


Job Evaluation Rating Documentation

	Job Title <u>Sterile Processing Instrument Technician</u> Date <u>Sept 13, 2012</u> Revised Date _____ Revised Date _____	Code <u>454</u>
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Decision Making Follows clearly prescribed practices/recipes when assembling instruments/equipment, ordering and maintaining stock. Has the ability to determine sequence of work to ensure instruments/equipment are available for surgeries. Some choice of action when assisting in providing alternative instruments/equipment to operating room to meet surgical needs.	Degree <u>2.5</u>
Education Grade 12. Sterile Processing certificate (584 hours - SAIT)	<u>2.5</u>
Experience Twelve (12) months previous experience working in Sterile Processing department to learn proper cleaning techniques, handling, disassembly/assembly of instruments/equipment. Nine (9) months on the job to obtain vendor specific training and become familiar with department /facility/region policies and procedures.	<u>5.0</u>
Independent Judgement Performs sterilization and assembly of instruments and equipment as per established procedures. Resolves minor operating problems when providing possible substitutions for instruments/equipment or seeking instruments/equipment for loan/replacement.	<u>3.0</u>
Working Relationships Requires courtesy and tact with other staff to ensure appropriate disassembly/assembly of instruments. Requires appropriate tact to discuss problems with other staff/departments related to replacement, substitution of instruments and equipment.	<u>2.5</u>

Impact of Action	Degree
Sterilize, assemble and inspect surgical instruments/equipment to meet quality and service requirements. Improper maintenance may lead to damage of expensive instruments/equipment. Misjudgements in assembling, inspection of equipment/instruments according to recipes/procedures may delay surgeries.	<u>2.0</u>
Leadership and/or Supervision May show others how to perform tasks. Provides functional guidance to staff in care, use, assembly and cleaning of instruments and equipment.	<u>1.5</u>
Physical Demands Frequent physical effort standing, repetitive body motion with accurate hand/eye coordination.	<u>3.0</u>
Sensory Demands Frequent sensory effort inspecting, assembling/disassembling, preparing/wrapping instruments while listening for equipment timers (e.g., washer, sterrad, autoclave).	<u>3.0</u>
Environment Regular exposure to minor conditions such as interruptions, noise, vibration and occasional exposure to hazards such as blood/body fluids.	<u>3.0</u>