

**Job Class Profile: Urology Technician I****Pay Level: CG-29 Point Band: 622-675**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	4	4	4	6	3	4	4	2	6	
Points	187	67	25	29	90	87	83	43	64	675

**JOB SUMMARY**

The Urology Technician I performs responsible specialized pre-operative and post-operative care of urology patients. Work involves providing urology and vascular services to patients including urological procedures and tests.

**Key and Periodic Activities:**

- Utilizes the nursing process in the provision of urologic care in accordance with policies and procedures established by Urology and Nursing departments.
- Performs urodynamic testing on urology patients referred to the urodynamic lab by the Urologist.
- Completes a urology assessment including types of medication and presenting symptoms, medical conditions and previous surgeries and post void bladder scanning for residual urine.
- Travels to satellite urology clinics to provide urology testing and procedures.
- Performs difficult and routine catheterizations on patients referred from the emergency department, operating room, intensive care unit, diagnostic imaging and nursing units. This involves the use of advanced procedures using specialized equipment such as guidewires and uretic catheters. Initiates continuous bladder irrigations for patients presenting with gross hematuria due to trauma or disease process.
- Performs noninvasive vascular testing on patients referred to the vascular lab for assessment of peripheral vascular disease including evaluation of the peripheral vascular system including palpation of upper and lower extremity pulses, vital signs and history including all medications.
- Performs vascular testing with segmental pressure equipment and Doppler to assess ABI and pulse volume waveforms.
- Performs exercise testing to diagnose pseudo claudication.
- Teaches pre and post-operative patients regarding catheter care, self catheterization, kegel exercises, sexual dysfunction treatments, smoking cessation and healthy living.
- Prepares and assists with cystoscopy procedures performed by Urologists.

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

- Meditech system.
- Urological related testing equipment and procedures.
- Patient care, assessment and treatment.

- Licensed practical nursing and related policies, procedures, trends and developments.

#### **Formal Education and/or Certification(s)**

- Minimum: 2 year Diploma in Licensed Practical Nursing
- Licensure from the College of Licensed Practical Nurses of Newfoundland and Labrador
- Certified by Canadian Urological Association (recertification every three years)

#### **Years of Experience:**

- Minimum: 1 – 2 years of experience.

#### **Competencies:**

- Computer skills
- Calibrating equipment

#### **Interpersonal Skills**

- A range of interpersonal skills are utilized including listening to information from patients regarding medical history on conditions or disease related to urology and vascular issues; asking questions to gather additional related information; providing routine and complex information and direction to patients and families regarding urological and vascular care; providing care and comfort to in-patients and instructing/teaching patients regarding procedures and testing.
- Communications occur with employees within the immediate work area, department and organization; supervisors, managers, patients, students, suppliers and members of professional associations.
- The most significant contacts would include patients, nursing and related professional staff to discuss patient issues related to urology/vascular care and Urologists to discuss test results or to seek advice regarding treatment or procedures.

### **EFFORT**

#### **Physical Effort**

- Demands of the job typically do not result in fatigue, requiring periods of rest.
- Lifting and moving is required to assist patients from wheelchairs or stretchers onto the procedural table.
- Sitting is required for prolonged periods of time while performing vascular testing. Standing and walking are required to perform work duties.
- Driving is required to satellite urology clinics to provide urology testing and procedures.
- Manual and physical activities include fine finger or precision work to use testing equipment such as Dopplers and ultrasound probes which require controlled movement.

#### **Concentration**

- **Visual** concentration is required regarding the insertion of catheters; to operate testing equipment and to maintain eye contact with the monitor while performing testing.
- **Auditory** concentration is required to listen to Doppler signals during vascular testing.
- **Other sensory demands** such as touch is used to examine pulses throughout the body.
- **Time pressures and deadlines** exist to have urology tests and studies completed in order for the physician to conduct further investigations.
- **Lack of control over work pace** occurs when several units throughout the hospital are requesting urology services, often on an urgent basis.
- **Higher than normal levels of attentiveness or alertness for the health and safety of others**

is evident when patients have co-morbid conditions which require continuous monitoring such as quadriplegics.

- **Eye hand coordination** is required to utilize various instruments for urology procedures and to ensure Doppler is placed in the correct position to obtain pulse signals.
- **Exact results and precision** is required regarding the insertion of catheters.

### **Complexity**

- Work tasks or activities are different but allow for the use of similar skills and knowledge.
- Typical challenge would be to see patients due to urinary retention. Required to assess the urinary retention and decide which type of catheter to insert. Vascular patients are also assessed to determine what test should be performed and determining if upper and lower extremity pulses are present.
- References available to address typical challenges include treatment protocols, policies and standards of practice as well as co-workers, Urologists and Vascular surgeons.

## **RESPONSIBILITY**

### **Accountability and Decision-Making**

- Work tasks and activities are generally prescribed or controlled as urology and vascular testing procedures have predetermined protocols.
- Independent decisions can be made regarding the purchase of day-to-day consumables needed for regular operations when the clinical leader is unavailable.
- Decisions requiring supervisory approval of the nurse manager would include any changes to policies or procedures.
- Discretion is exercised regarding decisions made regarding the type of treatment for urology patients.
- Discretion and judgment are exercised to make decisions when patients present to the emergency room with gross hematuria, then positions of this class can decide what treatment would be necessary based on the assessment of patient findings.

### **Impact**

- Results of work tasks and activities are directly felt within the immediate work area, department, organization and on patients. After patient testing is complete in the urodynamic lab, the results are delivered to the Urologist for interpretation.
- Results of work tasks and activities directly impact the testing equipment used which would have to be cleaned; material resources in terms of supplies used (also impacts finances); health and safety of the patients and corporate image since work was performed competently.
- Consequences of mistakes or errors are felt within the immediate work area, department, organization and on the patients receiving care. The result of the consequence of mistakes or errors varies pending the nature and seriousness of the consequence but could impact health and safety of patients; information provided to patients; equipment used; processes and systems; finances; material and human resources and corporate image.
- Typical time frame required to identify and resolve consequences in the event of a mistake or error is within 24 hours. For example, if an error is made during catheterization the result could be damage to patient bladder or urethra. If wrong medication has been given, immediate action is required.

### **Development and Leadership of Others**

- There is no supervision of staff.
- Provides advice and guidance to patients doing self catheterizations and catheter care. Also provides advice to nursing units on catheter care and orientation to new staff.

## WORKING CONDITIONS

### Environmental Working Conditions

- Special precautions or safety equipment are required such as using sharp containers for needles; using cytotoxic containers when in contact with cytotoxic drugs; wearing protective gowns when in contact with infectious diseases and wearing eye goggles when flushing catheters. Standard infection control precautions.
- Limited likelihood of minor cuts, bruises, abrasions, minor illnesses, fractures, injury or occupational illness resulting in partial disability.
- Exposure to toxic chemicals such as cytotoxic drugs; bodily fluids including urine and feces which may contain communicable disease; odours; sharp objects such as needles and travel is required to satellite urology clinics to provide urology testing and procedures.