

JOB DESCRIPTION

Benchmark Job #073

Ministry: BC Mental Health Society
Branch: Clinical Programs
Location: Riverview Hospital

Working Title:
Level:
NOC Code:

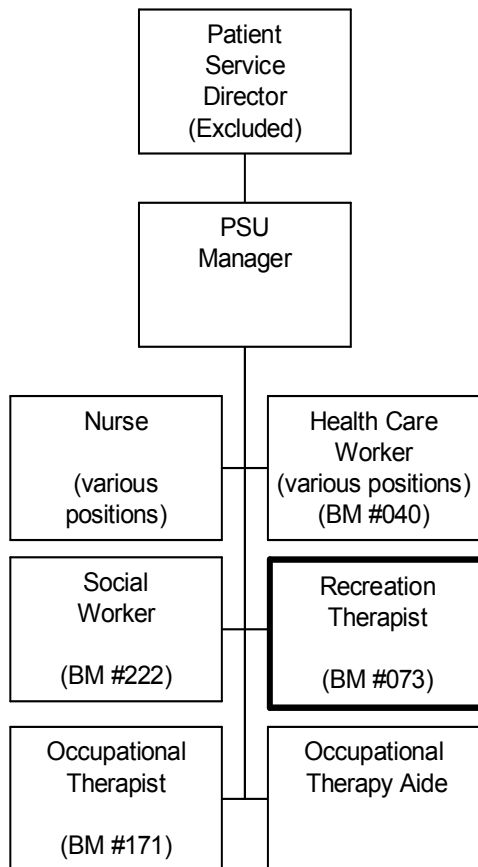
Recreation Therapist
Range 21
3144

PRIMARY FUNCTION

To assess patient needs and abilities, plan and conduct therapeutic recreation programs and organize special events for assigned patients.

JOB DUTIES AND TASKS

1. Provides therapeutic leisure education, social, physical and community recreation programs for assigned patients
 - a. utilizes various clinical assessment tools, such as Witt and Ellis Leisure Diagnostic Battery and Kloseck Leisure Competence Measure and therapeutic interventions to assess patients' abilities and needs
 - b. develops an individual recreation/leisure treatment plan in accordance with assessment results and in conjunction with patient and treatment team
 - c. plans, implements and adjusts individual therapeutic recreation/leisure programs such as exercise/fitness programs, social groups, sports activities, etc., to meet the specific needs of patients
 - d. observes, evaluates and documents patient behaviour, abilities, performance and progress during activities, makes adjustments to treatment plan as required
 - e. participates as a member of the inter-disciplinary team and attends ward rounds, diagnostic and review conferences, documents progress on ward file and provides written reports as required
 - f. participates with inter-disciplinary team in discharge planning by identifying and orienting patient to community recreation/leisure resources
 - g. advocates on behalf of patients within the hospital and in the community
 - h. uses non-violent crisis intervention techniques to defuse hostile or aggressive behaviour
 - i. assists patients with activities of daily living
 - j. operates equipment such as wheelchair lifts, cooking appliances, exercise equipment and computer related equipment
 - k. collaborates with treatment team to determine service priorities
2. Performs administrative duties
 - a. implements and submits reports to Patient Service Manager or Professional Practice Leader on continuing quality improvement activities (e.g., workload measures, patient satisfaction surveys)
 - b. maintains/stores equipment and supplies in a secure area
 - c. arranges for replacement and repair of equipment and supplies in consultation with PS Manager
 - d. determines needs and purchases supplies/equipment for activities
 - e. estimates annual program material and supply needs, provides budget input to PS Manager
 - f. monitors patient attendance and keeps statistical program records
 - g. ensures work areas and equipment are kept clean, free of safety hazards and properly stored
3. Organizes unit or hospital wide special events (e.g. Mental Health Week, Fun Olympics)
 - a. initiates and implements special events and coordinates with unit staff, other departments, or outside agencies
 - b. promotes events through posters and memos and encourages family, friends and outside agencies to attend
4. Performs other related duties
 - a. drives hospital vehicles, including buses, to escort patients on various community outings and provides direction to assisting staff
 - b. attends ward rounds and meetings including discipline practice councils
 - c. provides education sessions and orientation to staff, students and visitors
 - d. assigns, monitors and examines the work of assigned recreation therapy students and completes student assessments for educational institutions



