


## Job Evaluation Rating Documentation

<b>CUPE, SEIU, SGEU, SAHO</b> 	<b>Job Title</b> <u>Senior 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>140</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. Acts as a resource person for other technicians when interpreting existing procedures and practices.	<b>Degree</b> <u>3.0</u>
<b>Education</b> Grade 12. Pharmacy Technician certificate (1320 hours).	<u>3.5</u>
<b>Experience</b> Twenty-four (24) months previous experience as a Pharmacy Technician to consolidate knowledge and skills.  Twelve (12) months on the job to develop coordination/administrative skills and to become familiar with region/facility/department policies and procedures.	<u>6.0</u>
<b>Independent Judgement</b> Follows established procedures in pre-packaging of bulk and unit dose drugs. Exercises judgement when prioritizing departmental work loads, giving advice or answering questions on Policies and Procedures.	<u>3.5</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 limited direction by assigning/checking work and maintaining workflow of Pharmacy Technicians.	<u>3.0</u>
<b>Physical Demands</b> Regular cumulative physical effort standing, walking and distributing pharmaceuticals. Requires accurate fine coordination in dispensing, packaging, weighing and measuring medications.	<u>2.0</u>
<b>Sensory Demands</b> Regular cumulative sensory effort preparing/dispensing medications, receiving/providing direction/instruction, reviewing/updating procedures and performing audits 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>