and implement social, recreational and physical programs for Day Centre participants from the Homes for the Aged and the community.

Reports To:

Manager Program & Services

Direction Received:

N/A

Direction Exercised:

Adult Day Program Assistant

Machines And Equipment Used:

Various office equipment, computer, telephone, kitchen equipment and recreational equipment

Job Functions:

- Plans, organizes and implements programs for Day Centre participants. Guides participants in activities by explaining, demonstrating and assisting with tasks.
- Assesses and documents resident participation in programs. Determines eligibility for subsidy and submits application. Develops and maintains care plans and charts for participants. (e.g. cognitive, motorskills) Completes program plan and evaluation forms for programs.
- Recommends new activities and gathers background on activities through communications with community agencies.
- Co-ordinates activities by scheduling transportation, program leaders and facilities. Ensures the safety of the activity areas, equipment, furniture and transportation. Opens and locks centre.
- Schedules tours of the home for orientation and establishes trial visits in conjunction with the Social Work Unit.
- Answers inquiries concerning participants, programs, Home. Attends admissions committee meetings.
- Maintains resident charts, program plans and evaluation and program attendance. Maintains record of participation and submits monthly billing records to administration.
- Meets with client/family to assess client's needs and determine suitability for programs. Schedules and directs Adult Day Program Assistant, staff assisting with program and students.
- Attends in-services/seminars and liaises with community agencies.
- Orders/purchases supplies. Completes purchase orders. Participates in budget preparation.
- Liaises with residents, staff, volunteers, family and community agencies in gathering, providing and co-ordinating information and services to support activities/programs (e.g. weekly activity sheet, newsletter, responding to donations).
- Escorts and assists clients to dining room.
- Assists clients with their toilet needs.
- Monitors clients for Severe Acute Respiratory Syndrome (SARS).
- Develops and coordinates fund raising activities.
- Acquires and maintains key for private dwelling. Accompanies clients to their home, opens door and secures the same.

Coordinator Day Centre

- Prepares various reports for submission to the Ministry of Health.
- Ensures that Meds are stored safely in locked compartment, Supervises dispensing of medication.
- Prepares “Supplemental Quarterly Statistical Report from Community Programs for the Cognitively Impaired” and “Computation of Subsidy” reports for submission to the Ministry of Health.
- Promotes enrollment and participation in day programs.
- Attends Senior workshops at Hospitals and Community Centres.
- Creates and prepares promotional materials for Day Program Marketing i.e. display boards and pamphlets.



For the City

Date Approved:

For the Union

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.

Job Title: Counsellor	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To provide intake, assessment, counselling, referral, follow-up and financial support to clients and their families applying for, or in receipt of, services/assistance, as part of a multi-disciplinary team.

Reports To:

Manager Community Programs

Direction Received:

N/A

Direction Exercised:

Various unionized jobs

Machines And Equipment Used:

Various office equipment

Job Functions:

- Processes applications/referrals from clients.
- Conducts assessments of clients' needs, problems and qualifications for service/assistance. Obtains required information from clients, next-of-kin, consults/collaborates with doctors, agencies, etc., as necessary and completes appropriate documentation. Provides crisis intervention e.g. emergency situations, etc.
- Determines, develops and recommends courses of action based on legislation, divisional policies and procedures, and the evaluation of functional abilities, degree of urgency, finances, etc. Makes calculations for financial assessments and monitors assessments for changes.
- Counsels the individual and/or families as to the best alternatives and/or course of action. Assists with or coordinates referrals, provided adjustment/support to new situations through additional counselling, observation and research.
- Provides therapeutic counselling to clients/families re: behaviour, attitude, environment or to provide ongoing support.
- Advocates on behalf of individuals and/or clients.
- Refers individuals and/or clients to internal/external programs, services and agencies to complement, or in place of, City services.
- Co-ordinates referrals for admission to outside agencies, purchased services and City services by preparing forms, writing reports, presenting clients' cases to admission boards and informing involved staff of information necessary for them to prepare for admission (e.g. ensuring accommodations are prepared etc.).
- Monitors individuals' and/or families' progress by additional visits, counselling, discussing any change in status, needs, etc. Liaises with agencies involved (re: clients' attendance, suitability, problems, etc.). Modifies action plan, as required.
- Writes reports and prepares correspondence and maintains case documentation. Documents all information, occurrences etc. and prepares statistics related to case histories.
- Maintains records, charts, clinical reports, files, waiting list, etc. Prepares newsletters for clients/agencies, as necessary.
- Participates in program/design evaluation (e.g. recommendations for: implementation/adaptation/revision/standardization of policies/procedures/workplans; purchase of service from new agencies etc.).

