

**The Chambersburg Hospital
Competency Based Job Description
Bargaining Unit**

Position Title: Engineer	Department: Plant Operations
Dept Approval:	HR Approval:
Position Function: Perform tasks of maintenance, inspection and repairing of mechanical equipment, medical gas system, fire alarm system, plumbing system and others	
Qualifications and Standards	
Education: High School graduate or equivalent required; formal training in stationary engineering-related field preferred.	
Experience: Experience applying customer service behaviors and communication skills required. 1-2 years experience in electric, plumbing and mechanical systems required.	
Certifications/Licensure: Certification, Registration, Licensure--Boiler license preferred. Valid driver's license required.	
General Requirements	
<p>The following requirements are expected of all employees:</p> <p>Core Values: Integrity, Compassion, Excellence, Service</p> <p>Annual Health Screening with Infection Control and Blood Borne Pathogens Education</p> <p>Safety Awareness: Hospital Fire, Safety, and Disaster procedures</p> <p>Confidentiality: Maintains employee and patient confidentiality.</p> <p>Attendance: Regular attendance is an essential function of the position</p> <p>Leadership Standards:</p> <p>Character: Attitude, Integrity, Role Modeling</p> <p>Job Performance: Results orientation, Customer focus, Decision making, Awareness</p> <p>Interpersonal Skills: Communication, Relationship-building, Team player, Celebration</p> <p>Innovation: Breakthrough thinking, knowledge-building/sharing, Coaching/Empowering, System Vision & Management</p>	
<p>Physical and Mental Requirements: Physical Standards and Abilities-- Classified as heavy work by the Dictionary of Occupational Titles: May exert 50 to 100 pounds of force occasionally and /or 20 to 50 pounds of force frequently, and /or 10 to 20 pounds of force constantly in order to move objects.</p> <p>* Stands and walks constantly on concrete, carpeted or tile surfaces throughout hospital.</p> <p>* Sits occasionally on hard workbench stool.</p>	

- * Frequently lifts up to 75 pounds to and from waist level.
- * Occasionally carries up to 50 pounds for distances up to 25 feet.
- * Occasionally pushes/pulls up to 50 pounds for distances up to 100 feet.
- * Frequent bending, twisting and reaching up to 2 feet overhead.
- * Occasional squatting and kneeling during normal shift.
- * Manual dexterity, digital sensitivity, and flexibility with ability to frequently operate hand and foot controls on various equipment.
- * Near visual acuity sufficient to hear malfunctioning equipment, phone conversation, and normal voice tones when not facing the individual.
- * Good hand/eye coordination.
- * Mental Demands-- Possesses good general mental health; ability to work under pressure; ability to communicate effectively both written and verbal form; must establish priorities among the essential functions of the job and coordinate these functions with others; ability to speak, read, and write the English language; ability to read and comprehend blue prints.

Working Environment: Work is performed primarily indoors with occasional outdoor activity. Possible exposure to poor ventilation and fumes, chemicals, dust, gases, and infectious agents. Occasional exposure to extreme heat and cold, noise and moderate vibration from operating equipment. Occasional exposure to confined spaces, extreme heights and other safety hazards.

- * Operates and maintains stationery equipment (i.e. compressors, generators and boilers).
 - * Inspects, installs, repairs, replaces and tests pipes, fittings, plumbing fixtures and electrical circuits, equipment and appliances.
 - * Performs and records casual prevention inspections.
 - * Maintains accurate records of work performed and work to be completed.
 - * Inspects and reads literature on new equipment, making recommendations to supervisor as appropriate.
- All of the above must be accomplished in a safe and efficient manner within hospital policy.

Reporting Structure:

- A. Formal reporting and Chain of Command --reports to the Manager of Plant Operations. In his/her absence, report to the Director of Plant Operations. In absence of departmental supervision, would take direction from the Vice President of Administration.
- B. Informal reporting and Relationships -- Establishes and maintains working relationships with the department, with other hospital departments and with the general public.

Disclaimer: These essential job functions are requirements of the position which must be performed either with or without reasonable accommodation. The essential job function list is intended to be a guide rather than a limitation. The Chambersburg Hospital possesses the right to add new responsibilities to the list as business demands dictate. Some of the essential job functions may exclude individuals who pose a direct threat/significant risk to the health and safety of themselves or others.

By identifying essential job functions, we are in no way stating or implying that these required tasks are the only activities that are to be

performed by the employee occupying this position. In addition, employees will also be expected to follow any other job-related instructions and to perform any other job-related duties that are included in the job description. The preceding requirements represent only the minimum acceptable levels of knowledge, skills, and/or abilities that a job incumbent must possess; in order to perform the job successfully, the incumbent will possess additional aptitudes so as to perform the other duties that the job description entails.

