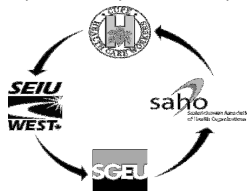


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Orthopaedic Technologist</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004; December, 2005</u></p> <p>Revised Date <u>July, 2011</u></p>	<p>Code</p> <p><u>176</u></p>
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<p>Decision Making</p> <p>Within limits of accepted practice, makes choices about specialized casting needs. Adapts existing practices and methods, to solve problems associated with building, fabricating/adjusting immobilization devices (e.g., casts and splints) to meet client needs.</p>	<p>Degree</p> <p><u>3.5</u></p>
<p>Education</p> <p>Grade 12. Allied health diploma. Orthopaedic Technologist certificate. Certification and Registration with the Canadian Society of Orthopaedic Technologists (CSOT). For rating purposes, we have used Practical Nursing diploma (1776 hours).</p>	<p><u>4.5</u></p>
<p>Experience</p> <p>No previous experience. Thirty-six (36) months on-the-job experience which includes twelve (12) months training under the direction of a Orthopaedic Surgeon before writing certification examination plus twenty-four (24) months post-certification to consolidate knowledge/skills and become familiar with region/facility/department policies and procedures.</p>	<p><u>6.0</u></p>
<p>Independent Judgement</p> <p>Orthopaedic Technology duties are carried out within generally accepted practices utilizing choice of materials/products that best fit client needs. Exercises judgement in designing and adapting immobilization devices.</p>	<p><u>4.0</u></p>
<p>Working Relationships</p> <p>Provides technical explanation and/or instruction to medical residents and clients/patients/families. Contacts may be difficult or emotionally charged requiring persuasion and/or motivation.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
Provides patient care through the application, adjustment and removal of orthopaedic devices to meet quality service requirements. Misjudgements in application and adjustment of immobilization devices may result in serious injury/discomfort to patients. Misjudgements in cast application may delay rehabilitation services and prolong treatment.	<u>3.0</u>
Leadership and/or Supervision Provides occasional guidance to co-workers/trainees. Provides functional guidance/specialty advice to outside agencies on the care and maintenance of immobilization devices.	<u>2.5</u>
Physical Demands Regular physical effort assisting patients, applying/removing casts/immobilization devices with frequent periods of heavy lifting.	<u>2.5</u>
Sensory Demands Regular sensory effort required for wound care and computer operation with frequent effort in the application/removal of casts, sutures, K-wires, screws and pins.	<u>2.5</u>
Environment Regular exposure to major disagreeable conditions such as blood/body fluids, dust, chemicals, noise, vibration, unpredictable weights, sharps and verbal/physical abuse.	<u>4.0</u>