REASON FOR CLASSIFICATION

Benchmark Job #073

Job Title: Recreation Therapist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the principles of Recreation Therapy in order to provide individual and group therapy programs to patients; assess patient needs and determine appropriate interventions and assess patient progress.</p>	G	250
2	<p>MENTAL DEMANDS Judgement to apply structured study, analysis and interpretation of patient needs and choose an approach using a combination of accepted recreational therapy techniques to provide individual and group therapy programs to patients; assess patient needs and determine appropriate interventions, assess progress, and make adjustments to the treatment plan to meet patient needs.</p>	E	150
3	<p>INTERPERSONAL COMMUNICATION SKILLS Persuasion required to use basic counselling skills to encourage and motivate psychiatric patients to cooperate and participate in recreational therapy activities.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Significant coordination and dexterity to teach sports and recreation activities to psychiatric patients.</p>	D	22.5
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by recreation therapy and work unit standards, applies accepted work methods in a different way to provide individual and group therapy programs to patients; assess patient needs and determine appropriate interventions, assess progress, and make recommendations on discharge planning to the unit supervisor.</p>	E	120
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Some financial responsibility to provide budget information on required supplies to Patient Service Manager.</p>	C	15
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Moderate responsibility to drive vehicles to escort patients on various community outings.</p>	C	15

REASON FOR CLASSIFICATION

Benchmark Job #073

Job Title: Recreation Therapist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	<p>RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to assign, monitor and examine the work of assigned recreation therapy students, as a typical, recurring task of the job, and complete student assessments for educational institutions.</p>	CC	13
9	<p>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Considerable care and attention to provide direct recreation therapy to psychiatric patients in an institution.</p>	E	40
10	<p>SENSORY EFFORT/MULTIPLE DEMANDS Focused awareness of others to frequently observe psychiatric patients to assess progress and capabilities and to intervene to prevent injury or harm during recreational therapy activities and outings.</p>	C	12
11	<p>PHYSICAL EFFORT Relatively heavy physical activity to occasionally push patients who are confined to wheelchairs, and to frequently participate in sports events with residents.</p>	D	18
12	<p>SURROUNDINGS Exposure to frequent direct involvement with institutionalized patients.</p>	C	6
13	<p>HAZARDS Significant exposure to hazards from frequently working around institutionalized patients who may react violently.</p>	D	9

Total Points: 715.5

Level: Range 21

JOB DESCRIPTION

Benchmark Job #363

Ministry: Agriculture, Fisheries and Food
Branch: Animal Industry
Location: Abbotsford

Working Title:
Level:
NOC Code:

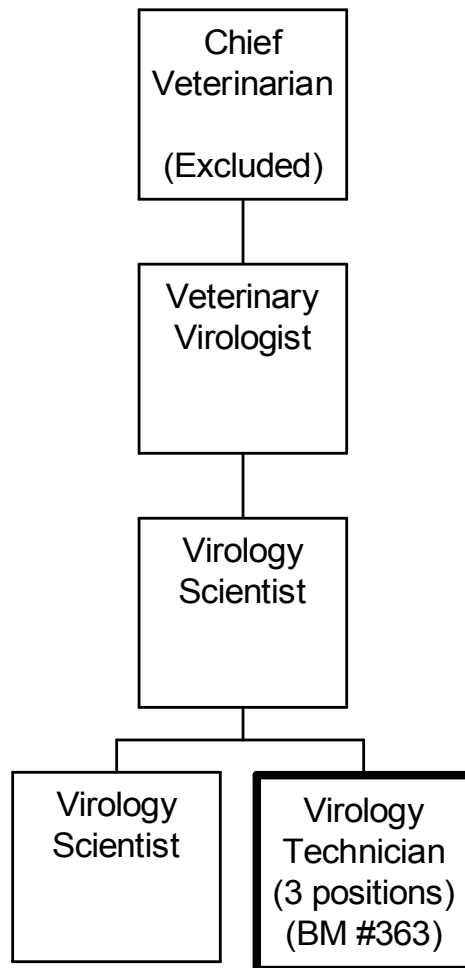
Virology Technician
Range 21
3213

PRIMARY FUNCTION

To perform required procedures for virus isolation and serology; maintain a variety of primary and continuous cell cultures; produce special media for tissue culture purposes; care for laboratory animals; prepare sterile glassware and utensils.