Counsellor

- Participates in case conference meetings to review individuals' and/or families' goals, outstanding needs, program suitability, develop resident careplans, identify expected outcomes.
- Develops and conducts group sessions. Develops objectives and appropriate evaluations of the impact of each session on the client's behaviour, status, etc.
- Develops and co-ordinates seminars, educationals, workshops for clients/community agencies, etc. Distributes materials, information etc., as required.
- Consults and co-ordinates client progress with other appropriate staff
- Works as part of a larger team to identify client needs and assist the client in accessing appropriate programs and services.
- Maintains a high level of familiarity with applicable legislation and standards.
- Assists clients in developing a plan of action.
- Plans and implements the initial client assessment, case plan, case plan evaluation, discharge and follow-up.



For the City

Date Approved:

For the Union

Date Approved:

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Job Title: Food Services Worker	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To participate in the preparation, rethermalizing, delivery and serving of food and perform cleaning duties.

Reports To:

Supervisor Resident Food Services

Direction Received:

Cook

Direction Exercised:

N/A

Machines And Equipment Used:

Institutional and/or regular cooking equipment, cleaning equipment and supplies, various office equipment, fridge, stove, knives, slicer, steamer, oven, cash register.

Job Functions:

- Receives, checks, records, sorts, stores, issues and retrieves food, cleaning, paper and other supplies to and from proper storage areas. Lifts and carries items. Maintains storage areas. Takes temperatures of refrigerators and freezers and reports temperatures that are not in the proper range. Rotates food according to expiry dates. Informs supervisor regarding stock.
- Prepares food and beverages by cleaning, peeling, mincing, cutting, chopping, mixing, portioning, measuring ingredients, packaging and labeling etc.
- Fills steam tables. Steams, deep fries and rethermalizes food.
- Loads carts with dishes, utensils, containers and trays necessary for service and delivers to dining and service areas.
- Delivers food supplies and food to dining/serving and preparation areas and/or units. Collects and disposes of/or saves leftovers and waste from these areas.
- Serves food according to portion control guidelines. Checks food for temperature, freshness and correct diet. Prepares dining areas by setting tables, filling condiment containers and delivering food to tables.
- Clears tables at completion of meals and wheels all dirty dishes and flatware, pots and pans to washing area.
- Cleans and sanitizes kitchen equipment and appliances such as: meat slicers, mincers, choppers, mixers, ovens, deep fryers, steamers, skillets etc. Washes, cleans and sanitizes all kitchen counters, tables, bins, refrigerators, freezers, garbage containers, dining room furniture, shelves, windows, walls, carts, trolleys, and any equipment used in the preparation of food and in serving areas. Selects and mixes all required cleaning solutions.
- Washes all dishes, flatware, pots and pans using dishwashers, and /or sink. Ensures temperatures are at appropriate ranges for these activities.
- Sorts and disposes of garbage according to the recycling program in effect. Bags, removes and transports garbage to disposal areas. Maintains garbage cans and bins in a clean and sanitary manner.
- Cleans floors by sweeping, wet and dry mopping, or any other appropriate procedure for specific type of floor surface.
- Notifies supervisor of necessary maintenance repairs and any unsafe conditions.
- Moves furniture to acquire access to areas or to arrange areas for special functions.
- Cleans, irons, sorts, stores and distributes linen.

