


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Transfusion Safety Officer</u></p> <p>Date <u>April 2010 - Interim Rating</u></p> <p>Revised Date <u>October 9, 2013</u></p> <p>Revised Date <u>May 17, 2023</u></p>	<p>Code</p> <hr/> <p>449</p>
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<p>Decision Making</p> <p>Follows Canadian Society for Transfusion Medicine (CSTM) Standards and Canadian Standards Association (CSA) regulations and guidelines for blood transfusions. Refines practices to comply with CSA regulations. May be required to make exceptions to accepted practices when encountering product administration problems. Develop short term plans by updating policies and procedures relating to transfusion practices.</p>	<p>Degree</p> <hr/> <p>4.0</p>
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<p>Education</p> <p>Grade 12. Medical Laboratory Technology Advanced diploma (Saskatchewan Polytechnic 2400 hours). Certified by the Canadian Society for Medical Laboratory Science. (Rating 5.0)</p> <p>*As per the MOA regarding the Education factor review (January 2019) the JJEMC will continue to utilize 2583 hours as no other factors were impacted by this change. The Education rating will remain at (5.5).</p>	<p>Degree</p> <hr/> <p>5.5</p>
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<p>Experience</p> <p>Twenty-four (24) months previous experience in transfusion medicine. Eighteen (18) months on the job experience to develop a network of colleagues, investigation and root cause analysis skills, enhanced reporting skills, education presentation development and presentation skills.</p>	<p>Degree</p> <hr/> <p>7.0</p>
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<p>Independent Judgement</p> <p>Carries out blood transfusion program administration within generally accepted practice. Judgement is exercised in the analysis and/or troubleshooting of unusual problems associated with the development and prioritization of blood transfusion projects within the program.</p>	<p>Degree</p> <hr/> <p>4.5</p>
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<p>Working Relationships</p> <p>Provides technical explanation and/or instruction to co-workers and technical staff. Must secure the cooperation of co-workers, manager or service/company representatives when developing solutions to administrative problems associated with blood transfusion safety, standards and practices.</p>	<p>Degree</p> <hr/> <p>4.0</p>
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Impact of Action Improper policy and procedure development may result in serious long-term complications for clients/patients/residents. Improper communication may result in identifiable deterioration in clients/patients/residents public relations. Failure to manage and report adverse events could cause serious results in the delivery of service which may result in funding loss.	Degree 3.5
Leadership and/or Supervision Provides functional guidance and/or specialty advice on the interpretation of policies and procedures to staff, physicians and operational leaders and follows up to determine compliance.	Degree 3.5
Physical Demands Regular physical effort when performing computer operation with regular accurate coordination of fine movements.	Degree 2.0
Sensory Demands Regular sensory effort required for reading and report writing.	Degree 2.0
Environment Occasional exposure to minor conditions such as blood/body fluids, interruptions, multiple deadlines and travel.	Degree 2.0