


Job Evaluation Rating Documentation

CUPE, SEIU, SGEU, SAHO 	Job Title <u>Combined Laboratory & X-Ray Technician Working Supervisor</u> Date <u>January, 2009</u> Revised Date _____ Revised Date _____	Code <u>404</u>
--	---	-------------------------------

Decision Making 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. Work involves developing plans by establishing and maintaining Quality Assurance/Quality Control programs.	Degree <u>3.5</u>
Education Grade 12. Combined Laboratory and X-Ray Technician certificate (2001 hours).	<u>4.5</u>
Experience Twelve (12) months previous experience as a CLXT to consolidate working knowledge and skills. Twelve (12) months on the job to develop supervisory/administrative skills, 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.	<u>5.0</u>
Independent Judgement 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. Performs regular preventative maintenance, troubleshooting and repair on lab & X-ray equipment. Exercises judgement limited by specifications and manufacturers' guidelines or standards.	<u>4.0</u>
Working Relationships 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 and outlying clinic staff. Acquire cooperation from difficult/upset clients/patients/residents.	<u>4.0</u>

Impact of Action	Degree
<p>Determines and allocates laboratory and X-ray resources to meet the performance and operational objectives of the department. Introduces new/improved testing procedures to enhance services. Misjudgement in preventative maintenance/repair of equipment, and ordering/allocation of other resources may result in uncoordinated, inefficient delivery of service.</p>	<p><u>3.5</u></p>
<p>Leadership and/or Supervision Provides regular direction to other technical staff including supervision, assigning work and input into budget.</p>	<p><u>4.0</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>