Revised Date: 02/18/2019

Essential Functions and Responsibilities

Unit Based Essential Functions and Responsibilities

Core Values: Service, Integrity, Compassion

1. Demonstrates service excellence and patient and family centered care by showing respect, honesty, fairness and a positive attitude toward all customers.
2. Maintains confidentiality.
3. Demonstrates dependability, to include attendance and punctuality.
4. Is accountable - takes initiative and ownership of issues.
5. Displays a professional demeanor. Represents hospital in a positive way. Has a compassionate working relationship with patients and families.
6. Assumes personal responsibility for 2-way communication. Communicates and listens effectively with patients, families, coworkers, other departments, physicians/providers and community.
7. Supports coworkers, initiatives and a patient and family centered philosophy; pitches in; does own part and helps others.
8. Works to continuously improve work environment/processes (Performance Improvement). Demonstrates a patient and family centered focus when considering/developing improvement solutions.
9. Represents willingness/enthusiasm to create, embrace and facilitate change.
10. Develops self and others; supports a learning environment; leads by example. Encourages patients and families to give feedback and suggestions for improvement.
11. Develops working relationships critical to the organization including patients, families, coworkers, other departments, physicians/providers and community.
12. Encourages others by providing recognition and support.

Technical Excellence

1. Thinks critically; utilizes sound judgment; promptly reports potential risks.
2. Maintains state of art knowledge of area of specialty, healthcare trends and practice, and populations served.
3. Maintains a level of computer literacy appropriate to their role.
4. Meets and maintains current all unit specific and organizational skills/competencies, certifications/licensures, as required.
5. Completes hospital-required reviews, e.g. HIPAA, safety, health screening, care concerns, and others as assigned.
6. Adheres to National Patient Safety Goals.

Job Class Specifics

1. Demonstrates responsibility for the containment of Hospital costs and conservation of supplies and equipment.
2. Communicates with fellow employees in a courteous manner at all times; maintains appropriate interdepartmental relationship.
3. Establishes a good rapport and professional working relationship with all department and Hospital personnel.
4. Always provides proper notification and advance notice for absence or tardiness.
5. Performs skills above the basic operating level on steam boilers; prepares boiler for inspection by local, state or hospital authorities. Disassembles, repairs, and reassembles boiler.
6. Performs skills above the basic operating level on boiler support equipment; repairs electric pump and DA tank; repairs floats, sight gauges, switches and plumbing.
7. Performs skill above the basic level on building water systems; installs and repairs valves, plumbing pumps, regulators and tanks.
8. Performs skill above the basic level on building sewer system. Removes and replaces commodes, sinks, and faucets; installs new sewer lines, commodes, sinks, showers and plumbing.
9. Performs skills above the basic level on building electrical system; installs new service, understands load requirements and equipment protection. Demonstrates trouble-shooting skills, installs new equipment within limits set by the Hospital.
10. Performs skills above the basic operating level; services diesel engines, demonstrates knowledge of control panels, understands minimum and maximum operating limits of electrical output, repairs emergency panels and generators within limits set by the Hospital.
11. Performs skills above the basic operating level; drains system and refills systems. Repairs pumps, replaces switches, sprinkler heads and plumbing, performs operational check of system, all within limits set by Hospital.
12. Performs skills above the basic level on laundry equipment; repairs and/or replaces electrical, air and mechanical component. Shows trouble-shooting skills.
13. Performs skills on Hospital beds and stretchers; repairs mechanical, electrical, hydraulic and air component. Completes safety inspections.
14. Repairs vacuum, oxygen and medical air wall pumps and controls.
15. Operates and maintains steam boiler. Performs basic operating skills on steam boiler, places boiler on-line, takes boiler off-line; clears malfunction code, knows correct pressures.
16. Performs tests to comply with state/federal EPA regulations.
17. Performs water chemical test, fills chemical tanks with the correct ratios.
18. Performs basic operating skills on boiler support equipment, stops and starts feed and transfer pumps, knows operation of DA tank.
19. Has skill to operate boiler on different types of fuels.
20. Performs basic skills on building air systems, tightens fittings, checks oil level in compressors.
21. Performs skills above the basic level on building air system, installs and repairs plumbing, regulators, compressors, and installs new equipment.
22. Performs basic skill on building water system, repairs leaks, repairs faucets.
23. Performs basic skill on building sewer systems, opens stopped drains, commode repairs, flush valves, cleans grease traps.
24. Performs basic operating skills on building electrical system, replaces circuit breakers, receptacles, switches, electric motors, light fixtures.
25. Performs basic operating skills for emergency generators, starting/stopping and monitoring.
26. Performs basic operating skills for operation of sprinkler system, knows location of control valves, starts and stops pumps.
27. Performs basic skills on laundry equipment, clears stoppage, repairs leaks, switches and motors.

28. Repairs chairs, desks, staplers, holepunches, sharpeners, and clocks.
29. Repairs stoves, ovens, food warmers, steam and electrical food preparing devices and sanitary equipment.
30. Repairs equipment used for housekeeping, but not limited to sweepers, floor cleaner/waxer, mop buckets.
31. Performs preventive maintenance on all equipment and systems assigned Plant Operations.
32. Performs casualty prevention on all equipment and systems assigned.
33. Plans the requirement for the job in advance and follows the work plan.
34. Keeps a log on equipment to show operating status.
35. Submits daily documentation on work completed, understands the paperwork required for ordering parts.