


Job Evaluation Rating Documentation

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| <p>CUPE, SEIU, SGEU, SAHO</p>  | <p>Job Title <u>Operating Room Technician/LPN</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004; December, 2005; April, 2011</u></p> <p>Revised Date _____</p> | <p>Code</p> <p><u>037</u></p> |
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| <p>Decision Making</p> <p>Decisions/choices are made within the ORT/LPN scope of practice. Provides continuous assessment/treatment of the patient pre-operative, operative and post-operative. Achieves assigned objectives by organizing instruments, equipment and medications according to surgeons' preferences.</p> | <p>Degree</p> <p><u>3.5</u></p> |
| <p>Education</p> <p>Grade 12. Practical Nursing diploma (1776 hours) plus Perioperative Nursing Licensed Practical Nurse Advanced certificate (660 hours). Licensed with the Saskatchewan Association of Licensed Practical Nurses.</p> | <p><u>5.0</u></p> |
| <p>Experience</p> <p>Eighteen (18) months on the job to consolidate knowledge, skills, surgeons' preferences and to become familiar with region/facility/department policies and procedures.</p> | <p><u>5.0</u></p> |
| <p>Independent Judgement</p> <p>Work is conducted within a well defined scope of practice and operating room practices and procedures. Exercises judgement during post-operative care but is restrained by operating room procedures.</p> | <p><u>3.5</u></p> |
| <p>Working Relationships</p> <p>Provides technical explanation and/or instruction on operating equipment and uses persuasion and motivation on Operating Room patients as part of their regular daily tasks.</p> | <p><u>4.0</u></p> |

| Impact of Action | Degree |
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| <p>Misjudgements in pre-operative and post-operative care may cause serious injury/discomfort to patients.</p> <p>Inappropriate preparation of the room/supplies/equipment/instrumentation may cause substantial delays in operating room services.</p> | <u>3.0</u> |
| Leadership and/or Supervision <p>Provides occasional guidance to students, new Operating Room Technicians and other staff. May have input to student appraisals. Limited direction to other staff (e.g., Home Care/Special Care Aides, porters, attendants).</p> | <u>2.5</u> |
| Physical Demands <p>Frequent cumulative physical effort lifting, bending, and working in awkward positions.</p> | <u>3.0</u> |
| Sensory Demands <p>Frequent cumulative sensory effort assembling equipment/instruments, assessing and monitoring patients.</p> | <u>3.0</u> |
| Environment <p>Frequent major working conditions such as disease, blood and body fluid, sharps, chemicals, heat, light, verbal and physical abuse, noise, and congested work place.</p> | <u>5.0</u> |