Food Services Worker

- Operates tuck shop and /or cafeteria for clients and /or staff, using cash registers. Receives payment for items sold and totals daily receipts. Delivers funds to supervisor.
- Locks doors, windows and/or rooms to ensure area is secure.
- Attends staff meetings, committee meetings and in-service training as required.
- Answers telephones and takes messages.
- Assists in the monitoring of client activities. Provides information/works with appropriate staff for the well-being of the residents.



For the City

Date Approved:

For the Union

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.

Job Title: Laundry Services Worker	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	Wage Grade:
Service Area: Citizen Focused Services A	Hours of Work per Week:
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To maintain linens and residents' belongings and provide mending and minor repair service.

Reports To:

Supervisor Housekeeping
Manager Building Services

Direction Received:

N/A

Direction Exercised:

N/A

Machines And Equipment Used:

Washer, Dryer, Sewing Machine, Needle, Thread.

Job Functions:

- Picks up soiled laundry from resident rooms and returns cleaned laundry.
- Operates washer and dryer, washes soiled laundry and dries.
- Folds clean laundry or puts on hanger as appropriate.
- Attaches and removes labels from residents' clothing; mends and makes minor repairs. Sews by hand or operates sewing machine.
- Maintains washer and dryer in clean condition.
- Attends staff and committee meetings as part of a co-operative team approach for the well being of the residents.
- Attends in-services training as required.
- Responds appropriately to residents.



For the City

For the Union

Date Approved:

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.

Job Title: Practical Care Aide	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To provide daily personal care and support to ambulant and non-ambulant residents/clients. To participate in the organization and implementation of social and recreational programs for residents/clients.

Reports To:

Nurse Manager

Direction Received:

Registered Nurse Homes & Hostels
Registered Practical Nurse Homes & Hostels

Direction Exercised:

N/A

Machines And Equipment Used:

Various office equipment, lifting equipment, personal hygiene/cleaning products

Job Functions:

- Participates as a member of the multi-disciplinary team, providing resident/client information to aid in the development of care plans. Attends team meetings.
- Assists the Registered Practical Nurse with resident/client admittances, transfers, and departures/deaths, including familiarization with staff, residents, and surroundings, and personal care. Prepares a listing of personal clothing and other belongings upon arrival.
- Observes and reports on resident/client emotional and physical condition. Communicates general progress of resident/client, including sudden changes.
- Assists residents/clients with personal hygiene, bathing, dressing, grooming, toileting, etc. Provides general care for bedridden residents/clients, such as positioning, assisting with elimination, skin care, delivering food, and feeding. Applies topical medications such as skin care creams and lotions, as directed.
- Assists residents/clients in daily exercise program and use of rehabilitative equipment such as wheelchairs, walkers, canes, etc. Assists residents/clients with ambulation and transferring using applicable electric/hydraulic/manual equipment and lifting devices. Transfers residents to and from dining area.
- Checks residents/clients diet for prescribed consistency, feeds or assists with adaptive eating devices, monitors and logs intake, and provides hygienic and mouth care after meal. Collects and cleans dentures as required.
- Prepares and delivers beverages and snacks to residents/clients. Loads, unloads, and cleans cart.
- Measures temperature, radial pulse, respirations, and weight and records bowel and bladder output. Collects specimens as directed.
- Cleans and shrouds bodies of deceased residents/clients. Packs and labels belongings.
- Changes linen, makes beds, and sorts and bags soiled linen. Stocks linen cart with clean supplies daily. Sorts personal laundry of residents/clients upon delivery and places in drawers and closets.
- Maintains the cleanliness and neatness of resident/client living area and the work unit, e.g. nursing station and rooms.
- Cleans, sanitizes and distributes personal care items such as brushes, combs, and nursing supplies. Rinses whirlpool tubs.

