


Job Evaluation Rating Documentation

| | | |
|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| <p>CUPE, SEIU, SGEU, SAHO</p>  | <p>Job Title <u>Diagnostic Medical Sonographer</u></p> <p>Date <u>October 2000; 2004; June 2005</u></p> <p>Revised Date <u>August 2006</u></p> <p>Revised Date _____</p> | <p>Code</p> <p style="text-align: center;"><u>105</u></p> |
|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|

| | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| <p>Decision Making</p> <p>Some choice of action in order to accommodate each individual patient's unique needs to achieve optimum examination results. Choice is limited by accepted practice as defined by professional guidelines and standards. Determines what steps to take when examination discovers unexpected patient conditions or pathology. Adapts scanning techniques to accommodate patient needs.</p> | <p>Degree</p> <p style="text-align: center;"><u>3.5</u></p> |
| <p>Education</p> <p>Grade 12. Allied Health Diploma. For rating purposes, the Medical Radiation Technology Diploma was used (2933 hours); plus Diagnostic Medical Sonography Diploma from Mohawk College (2109 hours). Total hours are 5042. Certification with the American Registry of Diagnostic Medical Sonographers.</p> | <p style="text-align: center;"><u>8.0</u></p> |
| <p>Experience</p> <p>No previous experience. Twenty-four (24) months on-the-job experience to consolidate specialty skills and become familiar with individual client needs and region/facility/department policies and procedures.</p> | <p style="text-align: center;"><u>5.0</u></p> |
| <p>Independent Judgement</p> <p>Follows professional guidelines and standards when tailoring each scan to obtain optimal examination results. Recognizes when pathology is present and tailors the scans to reflect the extent of the disease. Adjusts machine parameters to best demonstrate pathologies. Exercises judgment in prioritizing cases within the limits of department policy.</p> | <p style="text-align: center;"><u>4.0</u></p> |
| <p>Working Relationships</p> <p>Provides technical explanation and/or instruction to co-workers, technical staff and students. Must secure co-operation of patients to perform appropriate testing. Transfers, assesses, prepares, instructs and positions patients including those who are difficult/critically ill.</p> | <p style="text-align: center;"><u>4.0</u></p> |

| Impact of Action | Degree |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| <p>Performs sonography testing and assesses results to ensure quality and service requirements are met. Inaccuracies and misjudgments in testing can result in substantial delays in the patient's diagnosis and treatment. Misjudgment in applying pressure when testing may result in physical discomfort for the patient. Misjudgment when selecting which images to take and to keep may mean that the optimum images are not available for the physician/radiologist to view and interpret and thus delaying diagnosis and treatment.</p> | <u>3.5</u> |
| <p>Leadership and/or Supervision</p> <p>Provides occasional guidance to staff and students. Provides function guidance when interpreting and explaining policies and practices associated with testing.</p> | <u>2.5</u> |
| <p>Physical Demands</p> <p>Frequent physical effort assisting/transferring and scanning patients with repetitive motions while working in awkward positions.</p> | <u>3.0</u> |
| <p>Sensory Demands</p> <p>Frequent sensory effort while scanning patients and listening to equipment when performing lengthy procedures.</p> <p>Performs multiple tasks during each exam.</p> | <u>3.0</u> |
| <p>Environment</p> <p>Regular exposure to major hazards such as soiled linens, infectious disease and blood/body fluids.</p> | <u>4.0</u> |