


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Diagnostic Cardiac Sonographer &amp; Clinical Coordinator</u></p> <p><b>Date</b> <u>August, 2006</u></p> <p><b>Revised Date</b> _____</p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p style="text-align: center;"><u>351</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. Responsible for instruction of sonography students, physician residents and staff.</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, the Medical Radiation Technology Diploma was used (2933 hours); plus Advanced Specialty Certificate in Adult Echo Cardiography from British Columbia Institute of Technology (1629 hours). Total hours are 4562. Certification with the American Registry of Diagnostic Medical Sonographers.</p>	<p style="text-align: center;"><u>7.5</u></p>
<p><b>Experience</b></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><b>Independent Judgement</b></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 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 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>Performs sonography testing and assesses results to ensure quality and service requirements are met. Inaccuracies and misjudgments in testing can result in substantial delays in the patient's diagnosis and treatment. Misjudgment in applying pressure when testing may result in physical discomfort for the patient. Misjudgment when selecting which images to take and to keep may mean that the optimum images are not available for the cardiologist to view and interpret, thus delaying diagnosis and treatment.</p>	<p><u>3.5</u></p>
<p><b>Leadership and/or Supervision</b>                      Provides limited direction to others by assigning, checking and maintaining the flow of work for student sonographers. Provides specialty standard practice instructions to physician residents and provides input into performance appraisals.</p>	<p><u>3.5</u></p>
<p><b>Physical Demands</b>                      Frequent physical effort assisting/transferring and scanning patients with repetitive motions while working in awkward positions.</p>	<p><u>3.0</u></p>
<p><b>Sensory Demands</b>                      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><b>Environment</b>                      Regular exposure to major hazards such as soiled linens, infectious disease and blood/body fluids.</p>	<p><u>4.0</u></p>