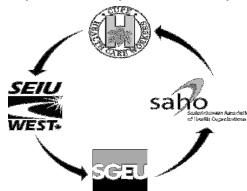


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Combined Laboratory &amp; X-Ray Technologist Working Supervisor</u></p> <p><b>Date</b> <u>January, 2009</u></p> <p><b>Revised Date</b> _____</p> <p><b>Revised Date</b> <u>April 8, 2014</u></p>	<p><b>Code</b></p> <p style="text-align: center;"><u>404</u></p>
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<p><b>Decision Making</b></p> <p>Laboratory and X-ray testing is performed as established by Provincial Legislation and Combined Laboratory and X-ray Technologist scope of practice. Patient's condition may necessitate modification of testing procedures. Work involves developing plans by establishing and maintaining Quality Assurance/Quality Control programs.</p>	<p><b>Degree</b></p> <p style="text-align: center;"><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 12. Combined Laboratory and X-Ray Technology diploma (2001 hours).</p>	<p style="text-align: center;"><u>4.5</u></p>
<p><b>Experience</b></p> <p>Twelve (12) months previous experience as a CLXT to consolidate working knowledge. Twelve (12) months on the job to develop supervisory/administrative skills, become familiar with site-specific instrumentation, to gain understanding of other departments within the facility/region and become familiar with region/facility/department policies and procedures.</p>	<p style="text-align: center;"><u>5.0</u></p>
<p><b>Independent Judgement</b></p> <p>Work is performed in accordance with established testing procedures. Exercises judgement when performing testing on critically ill or difficult clients/patients/residents to ensure optimum test results. Performs regular preventative maintenance, troubleshooting and repair on lab &amp; X-ray equipment. Exercises judgement limited by specifications and manufacturers' guidelines or standards.</p>	<p style="text-align: center;"><u>4.0</u></p>
<p><b>Working Relationships</b></p> <p>Regular contacts with clients/patients/residents, other employees, and physicians when obtaining specimens, radiographic images and preparation of related reports. Provide technical explanation and/or instruction to co-workers and outlying clinic staff. Acquire cooperation from difficult/upset clients/patients/residents.</p>	<p style="text-align: center;"><u>4.0</u></p>

<b>Impact of Action</b>	<b>Degree</b>
<p>Determines and allocates laboratory and X-ray resources to meet the performance and operational objectives of the department. Introduces new/improved testing procedures to enhance services. Misjudgement in preventative maintenance/repair of equipment, and ordering/allocation of other resources may result in uncoordinated, inefficient delivery of service.</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 and input into budget.</p>	<p><u>4.0</u></p>
<p><b>Physical Demands</b>                      Regular effort procuring specimens, transporting, positioning clients/patients/residents and moving equipment, while walking and standing with periods of coordination of fine or coarse movements. Works in awkward positions with light to heavy weight demands.</p>	<p><u>2.5</u></p>
<p><b>Sensory Demands</b>                      Regular sensory demands such as performing venipuncture, radiographic examinations and microscope work with periods of competing multiple sensory demands.</p>	<p><u>2.5</u></p>
<p><b>Environment</b>                      Regular exposure to major hazards such as blood and body fluids, radiation, and sharps.</p>	<p><u>4.0</u></p>