

Job Class Profile: Laboratory and X-Ray Technologist**Pay Level: LX-27 Point Band: 682-716**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	5	3	4	6	4	3	4	1	6	
Points	233	50	25	29	120	65	83	21	64	690

JOB SUMMARY

The Laboratory and X-Ray Technologist is responsible for the performance and interpretation of a variety of technical laboratory tests and procedures and the performance of the more routine diagnostic imaging procedures.

Key and Periodic Activities

- Collects blood samples and/or other bodily specimens from inpatients and outpatients daily or receives samples from surrounding clinics.
- Enters all required information into an electronic information system.
- Prepares specimens and performs routine analysis of specimens manually or with the use of analyzers.
- Interprets results and repeats testing if necessary. Notifies the attending physician of any critical results.
- Processes and appropriately packages and transports specimens to other laboratories for analysis.
- Performs testing on blood products to ensure the product can be safely administered.
- Performs quality control procedures in the Laboratory to ensure accurate and precise results and also on computed radiology systems.
- Performs basic diagnostic imaging procedures such as chest, ribs, spine, skull, facial, extremities and abdomen x-rays.
- Ensures proper inventory levels of supplies are maintained.
- Compiles and submits monthly statistics for the Laboratory & Diagnostic Imaging Departments.

SKILL**Knowledge****General and Specific Knowledge:**

- Specific knowledge of laboratory procedures and quality control.
- Knowledge of health and safety guidelines.

- Knowledge of the latest trends and techniques for equipment, procedures and techniques.

Formal Education and/or Certification(s):

- Minimum: 3 year Post Secondary Diploma in Medical Laboratory Technology and Professional Designation (RT – Registered Technologist) supplemented by a 1-2 year Certificate in Diagnostic Imaging.

Years of Experience:

- Minimum: 1 to 2 years

Competencies:

- Ability to use Laboratory Information Systems.
- Strong written skills.
- Ability to troubleshoot problems quickly and efficiently.

Interpersonal Skills

- A wide range of interpersonal skills are used to listen and explain to patients and employees and provide them with the necessary information, and to nurture and care for patients.
- Communications occur with patients and clients (i.e. greeting, explaining and directing where necessary during procedures), with other employees or colleagues (i.e. ensuring safe execution of tasks), and with external stakeholders or professional advisors.

EFFORT

Physical Effort

- Work demands occasionally result in considerable fatigue requiring periods of rest.
- There is a limited requirement to reposition/lift patients to and from x-ray table and from stretcher.
- Constant requirement to stand for extended periods, to walk to and from procedures, to use machinery that requires very controlled movement, to operate hand tools that require accurate control, and to use fine finger precision movements when on computer. In some cases there is limited freedom to move about.
- Occasionally required to bend or stretch into awkward body positions.

Concentration

- **Visual** concentration is constant when staring at a computer screen to enter patient information into a database, ordering of tests and procedures, looking up reports, reading patient requisitions, performing diagnostic testing and collecting blood specimens
- **Auditory** concentration is required when listening to multiple stakeholders (e.g. coworkers giving instructions), listening for timers to go off to signify the end of a test or procedure, and listening to patients during tests.
- **Higher than normal levels of attentiveness** are required for the health and safety of patients when performing tests and to ensure the correct interpretation of the laboratory or x-ray requisition.
- Concentration effort is required when running quality control checks on all procedures to ensure **accuracy and precision** and when ensuring patients are properly positioned during x-

rays.

- Is required to work within **tight timelines/pressures/deadlines** to get results back to patients or the physicians while ensuring **accuracy and precision**.
- There is a **lack of control over the work pace** as many patients arrive through emergency or other sources and these are unplanned additions to the workload which often times must be completed immediately.

Complexity

- Complexity of work varies. At times tasks are repetitive and well defined, but at other times tasks are more complex such as investigating Quality Control issues and troubleshooting analyzer problems.
- The most typical problem would be an analyzer malfunction.
- Problems tend to be solved by following guidelines and procedures and there are usually defined and standard work processes but at times solution may require the consulting of experts in the field.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are highly monitored and controlled.
- Decisions can be made to order supplies for the laboratory and x-ray department, verify results of tests independently, and verify quality controls and calibrations of equipment.
- Formal approval is typically required for larger scale expenditures, organization commitments, and travel to other work sites.
- Some discretion is exercise in testing such as determining the quality of an image and whether further imaging is required.

Impact

- Impacts generally affect patients/clients, immediate work area, outside department but within the organization.
- Work activities impact processes and systems, health and safety, information and facilities.
- Test results are verified independently and are used by physicians in the diagnosis, treatment and care of patients. If an incorrect test result is provided to the physician the patient care could be impacted.
- In the event of an error or mistake the results may impact on peers, clients/customers/patients, processes and sources, health and safety, and corporate image. Work is performed in a highly monitored and controlled environment the impact of errors is mitigated.

Development and Leadership of Others

- Not directly or indirectly responsible for development or supervision of staff.
- Could be required to provide orientation and direction to new staff.

WORKING CONDITIONS

Environmental Working Conditions

- Required to wear eye protection, gloves, surgical masks, gown, and radiation monitoring badges as the work being performed dictates.
- There is a limited likelihood of minor cuts, bruises, abrasions, minor illnesses, fractures or other injuries if health and safety protocols are followed.
- Working in an open laboratory environment required constant exposure to glare from the computer screen, distracting noise in the laboratory, exposure to hazardous chemicals, bodily fluids, odours, radiation and potentially infectious diseases, sharp objects, etc.