


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Diagnostic Medical Sonographer Working Supervisor</u></p> <p><b>Date</b> <u>October 2000; 2004; June 2005</u></p> <p><b>Revised Date</b> <u>August 2006</u></p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p style="text-align: center;"><u>247</u></p>
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<p><b>Decision Making</b></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.</p>	<p><b>Degree</b></p> <p style="text-align: center;"><u>4.0</u></p>
<p><b>Education</b></p> <p>Grade 12. Allied Health Diploma. For rating purposes, 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><b>Experience</b></p> <p>Thirty-six (36) months previous experience as a Sonographer to consolidate knowledge and skills. Eighteen (18) months on-the-job experience to develop supervision, communication and instructing skill and to become familiar with region/facility/department policies and procedures.</p>	<p style="text-align: center;"><u>8.0</u></p>
<p><b>Independent Judgement</b></p> <p>Performs administrative and supervisory 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 related 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><b>Working Relationships</b></p> <p>Provides technical explanation and/or instruction to co-workers, technical staff, students and residents. Contacts with patients and physicians may be specialized and emotionally charged.</p>	<p style="text-align: center;"><u>4.0</u></p>

<b>Impact of Action</b>	<b>Degree</b>
<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 patients.</p> <p>Misjudgment in scheduling preventative maintenance may result in breakdown and serious delays in diagnosis and treatment.</p>	<u>4.0</u>
<p><b>Leadership and/or Supervision</b></p> <p>Provides regular direction to department staff by assigning work, checking results and organizing work of sonography staff. Organizes department workflow, schedules staff, provides input into staff performance evaluation and hiring.</p>	<u>4.0</u>
<p><b>Physical Demands</b></p> <p>Frequent physical effort assisting/transferring and scanning patients with frequent repetitive motions while working in awkward/uncomfortable positions.</p>	<u>3.0</u>
<p><b>Sensory Demands</b></p> <p>Frequent sensory effort scanning patients and monitoring equipment during lengthy procedures and competing multiple technical and administrative demands.</p>	<u>3.0</u>
<p><b>Environment</b></p> <p>Regular exposure to major hazards such as soiled linens, infectious disease and blood/body fluids.</p>	<u>4.0</u>