Practical Care Aide

- Records observations and personal care provided to residents/clients.
- Promotes emotional well being of residents/clients through discussion, comforting, etc.
- Monitors resident/client safety in accordance with plan of care; implements precautionary measures as ordered by physician, e.g. collecting and securing personal belongings (glasses, hearing, aids, dentures, etc.). Reports incidents to Head Nurse or R.N., such as disruptive behaviour, fire hazards, and security problems.
- Participates in the organization and implementation of social and recreational programs for residents/clients. Assists residents/participants with crafts and use of musical instruments, recreational and sports equipment. Reports resident/client participation and progress to R.N. or Day Centre Supervisor. Escort's residents/clients to outpatient clinics or on outings, as directed.
- Monitors senior comfort allowances in Day Care Centre.
- Participates in organizing regular and special events for residents/clients, such as birthday parties, picnics, and shopping trips.
- Arranges for escort and/or transportation, as required.



For the City

For the Union

Date Approved:

Date Approved:

Job Title: Recreation Services Assistant	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To organize, develop , implement and evaluate group and individual activation, recreation, therapeutic and educational social programs for residents in Homes for the Aged.

Reports To:

Manager Program & Services

Direction Received:

N/A

Direction Exercised:

N/A

Machines And Equipment Used:

Activation equipment, Computer, telephone

Job Functions:

- Implements and conducts activation, recreation and social programs i.e. discussion groups, fun and fitness, activities of daily living or special events. Explains, demonstrates and assists participants in performing activities.
- Plans programs by gathering information concerning practicality and cost of activities Attends team meetings, presenting alterations/adaptations in programming and gathering resident information to assist in establishing goals and strategies.
- Incorporates activation fitness and rehabilitative care activities, as prescribed by Home Physician or medical specialists, into individual programs (e.g., walking, stretching, etc.).
- Documents residents' interests/needs and progress. Maintains documentation regarding assessment, progress, involvement of residents in program, resident activation goals and strategies on individualized care plans. Chairs team conferences as a member of Home/divisional committees.
- Coordinates activities by obtaining adequate supplies; distributing, and writing information/flyers; collecting funds
- Accompanies residents on outings, arranging for transportation, tickets/reservations, ensuring dietary needs can be met. Promotes resident safety.
- Liaises with residents, staff, volunteers, family and community agencies in gathering and providing information to support activity programs.
- Directs Youth Trainees, volunteers and students. Evaluates programs and progress of students.
- Feeds and toilets residents.



For the City

For the Union

Date Approved:

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.

Job Title: Registered Nurse Homes & Hostels	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

Provides nursing care to residents/clients in a Home for the Aged or Hostel and provides work direction to nursing staff. Coordinates services within the Home or Hostel and the community for the health care needs of residents/clients.

Reports To:

Nurse Manager

Direction Received:

N/A

Direction Exercised:

Various

Machines And Equipment Used:

Various office equipment, nursing equipment, thermometer, glucometer, wheelchair, mechanical lift assist devices, blood pressure cuff, stethoscope, syringes, needles.

Automobile

Job Functions:

- Develops, evaluates and modifies care plans for residents.
- Provides nursing care, including counseling, instruction, and the coordination of resident care (activation and recreation).
- Directs staff by assigning duties and establishing priorities.
- Examines, measures, and records temperature, pulse, respirations, blood pressure, serum levels of glucose, weight, and neurological assessments using equipment, i.e. blood pressure cuff, glucometer, stethoscope, ophthalmoscope.
- Administers and interprets results of mental status tests using Folstein Test for cognitive recognition.
- Assesses the physical, emotional and psychological well being of resident/client through observation and analysis of test and physical health indicators to evaluate care plan and identify modifications which may be required.
- Accompanies physician on rounds, providing information on resident/client condition and progress, and assisting with examinations, e.g., positioning, dressing and undressing residents/clients.
- Transcribes verbal or written physician's orders for medication or other treatment.
- Prepares precise dosages of medication in accordance with physician's orders, including narcotic and controlled drugs, and administers to residents/clients.
- Maintains inventory, ensuring medications are properly stored, safe and secure.
- Administers prescribed treatments as ordered by the physician, such as catheterizations, respiratory therapies, suction, exercise, wound irrigations, and hot pack therapies using electronic/manual equipment for treatments, e.g., suction machine, hydrocollator.
- Administers first aid and emergency health measures, such as CPR.
- Prepares and applies clean and sterile dressings and bandages, and replaces, as required. Cleans wounds and lesions. Removes stitches and clips. Practices sterile techniques and other infection control procedures to minimize the transmission of infection.
- Monitors and participates in the personal care of residents/clients, as required; for example, hygiene, feeding, positioning, transferring, ambulation, toileting.

