


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>OR Equipment Resource Technician</u></p> <p><b>Date</b> <u>2004; December 2005</u></p> <p><b>Revised Date</b> <u>May 2006; May 2011</u></p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p><u>311</u></p>
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<p><b>Decision Making</b></p> <p>Uses discretion when solving problems associated with shortages of equipment. Achieves assigned service-related objectives by maintaining the appropriate inventory of OR equipment and instruments including surgeon/physician requirements/preferences.</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 12. Practical Nursing diploma (1776 hours) plus Perioperative Nursing Licensed Practical Nurse Advanced certificate (660 hours). Licensed with the Saskatchewan Association of Licensed Practical Nurses.</p>	<p><u>5.0</u></p>
<p><b>Experience</b></p> <p>Thirty (30) months previous experience working as an Operating Room Technician/LPN. Twelve (12) months on-the-job experience to become familiar with purchasing procedures, specialty equipment, troubleshooting equipment, sourcing new equipment and become familiar with region/facility/department policies and procedures.</p>	<p><u>7.0</u></p>
<p><b>Independent Judgement</b></p> <p>Equipment maintenance is performed according to standard practices and established procedures. Work involves a choice of methods, analysis and troubleshooting to solve problems involving sourcing special equipment/instruments/inventory needs.</p>	<p><u>3.5</u></p>
<p><b>Working Relationships</b></p> <p>Requires appropriate tact to discuss problems, submit reports, settle requests and make recommendations regarding sourcing and replacing equipment and instruments. Tact and discretion are required when providing technical explanation and/or instruction to other staff, including surgeons/physicians. Contacts can be emotionally charged when dealing with surgeons/physicians requiring specialized instruments for complex and expedient cases.</p>	<p><u>4.0</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Misjudgements in pre-operative and post-operative care may cause serious injury/discomfort to patients. Sources and orders equipment/instruments to meet quality and service requirements. Misjudgements in maintenance may cause damage to expensive equipment. Misjudgement in assembling equipment/instruments according to operating room slates may substantially delay surgeries. Inadequate planning for purchases/borrowing/lending of equipment/instruments may impact the availability of equipment for surgeries.	<u>3.0</u>
<b>Leadership and/or Supervision</b> Provides functional guidance to other staff in the care, use, assembly and cleaning of equipment and instruments. Provides functional guidance and/or specialty advice to nursing staff and surgeons/physicians regarding new equipment/instruments, procedures and practices.	<u>2.5</u>
<b>Physical Demands</b> Frequent cumulative physical effort standing, walking, lifting, bending plus computer keyboarding and assembling specialized equipment requiring accurate coordination of fine motor skills.	<u>3.0</u>
<b>Sensory Demands</b> Frequent cumulative sensory effort including checking equipment, assembling equipment/instruments, coordinating case requirements with instrument availability and surgeon preferences and monitoring patients.	<u>3.0</u>
<b>Environment</b> Frequent exposure to minor working conditions such as interruptions, rudeness, multiple deadlines, sterile sharps and regular exposure to major conditions such as blood and body fluids when working on non-sterile equipment, obnoxious odours and high-pitched noise.	<u>4.0</u>