


Job Evaluation Rating Document

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| <p>CUPE, SEIU, SGEU, SAHO</p>  | <p>Job Title Orthopaedic Specialty/LPN</p> <hr/> <p>Date Interim Rating - July 29, 2014</p> <hr/> <p>Revised Date September 15, 2014</p> <hr/> <p>Revised Date March 16, 2023</p> <hr/> | <p>Code</p> <hr/> <p>494</p> <hr/> |
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| <p>Decision Making</p> <p>Decisions/choices are made within the Orthopaedic Specialty/LPN scope of practice. Provides continuous assessment/treatment of health needs for the patient. Procedures change to accommodate different situations. 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>Degree</p> <hr/> <p>3.5</p> <hr/> |
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| <p>Education</p> <p>Grade 12. Practical Nursing diploma (Saskatchewan Polytechnic, one thousand eight hundred and thirty (1830) hours) plus NorQuest College Advanced Education in Orthopaedics for LPN's certificate (six hundred and thirty-five (635) hours). Licensed with the College of Licensed Practical Nurses of Saskatchewan with Advanced Orthopaedic Specialty Endorsement.</p> | <p>Degree</p> <hr/> <p>5.0</p> <hr/> |
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| <p>Experience</p> <p>Twenty-four (24) months previous experience working in an acute care setting (prerequisite for entry into Advanced Education in Orthopaedics for LPN's certificate). Twelve (12) months on the job to consolidate knowledge, skills, surgeons' preferences and to become familiar with department policies and procedures. Experience component updated September 12, 2023.</p> | <p>Degree</p> <hr/> <p>6.0</p> <hr/> |
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| <p>Independent Judgement</p> <p>Orthopaedic Specialty/LPN 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>Degree</p> <hr/> <p>4.0</p> <hr/> |
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| <p>Working Relationships</p> <p>Provides technical explanation and/or instruction to patients/families. Uses persuasion/motivation with contacts that may be difficult or emotionally charged as part of their regular daily tasks (e.g., patient mobility).</p> | <p>Degree</p> <hr/> <p>4.0</p> <hr/> |
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| <p>Impact of Action</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>Degree</p> <p>3.0</p> |
| <p>Leadership and/or Supervision</p> <p>Provides occasional guidance to new staff and students. Provides functional guidance/specialty advice to staff, students and physicians.</p> | <p>Degree</p> <p>2.5</p> |
| <p>Physical Demands</p> <p>Frequent cumulative physical effort lifting, crouching and working in awkward positions as well as frequent hand-eye coordination in administering medications.</p> | <p>Degree</p> <p>3.0</p> |
| <p>Sensory Demands</p> <p>Regular visual/sensory effort required while working with patients, administering medication, monitoring and assembling medical equipment with frequent multiple sensory demands.</p> | <p>Degree</p> <p>2.5</p> |
| <p>Environment</p> <p>Frequent major working conditions such as disease, blood and body fluid, sharps, chemicals, heat, light, verbal and physical abuse, noise and congested work place.</p> | <p>Degree</p> <p>5.0</p> |