Registered Nurse Homes & Hostels

- Uses electric/hydraulic/manual equipment and lifting devices.
- Checks resident/client diet for therapeutic composition.
- Liaises, refers and advocates with community resources to coordinate admittances, transfers, and departures/deaths: hospitals (acute care, rehabilitation, and palliation), public health department, home care program, long term care facilities, ambulance services, diagnostic services, the coroner's office and social services.
- Prepares and maintains documentation such as charts, nursing records, statistics, and reports.
- Performs delegated Medical Acts (duties) i.e. vaccinations, inoculations, eye irrigations, death pronouncement etc.
- Counsels, instructs, and confers with resident/client and family in planning care; provides emotional support; responds to enquiries and resolves complaints
- Trains student nurses.



For the City

Date Approved:

For the Union

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.

Job Title: Registered Nurse Intern	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	Wage Grade:
Service Area: Citizen Focused Services A	Hours of Work per Week:
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To provide nursing care to residents/clients and provides work direction to nursing staff. Co-ordinates services within the Home, and the community for the health care needs of residents/clients.

Reports To:

Director of Nursing
Director of Care
Nurse Manager

Direction Received:

Registered Nurse, Homes and Hostels

Direction Exercised:

Registered Practical Nurse, Homes and Hostels
Practical Care Aide
Support Assistant C
Resident Aide

Machines And Equipment Used:

Various office equipment, nursing equipment , thermometer, glucometer, wheelchair, mechanical lift assist devices, blood pressure cuff, stethoscope, syringes, needles.

Job Functions:

- Participates as a member of the inter-disciplinary team, assessing, developing, evaluating and modifying care plans for residents.
- Participates in the provision of nursing care, including counselling, instruction, and the co-ordination of the resident care plan. Attends meetings.
- Under the direction of a Registered Nurse provides work direction and acts as a resource to staff. Assigns duties, establishes priorities, and reviews/revises assigned work as directed by Nurse Manager.
- Assesses, measures, and documents indicators of health status using applicable methodology and equipment to determine overall health status where the outcomes are both predictable and unpredictable.
- Administers and/or interprets results of diagnostic tests.
- Provides overall assessment of the physical, emotional, social, functional and psychological well-being of resident/client through observation and analysis of test and physical health indicators to evaluate care and direct modifications of the care plan as required.
- Provides information to physicians on resident/client condition, health status and progress. Assesses and transcribes physician's orders for medication and treatment.
- Assesses and administers medication to residents in accordance with legislation and College of Nurses standards, including narcotic and controlled drugs. Directs RPN to order prescriptions (including PRN's) and medical supplies from pharmacy and other sources. Maintains inventory, ensuring medications are properly stored, safe and secure.

