


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Senior Combined Laboratory & X-Ray Technologist</u></p> <p>Date <u>December 2010 - Interim Rating</u></p> <p>Revised Date _____</p> <p>Revised Date <u>October 08, 2013</u></p>	<p>Code</p> <p><u>458</u></p>
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<p>Decision Making</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. Administrative and coordination duties such as implementing new techniques and scheduling staff require planning to achieve short term goals.</p>	<p>Degree</p> <p><u>3.5</u></p>
<p>Education</p> <p>Grade 12. Combined Laboratory & X-Ray Technology diploma (2001 hours).</p>	<p><u>4.5</u></p>
<p>Experience</p> <p>Twelve (12) months previous experience as a Combined Laboratory & X-Ray Technologist to consolidate knowledge and skills. Six (6) months on the job to develop administration and coordination skills and become familiar with region/facility/department policies and procedures.</p>	<p><u>5.0</u></p>
<p>Independent Judgement</p> <p>Work is performed in accordance with established testing procedures. Exercises judgement when performing testing on critically ill or difficult patients to ensure optimum test results. Work involves troubleshooting equipment malfunctions and abnormal Quality Control results.</p>	<p><u>3.5</u></p>
<p>Working Relationships</p> <p>Regular contact with clients/patients/residents, other employees and physicians when obtaining specimens, radiographic images and preparation of related reports. Provides technical explanation and/or instruction to co-workers. Acquires cooperation from difficult/upset clients/patients/residents.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
<p>Determines and allocates laboratory and x-ray resources to meet the performance and operational objectives of the department. Improper venipuncture with clients/patients/residents may cause serious discomfort. Delays in test results may require re-testing and delay in treatment. Misjudgement in operating/monitoring/maintaining laboratory/x-ray equipment or inventory levels may result in identifiable loss and/or disruption of service.</p>	<p><u>3.0</u></p>
<p>Leadership and/or Supervision Provides limited direction to staff by assigning, checking and maintaining workflow.</p>	<p><u>3.0</u></p>
<p>Physical Demands Regular effort procuring specimens, transporting, positioning clients/patients/residents and moving equipment, while walking and standing with periods of coordination of fine or course movements. Works in awkward positions with light to heavy weight demands.</p>	<p><u>2.5</u></p>
<p>Sensory Demands 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>Environment Regular exposure to major hazards such as blood and body fluids, radiation, and sharps.</p>	<p><u>4.0</u></p>