Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO		Code
	Job Title Diagnostic Cardiac Sonographer & Cardiology Technologist	
	Date August, 2006	
	Revised Date May 16, 2018	350
	Revised Date	

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. Adapts scanning techniques to accommodate patient needs.	3.5

Education	Degree
Grade 12. Cardiology Technology diploma (BCIT 1860 hours). Certified by Canadian Society of Cardiology Technologists. Diagnostic Medical Sonography diploma (SAIT 3121 hours). Certified by Sonography Canada as a Canadian Registered Cardiac Sonographer (CRCS).	8.0

Experience	Degree
No previous experience. Thirty-six (36) months on the job to consolidate cardiology and sonography skills and become familiar with individual client needs and department policies and procedures.	6.0

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

Working Relationships	Degree
Provides technical explanation and/or instruction to staff. Must secure co-operation of patients to perform appropriate testing. Transfers, assesses, prepares, instructs and positions patients including those who are difficult/critically ill.	4.0

Job Title Diagnostic Cardiac Sonographer & Cardiology Technologist **Code** 350

Impact of Action	Degree
Inaccuracies and misjudgements in testing can result in substantial delays in diagnosis and treatment. Misjudgement in applying pressure when testing may result in physical discomfort for the patient. 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.	3.5

Leadership and/or Supervision	Degree
Provides occasional guidance to staff and students. Provides functional guidance when interpreting and explaining policies and practices associated with testing.	2.5

Physical Demands	Degree
Frequent physical effort assisting/transferring and scanning patients with repetitive motions while working in awkward positions.	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 blood/body fluids and infectious disease.	4.0