


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> Orthopaedic Technologist</p> <hr/> <p><b>Date</b> October 2000</p> <hr/> <p><b>Revised Date</b> 2004; December 2005; July 2011</p> <hr/> <p><b>Revised Date</b> September 13, 2023</p> <hr/>	<p><b>Code</b></p> <hr/> <p>176</p> <hr/>
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<p><b>Decision Making</b></p> <p>Within limits of accepted practice, makes choices about specialized casting needs. Adapts existing practices and methods to solve problems associated with building, fabricating/adjusting immobilization devices (e.g. casts and splints) to meet patient needs.</p>	<p><b>Degree</b></p> <hr/> <p>3.5</p> <hr/>
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<p><b>Education</b></p> <p>Grade 12. Allied health diploma. Certification and Registration with the Canadian Society of Orthopaedic Technologist (CSOT). For rating purposes, we have used Practical Nursing diploma (1830 hours).</p>	<p><b>Degree</b></p> <hr/> <p>4.5</p> <hr/>
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<p><b>Experience</b></p> <p>No previous experience. Thirty-six (36) months on the job experience which includes twelve (12) months training under the direction of an Orthopaedic Surgeon before writing certification examination plus twenty-four (24) months post-certification to consolidate knowledge/skills and become familiar with department policies and procedures.</p>	<p><b>Degree</b></p> <hr/> <p>6.0</p> <hr/>
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<p><b>Independent Judgement</b></p> <p>Orthopaedic Technology duties are carried out within generally accepted practices utilizing choice of materials/products that best fit patient needs. Exercises judgement in designing and adapting immobilization devices.</p>	<p><b>Degree</b></p> <hr/> <p>4.0</p> <hr/>
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<p><b>Working Relationships</b></p> <p>Provides technical explanation and/or instruction to medical residents and patients/families. Contacts may be difficult or emotionally charged requiring persuasion and/or motivation.</p>	<p><b>Degree</b></p> <hr/> <p>4.0</p> <hr/>
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<p><b>Impact of Action</b></p> <p>Misjudgements in application and adjustment of immobilization devices may result in serious injury/discomfort to patients. Misjudgements in cast application may delay rehabilitation services and prolong treatment.</p>	<p><b>Degree</b></p> <p>3.0</p>
<p><b>Leadership and/or Supervision</b></p> <p>Provides occasional guidance to staff. Provides functional guidance/specialty advice to outside agencies on the care and maintenance of immobilization devices.</p>	<p><b>Degree</b></p> <p>2.5</p>
<p><b>Physical Demands</b></p> <p>Regular physical effort assisting patients, applying/removing casts/immobilization devices with frequent periods of heavy lifting.</p>	<p><b>Degree</b></p> <p>2.5</p>
<p><b>Sensory Demands</b></p> <p>Regular sensory effort required for computer operation with frequent effort in the application/removal of casts, sutures, K-wires, screws and pins.</p>	<p><b>Degree</b></p> <p>2.5</p>
<p><b>Environment</b></p> <p>Regular exposure to major disagreeable conditions such as blood/body fluids, dust, chemicals, noise, vibration, unpredictable weights, sharps and verbal/physical abuse.</p>	<p><b>Degree</b></p> <p>4.0</p>