Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO			Code
	Job Title	Diagnostic Medical Sonographer & Coordinator	
	Date	October 2000; 2004; June 2005	
	Revised Date	August 2006	158
	Revised Date	October 18, 2017	

Decision Making	**Degree**
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.	4.0

Education	**Degree**
Grade 12. Diagnostic Medical Sonography diploma (SAIT 3121 hours). Certified by Sonography Canada as a Canadian Registered Generalist Sonographer (CRGS).	6.0

Experience	**Degree**
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 department policies and procedures.	8.0

Independent Judgement	**Degree**
Performs administrative and coordination duties within generally accepted practices. Exercises judgement to adapt methods or procedures to ensure optimal images are obtained. Exercises judgement in the analysis of unusual problems relating to patient imaging, new equipment and procedures. Ensures professional standards are adhered to.	4.5

Working Relationships	**Degree**
Provides technical explanation and/or instruction to other employees, students and medical residents. Contacts with staff, students and residents are highly specialized.	4.0

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Impact of Action	Degree
Determines and allocates Diagnostic Sonography resources to meet the performance and operational objectives of the department. Misjudgement in applying pressure during testing may result in serious long term physical injury to patients (dislodging blood clots). Misjudgement in scheduling preventative maintenance may result in breakdown and serious delays in the coordination of testing, diagnosis and treatment.	4.0

Leadership and/or Supervision	Degree
Provides limited direction to others by assigning, checking and maintaining the flow of work for Sonographers. Provides specialty standard practice instructions to Sonographers and residents and completes performance appraisals.	3.5

Physical Demands	Degree
Frequent physical effort assisting/transferring and scanning patients, frequent repetitive motions while working in awkward/uncomfortable positions for extended periods.	3.0

Sensory Demands	Degree
Frequent sensory effort scanning patients and listening to equipment while performing lengthy procedures. Performs multiple tasks during each exam.	3.0

Environment	Degree
Regular exposure to major hazards such as soiled linens, infectious disease and blood/body fluids.	4.0