


## Job Evaluation Rating Documentation

<b>CUPE, SEIU, SGEU, SAHO</b> 	<b>Job Title</b> <u>Pharmacy Technician</u> <b>Date</b> <u>October 2000</u> <b>Revised Date</b> <u>2004; June 2007</u> <b>Revised Date</b> _____	<b>Code</b> <u>003</u>
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<b>Decision Making</b> Follows prescribed pharmacy practices when mixing chemicals, IV solutions, and dispensing drugs. Within limits of accepted practice, makes some choices about quantities of drugs to keep in inventory or choosing the appropriate substitution when a shortage is encountered.	<b>Degree</b> <u>2.5</u>
<b>Education</b> Grade 12. Pharmacy Technician certificate (1320 hours).	<u>3.5</u>
<b>Experience</b> No previous experience. Twelve (12) months on the job to consolidate knowledge and skills and become familiar with region/facility/department policies and procedures.	<u>4.0</u>
<b>Independent Judgement</b> Follows established procedures in pre-packaging of bulk and unit dose drugs. Resolves minor operating problems such as equipment breakdown.	<u>3.0</u>
<b>Working Relationships</b> Has regular contact with suppliers/vendors. Requires tact and discretion when providing technical explanation and/or instructions regarding computer programs, medication mixtures, drug formularies to staff and students.	<u>3.5</u>

<b>Impact of Action</b>	<b>Degree</b>
Dispenses and delivers drugs within approved procedures and narcotic controls to meet quality and service requirements. Misjudgments in accuracy in ordering, handling medications and other supplies may result in increased costs, delays in service to clients/patients/residents. Misjudgments in mixing/dispensing/checking medications may result in serious injuries to employees or clients/patients/residents which have long-term health consequences.	<u>3.5</u>
<b>Leadership and/or Supervision</b> Provides occasional guidance and checks the work of new Pharmacy Technicians and students. Provides practicum evaluations.	<u>2.0</u>
<b>Physical Demands</b> Regular physical effort standing, walking and delivering pharmaceuticals with frequent periods of heavy lifting, pulling and pushing carts or frequent periods of awkward body positioning while working in flow hoods. Requires accurate fine coordination in dispensing, packaging, weighing, measuring medications.	<u>2.5</u>
<b>Sensory Demands</b> Regular cumulative sensory effort preparing/dispensing medications, receiving direction/instruction requiring frequent periods of intense concentration. Preparation of medications requires precision work.	<u>2.5</u>
<b>Environment</b> Regular exposure to major disagreeable conditions such as chemical substances (e.g., cytotoxic agents), interruptions, multiple deadlines and confined work space (e.g., fume hood).	<u>4.0</u>