JOB DUTIES AND TASKS

1. Prepares and conducts serological tests and identifies and isolates viruses
 - a. prepares suspect virus and chlamydia samples for inoculation into tissue cultures, chicken embryos, and for electron microscopy
 - b. inoculates and treats embryonated eggs and tissue cultures
 - c. harvests and examines embryonic fluid and membranes
 - d. determines the presence of specific viral antibodies by conducting serological tests such as micro serum neutralization test (SN), micro hemagglutination inhibition test (HI), agar gel diffusion, radial immunodiffusion, counter electrophoresis, indirect fluorescent antibody (IFA), and Enzyme Linked Immunosorbent Assay (ELISA)
 - e. interprets and validates test results
 - f. produces and maintains a variety of primary and continuous cell cultures (10-12 tissue cultures maintained at any one time)
 - g. sections frozen virus infected tissues using a cryostat and staining sections by direct or indirect FA
 - h. explains laboratory test results with farmers, processors and veterinarians
2. Performs other related duties
 - a. produces special medias, buffers, immunochemicals, agars, and other solutions for tissue culture, serological and other immunological procedures
 - b. washes, packages and sterilizes glassware
 - c. handles and cares for infected laboratory animals as required
 - d. inoculates laboratory animals
 - e. uses laboratory equipment to precise tolerances
 - f. orders materials for the laboratory such as consumable supplies
 - g. provides orientation to the laboratory to other staff
 - h. works in awkward positions while leaning over lab counters, under fume hoods and over microscopes



REASON FOR CLASSIFICATION

Benchmark Job #363

Job Title: Virology Technician

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the principles of microbiology to analyze and interpret tests to isolate and identify viruses and chlamydia and to perform various serological tests.</p>	G	250
2	<p>MENTAL DEMANDS Judgement to apply structured study and analysis to choose and apply appropriate serological tests to check for the presence of viral antibodies, complete testing, assess results for validity and interpret findings, by the precise review and manipulation of serological and virological data.</p>	F	175
3	<p>INTERPERSONAL COMMUNICATIONS SKILL Discretion required to exchange information needing explanation of laboratory test results with farmers, processors and veterinarians.</p>	C	30
4	<p>PHYSICAL COORDINATION AND DEXTERITY Significant coordination and dexterity is required to inoculate laboratory animals and to use lab instruments to precise tolerances.</p>	D	22.5
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by general laboratory standards applies accepted work methods in a different way to test biological samples where the bacteria or virus that is being detected may not be readily identified.</p>	E	120
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Financial responsibility to order consumable materials used in the laboratory.</p>	A	5
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control the processes which ensure the quality of information and data identified in laboratory testing.</p>	E	33

REASON FOR CLASSIFICATION

Benchmark Job #363

Job Title: Virology Technician

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Limited responsibility for human resources to orientate others to the workplace.	A	5
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Significant care and attention for others to identify viruses and chlamydia in food animals, to aid proper diagnosis by veterinarians.	D	25
10	SENSORY EFFORT/MULTIPLE DEMANDS Intense attention to detail to almost always prepare slides and cultures and to visually observe minor changes to test specimens.	D	18
11	PHYSICAL EFFORT Heavy physical effort to frequently work in awkward positions that involve leaning over lab counters, under fume hoods, and over microscopes.	E	24
12	SURROUNDINGS Exposure to viruses and bacteria which are grown in the lab, almost always.	D	9
13	HAZARDS Significant exposure to hazards from frequently working with potentially infectious substances.	D	9

Total Points: 725.5

Level: Range 21

JOB DESCRIPTION

Benchmark Job #043

Ministry: Health
Branch: BC Centre for Disease Control
Location: Vancouver

Working Title:
Level:
NOC Code:

Laboratory Technician
Range 21
3211

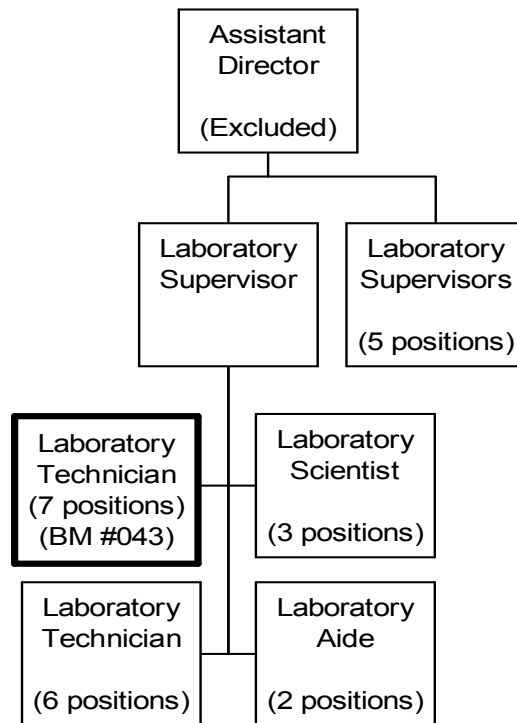
PRIMARY FUNCTION

To isolate and identify parasites from laboratory specimens to aid clients in the diagnosis and treatment of communicable diseases.

JOB DUTIES AND TASKS

1. Prepares specimen samples to isolate and identify parasites
 - a. determines the appropriate protocol to follow based on specimen type and clinical information provided
 - b. prepares a sediment by applying chemical washes, straining and centrifuging fecal, blood or other specimens
 - c. uses staining machine on sediment to prepare acid fast, hemotoxalen and iodine concentrate slides
 - d. examines slides under microscope to identify parasites (between 30 to 50 types), stage of eggs, muscle fibres, red blood cells and charcoal laden crystals; quantitate parasites and determine if parasites are alive or dead
 - e. assesses test results for validity based on control values and quality control parameters
 - f. reorders tests or carries out alternative testing, if necessary, to identify or confirm the identification of parasites
 - g. records observations and test results, interprets findings, and enters data onto formatted computer screen
2. Performs other related duties
 - a. adjusts equipment such as microscopes to correct lights, focus and calibration
 - b. gives instruction in laboratory procedures to employees, medical residents, students and technicians
 - c. discusses specimen collection with doctors, laboratories and hospitals and explains laboratory procedures
 - d. works in awkward positions to operate laboratory equipment such as fume hoods and microscopes
 - e. signs for goods received, such as chemicals

ORGANIZATION CHART
Benchmark Job #043



ORGANIZATION CHART

Benchmark Job #043

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the principles of parasitology to conduct laboratory tests, assess and determine results to identify parasites.</p>	G	250
2	<p>MENTAL DEMANDS Judgement to apply structured study and analysis to choose and apply appropriate laboratory test procedures for incoming specimens, complete testing, assess results for validity and interpret findings, by the precise review and manipulation of sophisticated parasitology data.</p>	F	175
3	<p>INTERPERSONAL COMMUNICATION SKILLS Discretion required to exchange information needing explanation of lab results with doctors, and hospital staff.</p>	C	30
4	<p>PHYSICAL COORDINATION AND DEXTERITY Significant coordination and dexterity required to operate microscope and to weigh minute amounts of chemical preparations.</p>	D	22.5
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by general laboratory standards, applies accepted work methods in a different way to test biological samples where the parasite being detected may not be readily identified.</p>	E	120
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Financial responsibility to sign for goods received such as laboratory chemicals.</p>	A	5
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes to ensure the quality of information and data identified in laboratory testing.</p>	E	33

ORGANIZATION CHART
Benchmark Job #043

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to provide formal training to employees on laboratory procedures.	B	9
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Significant care and attention to identify parasites to aid doctors in making diagnoses.	D	25
10	SENSORY EFFORT/MULTIPLE DEMANDS Intense attention to detail to almost always visually and by touch prepare and process specimens, observe slides using microscope and record observations.	D	18
11	PHYSICAL EFFORT Heavy physical effort to frequently work in an awkward position at fumehood with arms outstretched with minimal opportunity for relief.	E	24
12	SURROUNDINGS Exposure to odours almost always from fecal specimens and laboratory chemicals.	D	9
13	HAZARDS Significant exposure to hazards from frequently working with infectious micro-organisms and toxic chemicals.	D	9

