


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Diagnostic Medical Sonographer & Coordinator (FAU)</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>158</u></p>
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<p>Decision Making</p> <p>Makes decisions within the scope of the sonography discipline. Performs diagnostic procedures by accommodating patients to their needs and limitations. Develops plans to achieve short term goals associated with coordinating patient appointments and support resources. Refines and adapts existing practices and methods to enhance patient care. Responsible for instruction of sonography students, physician residents and staff.</p>	<p>Degree</p> <p style="text-align: center;"><u>4.0</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>Thirty-six (36) months previous experience as a Sonographer to consolidate knowledge and skill. Eighteen (18) months on-the-job experience to develop coordination, communication and instructing skills and to become familiar with region/facility/department policies and procedures.</p>	<p style="text-align: center;"><u>8.0</u></p>
<p>Independent Judgement</p> <p>Performs administrative and coordination duties within generally accepted practices. Exercises judgment to adapt methods or procedures to ensure optimal images are obtained. Exercises judgment in the analysis of unusual problems relating to patient imaging, new equipment and procedures. Ensures professional standards are adhered to.</p>	<p style="text-align: center;"><u>4.5</u></p>
<p>Working Relationships</p> <p>Provides technical explanation and/or instruction to other employees, students and medical residents. Contacts with staff, students and residents are highly specialized.</p>	<p style="text-align: center;"><u>4.0</u></p>

Impact of Action	Degree
<p>Determines and allocates Diagnostic Sonography resources to meet the performance and operational objectives of the department. Misjudgment or failure to attain optimal images may result in serious injury to high-risk patients. Misjudgment in scheduling preventative maintenance may result in breakdown and serious delays in diagnosis and treatment.</p>	<p><u>4.0</u></p>
<p>Leadership and/or Supervision Provides limited direction to others by assigning, checking and maintaining the flow of work for sonographers orienting to the Fetal Assessment Unit. Provides specialty standard practice instructions to sonographers and obstetric residents and completes performance appraisals.</p>	<p><u>3.5</u></p>
<p>Physical Demands Frequent physical effort assisting/transferring and scanning patients, frequent repetitive motions while working in awkward/uncomfortable positions for extended periods.</p>	<p><u>3.0</u></p>
<p>Sensory Demands Frequent sensory effort scanning patients and listening to equipment while performing lengthy procedures. Performs multiple tasks during each exam.</p>	<p><u>3.0</u></p>
<p>Environment Regular exposure to major hazards such as soiled linens, infectious disease and blood/body fluids.</p>	<p><u>4.0</u></p>