


Job Evaluation Rating Document

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|  | Job Title | Diagnostic Cardiac Sonographer | Code 323 |
| | Date | 2004; June 2005 | |
| | Revised Date | August 2006; October 18, 2017 | |
| | Revised Date | April 9, 2025 | |

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| Decision Making | Degree |
| Some choice of action in order to accommodate each individual patient's unique needs to achieve optimum examination results. Choice is limited by accepted practice as defined by professional guidelines and standards. Determines what steps to take when examination discovers unexpected patient conditions or pathology. | 3.5 |

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| Education | Degree |
| Grade 12. Diagnostic Medical Sonography diploma (SAIT 3188 Hours). Certified by Sonography Canada as a Canadian Registered Cardiac Sonographer (CRCS) (Rating 6.0) | |
| *As per the MOA regarding the Education factor review (January 2019) the JJEMC will continue to utilize 4562 hours as no other factors were impacted by this change. The education rating will remain at (7.5). | 7.5 |

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| Experience | Degree |
| No previous experience. Twelve (12) months on the job experience to consolidate specialty skills and become familiar with individual client needs and department policies and procedures. | 4.0 |

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| Independent Judgement | Degree |
| Follows professional guidelines and standards when tailoring each scan to obtain optimal examination results. Recognizes when pathology is present and tailors the scans to reflect the extent of the disease. Adjusts machine parameters to best demonstrate pathologies. Exercises judgement in prioritizing cases within the limits of department policy. | 4.0 |

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| Working Relationships | Degree |
| Provides technical explanation and/or instruction to co-workers, technical staff and students. Must secure co-operation of patients to perform appropriate testing. | 4.0 |

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| Impact of Action Inaccuracies and misjudgements in testing can result in substantial delays in the patient's diagnosis and treatment. Misjudgement in applying pressure during testing may result in serious long term physical injury to patients (dislodging blood clots). Misjudgement when selecting which images to take and to keep may mean that the optimum images are not available for the cardiologist to view and interpret, thus delaying diagnosis and treatment. | Degree 3.5 |
| Leadership and/or Supervision Provides occasional guidance to staff and students. Provides functional guidance when interpreting and explaining policies and practices associated with testing. | Degree 2.5 |
| Physical Demands Frequent physical effort assisting/transferring and scanning patients with repetitive motions while working in awkward positions. | Degree 3.0 |
| Sensory Demands Frequent sensory effort scanning patients and listening to equipment while performing lengthy procedures. Performs multiple tasks during each exam. | Degree 3.0 |
| Environment Regular exposure to major hazards such as soiled linens, infectious disease and blood/body fluids. | Degree 4.0 |