

## Job Evaluation Rating Documentation

<b>CUPE, SEIU, SGEU, SAHO</b> 	<b>Job Title</b> <u>Cardiovascular Technologist Supervisor</u> <b>Date</b> <u>October, 2000; 2004</u> <b>Revised Date</b> <u>September, 2011; December, 2011</u> <b>Revised Date</b> _____	<b>Code</b> <u>216</u>
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<b>Decision Making</b> Responsible for the supervision and administration of Interventional Services including the Cardiac Catheterization Laboratory, Interventional Radiology and Pacemaker Clinic. Develop short term plans by updating methods applying to new equipment. Conducts, analyses and develops plans for interventional services.	<b>Degree</b> <u>4.5</u>
<b>Education</b> Grade 12. Three-year Allied Health diploma recognized by the CACPT - for rating purposes we have used Respiratory Therapist diploma (3020 hours from SAIT). Registration with Canadian Association of Cardiopulmonary Technologists (CACPT).	<b>Degree</b> <u>6.0</u>
<b>Experience</b> Forty-eight (48) months previous experience as a Cardiovascular Technologist to consolidate knowledge and skills. Twenty-four (24) months on the job experience to develop supervisory/administrative skills and clinical interpretive skills and become familiar with region/facility/department policies and procedures.	<b>Degree</b> <u>9.0</u>
<b>Independent Judgement</b> Carries out the majority of work requirements within generally accepted practices. Work involves taking action in the application of standards widely accepted within the Cardiac Catheterization Lab and Pacemaking Clinic. Judgement is exercised in the analysis and/or troubleshooting of unusual problems related to patient appliance (e.g., defibrillators) and recommending new operational methods or procedures.	<b>Degree</b> <u>4.5</u>
<b>Working Relationships</b> Provides technical explanation and/or advice to co-workers, technical staff and trainees. Requires diplomacy and tact to provide administrative support and obtain cooperation of upper levels of administration and Medical Heads. Contacts through internal committees and fund raising efforts are of considerable importance in establishing and carrying services.	<b>Degree</b> <u>4.5</u>

<b>Impact of Action</b>	<b>Degree</b>
<p>Develops action plans to enhance services by setting standards, allocating resources and evaluating/changing techniques. Misjudgements in the interpretation of data/assessment could result in serious injury/discomfort of patients. Misjudgements in prioritizing delivery of services results in delays of service to others. Misjudgement in developing protocols and procedures may result in inefficient management of resources for the department.</p>	<p><u>3.5</u></p>
<p><b>Leadership and/or Supervision</b>                      Provides regular direction to other technical staff including supervision, assigning work, performance evaluations, and budgeting. Provides advanced functional and specialty leadership throughout the Cardiovascular Department.</p>	<p><u>4.5</u></p>
<p><b>Physical Demands</b>                      Occasional physical effort performing procedures and operating computer with periods of accurate coordination of fine movements.</p>	<p><u>1.5</u></p>
<p><b>Sensory Demands</b>                      Frequent sensory effort performing procedures, writing reports, preparing budgets, operating computer and listening to staff with competing multiple sensory demands.</p>	<p><u>3.0</u></p>
<p><b>Environment</b>                      Occasional exposure to major disagreeable conditions such as sharps, blood/body fluids, radiation and soiled linens.</p>	<p><u>3.0</u></p>