Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO		Code
	Job Title Drug Distribution Technician	
	Date October 2000	
	Revised Date 2004; June 2007	003
	Revised Date	

Decision Making	Degree
Follows prescribed pharmacy practices when mixing chemicals, IV solutions, and dispensing drugs. Within limits of accepted practice, makes some choices about quantities of drugs to keep in inventory or choosing the appropriate substitution when a shortage is encountered.	2.5

Education	Degree
Grade 12. Pharmacy Technician certificate (1320 hours).	3.5

Experience	Degree
No previous experience. Twelve (12) months on the job to consolidate knowledge and skills and become familiar with region/facility/department policies and procedures.	4.0

Independent Judgement	Degree
Follows established procedures in pre-packaging of bulk and unit dose drugs. Resolves minor operating problems such as equipment breakdown.	3.0

Working Relationships	Degree
Has regular contact with suppliers/vendors. Requires tact and discretion when providing technical explanation and/or instructions regarding computer programs, medication mixtures, drug formularies to staff and students.	3.5

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Impact of Action	Degree
Dispenses and delivers drugs within approved procedures and narcotic controls to meet quality and service requirements. Misjudgments in accuracy in ordering, handling medications and other supplies may result in increased costs, delays in service to clients/patients/residents. Misjudgments in mixing/dispensing/checking medications may result in serious injuries to employees or clients/patients/residents which have long-term health consequences.	3.5

Leadership and/or Supervision	Degree
Provides occasional guidance and checks the work of new Drug Distribution Technicians and students. Provides practicum evaluations.	2.0

Physical Demands	Degree
Regular physical effort standing, walking and delivering pharmaceuticals with frequent periods of heavy lifting, pulling and pushing carts or frequent periods of awkward body positioning while working in flow hoods. Requires accurate fine coordination in dispensing, packaging, weighing, measuring medications.	2.5

Sensory Demands	Degree
Regular cumulative sensory effort preparing/dispensing medications, receiving direction/instruction requiring frequent periods of intense concentration. Preparation of medications requires precision work.	2.5

Environment	Degree
Regular exposure to major disagreeable conditions such as chemical substances (e.g., cytotoxic agents), interruptions, multiple deadlines and confined work space (e.g., fume hood).	4.0