


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Operating Room Technician/LPN</u></p> <p><b>Date</b> <u>October, 2000</u></p> <p><b>Revised Date</b> <u>2004</u></p> <p><b>Revised Date</b> <u>December, 2005</u></p>	<p><b>Code</b></p> <p><u>037</u></p>
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<p><b>Decision Making</b></p> <p>Decisions/choices are made within the LPN/ORT 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><b>Degree</b></p> <p><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 12. Practical Nursing certificate (1540 hours) plus Perioperative Nursing Licensed Practical Nurse Advanced certificate (635 hours). Successfully complete Canadian Practical Nurse's Registration Examination.</p>	<p><u>5.0</u></p>
<p><b>Experience</b></p> <p>Twelve (12) months previous experience as an LPN. Twelve (12) 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><b>Independent Judgement</b></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><b>Working Relationships</b></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>

<b>Impact of Action</b>	<b>Degree</b>
<p>Provides perioperative patient care to meet quality and service requirements. Inappropriate handling/cleaning may cause damage to expensive surgical instruments. May cause inaccuracies in reports and records. May cause serious discomfort to patients through inadequate pre-operative and post-operative care.</p>	<p><u>2.5</u></p>
<p><b>Leadership and/or Supervision</b>                      Provides occasional guidance to students, new Operating Room Technicians and other staff. May have input to student appraisals.</p>	<p><u>2.0</u></p>
<p><b>Physical Demands</b>                      Frequent cumulative physical effort lifting, bending, and working in awkward positions.</p>	<p><u>3.0</u></p>
<p><b>Sensory Demands</b>                      Frequent cumulative sensory effort assembling equipment/instruments, assessing and monitoring patients.</p>	<p><u>3.0</u></p>
<p><b>Environment</b>                      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>	<p><u>5.0</u></p>

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