


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Combined Laboratory & X-Ray Technician - Blood Bank</u></p> <p>Date _____</p> <p>Revised Date <u>2004</u></p> <p>Revised Date <u>New</u></p>	<p>Code</p> <p><u>349</u></p>
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<p>Decision Making</p> <p>Laboratory and x-ray testing is performed as established by the Saskatchewan Association of Combined Laboratory and X-Ray Technicians. Patient's condition may necessitate modification of testing procedures.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Education</p> <p>Grade 12. Combined Laboratory and X-Ray Technician certificate (1781 hours).</p>	<p><u>4.0</u></p>
<p>Experience</p> <p>No previous experience. Twelve (12) months on the job to become familiar with site specific instrumentation, to gain understanding of other departments within the facility/region and become familiar with region/facility/department policies and procedures.</p>	<p><u>4.0</u></p>
<p>Independent Judgement</p> <p>Work is performed in accordance with established testing procedures. Exercises judgement when performing testing on critically ill or difficult clients/patients/residents to ensure optimum test results. Work involves troubleshooting equipment malfunctions and abnormal Quality Control results.</p>	<p><u>3.5</u></p>
<p>Working Relationships</p> <p>Regular contacts with clients/patients/residents, other employees, and physicians when obtaining specimens, radiographic images and preparation of related reports. Provide technical explanation and/or instruction to co-workers. Acquire cooperation from difficult/upset clients/patients/residents.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
<p>Determines and allocates laboratory and x-ray resources to meet the performance and operational objectives of the department. Improper venipuncture with clients/patients/residents may cause serious discomfort. Delays in test results may require re-testing and delay in treatment. Misjudgment in operating/monitoring/maintaining laboratory/x-ray equipment may result in identifiable loss and/or disruption of service.</p>	<p><u>3.0</u></p>
<p>Leadership and/or Supervision Provides occasional guidance to co-workers. May provide functional guidance to operational leaders on department policies and practices.</p>	<p><u>2.5</u></p>
<p>Physical Demands Regular effort procuring specimens, transporting, positioning clients/patients/residents and moving equipment, while walking and standing with periods of coordination of fine or coarse movements. Works in awkward positions with light to heavy weight demands.</p>	<p><u>2.5</u></p>
<p>Sensory Demands Regular sensory demands such as performing venipuncture, radiographic examinations and microscope work with periods of competing multiple sensory demands.</p>	<p><u>2.5</u></p>
<p>Environment Regular exposure to major hazards such as blood and body fluids, radiation, and sharps.</p>	<p><u>4.0</u></p>