


Job Evaluation Rating Document

	Job Title	Diagnostic Cardiac Sonographer & Clinical Coordinator	Code 351
	Date	August, 2006	
	Revised Date	October 18, 2017	
	Revised Date	April 9, 2025	

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 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

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 related 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

Impact of Action Inaccuracies and misjudgments 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 limited direction to others by assigning, checking and maintaining the flow of work for students and residents. Provides specialty standard practice instructions to physician residents and provides input into performance appraisals.	Degree 3.5
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