Registered Nurse Intern

- Administers prescribed treatments as ordered by the physician, such as catheterizations, respiratory therapies, suctioning, exercise and wound irrigation using applicable electronic/manual equipment.
- Administers first aid and emergency interventions, such as CPR, as necessary. Prepares and applies clean and sterile dressings for wound care and lesions as required. Removes stitches and clips. Assesses and evaluates wound healing and co-ordinates inter-disciplinary team for follow-up. Practices infection control procedures to minimize the transmission of infection.
- Provides and monitors the personal care of residents/clients; for example, hygiene, feeding, positioning, transferring, ambulation, toileting. Directs the use of applicable electric/hydraulic/manual equipment and lifting devices.
- Checks resident/client diet for proper therapeutic composition.
- Liaises with community resources to co-ordinate admissions, transfers, and departures/deaths: hospitals (acute care, rehabilitation, and palliation), public health department, Community Care Access Centres, long-term care facilities, ambulance services, diagnostic services, and coroner's office.
- Documents in accordance with applicable legislation and provincial standards.
- Based on working knowledge of the Ministry of Health and Long Term Care Facility Program Manual standards, observes and corrects situation(s) of non-compliance with standards.
- Continuously observes for safety and implements actions to prevent and manage risk to residents, family, staff and volunteers.
- Counsels, instructs, and confers with resident/client and family in planning care: provides emotional support; responds to enquiries and resolves complaints.



For the City

For the Union

Date Approved:

Date Approved:

Job Title: Registered Practical Nurse Homes & Hostels	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To provide nursing care and ensure medical compliance for residents and clients.

Reports To:

Nurse Manager

Direction Received:

Various

Direction Exercised:

Various

Machines And Equipment Used:

Various office equipment, various nursing equipment

Job Functions:

- Provides nursing care and develops and modifies care plans for residents/clients. Attends team meetings.
- Observes, monitors and evaluates condition of clients/residents. Reports vital signs, injuries, and general physical and emotional condition. Attends to critical incidents involving clients.
- Measures and records blood pressure, temperature, respirations, pulse, and weight using equipment, such as blood pressure cuff.
- Prepares and administers prescribed medications and treatments, i.e. eye drops and application of ointments & creams. Administers insulin injections. Records quantities administered.
- Informs residents/clients about medications and side effects.
- Ensures that medication supplies meet designated inventories. Orders medication and medical/nursing supplies. Checks orders. Packages labels, and stores medication and medical supplies.
- Prepares and applies clean dressings and bandages. Cleans wounds and lesions, and replaces bandages. Removes stitches and clips.
- Administers first aid including C.P.R.
- Orients new residents/clients and staff and familiarizes them with surroundings. Notifies departments and individuals of admittance. Records and secures personal valuables.
- Prepares resident for transfer or departure, including organization of personal belongings, contacting of appropriate organization (hospital, coroner's office, etc.), and completion of required documentation.
- Schedules appointments with hospitals, clinics, diagnostic services, and health specialists by telephone, arranging for transportation and/or escort. Ensures results/hospital records are available to client.
- Feeds residents/clients or assists with adaptive eating devices.
- Provides personal care for residents/clients, i.e. hygiene, bathing, dressing and undressing, toileting, ambulation, and transferring using applicable electric/hydraulic/manual equipment and lifting devices.
- Assists residents/clients with proper exercise and ambulation techniques to support rehabilitative and activation programs.
- Prepares and maintains documentation i.e. charts, records, and incident reports.
- Accompanies physician on rounds, providing information on resident/client general condition and progress, and assisting in examinations, e.g., positioning, dressing and undressing residents/clients.

Registered Practical Nurse Homes & Hostels

- Instructs resident/client and family in planning care; offers emotional support; answers questions from resident/client and family. Maintains personal care records.
- Changes linens, makes beds and sorts and bags soiled linen as necessary.
- Accompanies driver to pick up day care seniors in the community. Escort's residents/patients on outings.
- Orders office supplies, checks orders and stocks shelves.
- Assists in the operation of weekly clinics in Hostels, including booking of appointments and organizing client files.
- Obtains admission history with clients regarding medical history, immunizations, etc.
- Educates clients and emphasizes important health and medical information.
- Refers and advocates with community agencies regarding health and social services.
- Assists with the organization and implementation of TB screening clinics. Conducts and reads TB skin tests and follows up positive reactors. Maintains records
- Administers TB medication and monitors for side effects.
- Investigates persons who are on medical surveillance or treatment for latent TB.
- Inspects physicians' offices to ensure proper storage and handling of vaccines.
- Arranges referrals, collects clinical specimens and accompanies clients to medical appointments.
- Trains students.
- Administers E.K.G. tests.



