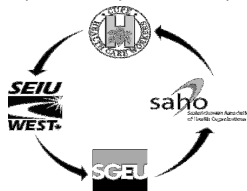


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Operating Room Technician/LPN</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004; December, 2005; April, 2011</u></p> <p>Revised Date _____</p>	<p>Code</p> <p><u>037</u></p>
--	---	--------------------------------------

<p>Decision Making</p> <p>Decisions/choices are made within the ORT/LPN scope of practice. Provides continuous assessment/treatment of the patient pre-operative, operative and post-operative. Achieves assigned objectives by organizing instruments, equipment and medications according to surgeons' preferences.</p>	<p>Degree</p> <p><u>3.5</u></p>
<p>Education</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>Experience</p> <p>No previous experience. Eighteen (18) months on the job to consolidate knowledge, skills, surgeons' preferences and to become familiar with region/facility/department policies and procedures.</p>	<p><u>5.0</u></p>
<p>Independent Judgement</p> <p>Work is conducted within a well defined scope of practice and operating room practices and procedures. Exercises judgement during post-operative care but is restrained by operating room procedures.</p>	<p><u>3.5</u></p>
<p>Working Relationships</p> <p>Provides technical explanation and/or instruction on operating equipment and uses persuasion and motivation on Operating Room patients as part of their regular daily tasks.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
Misjudgements in pre-operative and post-operative care may cause serious injury/discomfort to patients. Inappropriate preparation of the room/supplies/equipment/instrumentation may cause substantial delays in operating room services.	<u>3.0</u>
Leadership and/or Supervision Provides occasional guidance to students, new Operating Room Technicians and other staff. May have input to student appraisals. Limited direction to other staff (e.g., Home Care/Special Care Aides, porters, attendants).	<u>2.5</u>
Physical Demands Frequent cumulative physical effort lifting, bending, and working in awkward positions.	<u>3.0</u>
Sensory Demands Frequent cumulative sensory effort assembling equipment/instruments, assessing and monitoring patients.	<u>3.0</u>
Environment Frequent major working conditions such as disease, blood and body fluid, sharps, chemicals, heat, light, verbal and physical abuse, noise, and congested work place.	<u>5.0</u>