For the City

Date Approved:

For the Union

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.

Job Title: Rehabilitation Assistant	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To perform functional assessments and conduct prescribed rehabilitation programs of treatment and instruction to individuals and groups in the Home.

Reports To:

Manager Program & Services

Direction Received:

N/A

Direction Exercised:

N/A

Machines And Equipment Used:

Various office equipment, lifting devices, exercise equipment, rehab/physic equipment.

Job Functions:

- Assesses residents’ rehabilitative needs through observation.
- Participates in meetings as a member of the multi-disciplinary team in the development and modification of goals and strategies for the rehabilitative segment of resident care plans by providing input on requirements and progress.
- Develops and implements rehabilitation programs for residents to improve or maintain level of functioning, or prevent or delay loss of functioning.
- Develops and documents plans for therapeutic group programs, including resources, goals, content, scheduling and method of evaluation.
- Conducts programs of treatment and instruction, on an individual and therapeutic group basis, for the following: ambulation programs, active mobility and strengthening exercises, positioning, sensory stimulation, reality orientation, activities of daily living, use of adaptive and other related rehabilitation programs, utilizing applicable equipment and devices, e.g., wheelchairs, walkers, canes, adaptive feeding utensils, weights, walking belts and assistive devices. Sets up treatment area.
- Monitors residents’ progress through observation in response to prescribed plan of treatment relative to established goals. Adjusts treatment as appropriate, based on observation of residents’ physical status.
- Evaluates rehabilitation programs on a regular basis. Recommends modification of treatment techniques and implements changes. Obtains approval for treatment from family. Accompanies family members to Care Conferences.
- Records observations and progress on resident charts. Documents assessments, program plans and ongoing evaluations using “Goldcase” software. Prepares quarterly summaries.
- Transfers residents in rehabilitation program using lifting devices, wheelchairs, etc.
- Orders equipment and supplied for residents.

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For the City

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Job Title: Support Assistant C	Job Code:
Affiliation: Local 79 Homes for the Aged Part-time Unit	
Service Area: Citizen Focused Services A	
Division: Homes for the Aged	Date Prepared: December 31, 2004

Job Summary:

To provide administrative and clerical services.

Reports To:

Various

Direction Received:

Various

Direction Exercised:

Various union jobs

Machines And Equipment Used:

Various office equipment

Job Functions:

- Prepares, researches, maintains and processes documents. Selects and presents data. Determines and corrects errors.
- Drafts correspondence. Inputs, updates and maintains data.
- Operates office equipment and computers utilizing a variety of software packages, applying speed and skill. Prepares presentation materials, forms etc. Utilizes layout, formatting and keyboarding skills using computer.
- Maintains filing and retrieval systems for records/documents.
- Receives documents/applications, invoices/monies from the public or other levels of government and ensures accuracy and completeness. Issues/completes receipts/documentation. Receives, balances and records payments and completes receipts
- Directs and/or guides and/or checks work of other staff.
- Responds to inquiries requiring broad knowledge of the operational area/function.
- Co-ordinates meeting rooms, bookings and special requirements for meetings. Attends meeting, takes and transcribes minutes.
- Prepares, sorts, processes, collects, opens, distributes and delivers mail, cash, bank deposits.
- Monitors, orders and maintains supplies/resource materials for unit or other locations.



For the City

Date Approved:

For the Union

Date Approved:

The above reflects the general details considered necessary to describe the principle functions and duties for proper evaluation/pay equity of the job and shall not be construed as a detailed description of all the work requirements inherent in the job.