Total Points: 729.5

Level: Range 21

JOB DESCRIPTION

Benchmark Job #362

Ministry: BC Mental Health Society
Branch: Laboratory Services
Location: Port Coquitlam

Working Title:
Level:
NOC Code:

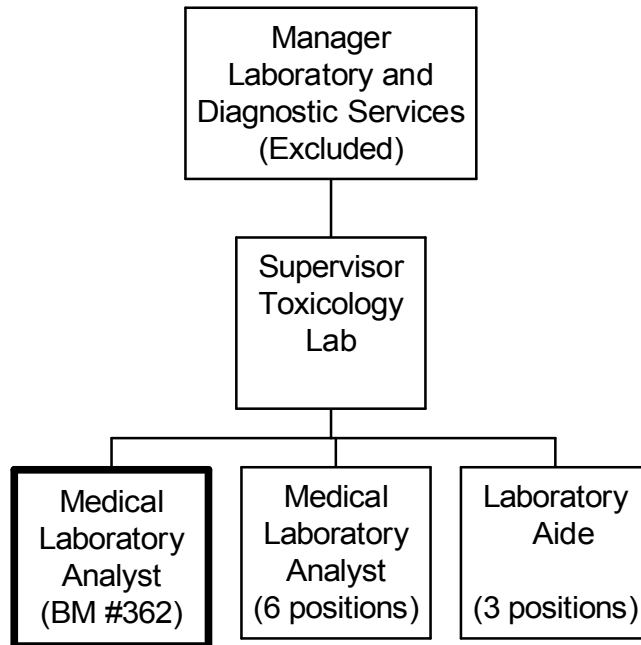
Medical Laboratory Analyst
Range 21
3212

PRIMARY FUNCTION

To perform analytical toxicology tests on biological tissues and fluid samples which have been referred for clinical evaluation.

JOB DUTIES AND TASKS

1. Performs precision analytical tests on biological tissues and fluids for clinical and toxicological purposes
 - a. applies clinical standards found in the department procedures manuals
 - b. assesses assigned cases to solve analytical problems, and discusses problems and priorities with the Clinical Chemist and/or Laboratory Supervisor
 - c. conducts tests using extractions, derivatizations, immunoassays
 - d. operates instruments such as gas-liquid chromatographs, high pressure violet spectrophotometer, gamma counter, and microprocessors controlling these instruments
 - e. checks analytical results to ensure reliability prior to reporting to Clinical Chemist and/or Laboratory Supervisor
 - f. runs quality control specimens and participates in quality assurance programs
 - g. uses the Laboratory Information Systems to enter test results
2. Participates in adapting procedures and contributes to the program research
 - a. under general guidance, adapts existing procedures or uses published methods, and prepares documents for use by laboratory analysts and/or scientists within the Toxicology Laboratory
 - b. conducts precision and accuracy studies to validate and establish laboratory procedures as required for the division, under direction of Clinical Chemist and/or Laboratory Supervisor
 - c. conducts precision and accuracy studies to validate and establish laboratory procedures for forensic samples, under direction of Chief Analyst and Senior Analyst
3. Performs routine maintenance and trouble-shoots instruments
 - a. determines the possible sources of problems(s)
 - b. performs routine maintenance as provided by instrument manuals to prevent instrument down-time by dismantling, cleaning, adjusting or replacing instrument parts
 - c. consults with Clinical Chemist and/or Laboratory Supervisor and/or service representative for procedures to perform when routine maintenance fails to correct problems
 - d. runs instrument check-out samples and/or quality control specimens
4. Performs other related duties
 - a. explains and demonstrates chemical techniques and instrument operations to other staff
 - b. works with other analysts to transfer skills and techniques acquired through experience
 - c. presents expert court testimony as an analyst regarding analytical methodologies in conducting tests



ORGANIZATION CHART

Benchmark Job #362

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the principles of toxicological testing to analyze biological samples in a laboratory environment and to apply clinical standards to the application of derivitizations, immunoassays, chromatography and related tests.</p>	G	250
2	<p>MENTAL DEMANDS Judgement to modify testing approaches and protocols to work with a variety of tissue and fluid samples to test for the presence of a range of toxic substances and to contribute to the research program including validating and establishing procedures for forensic samples.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATIONS SKILL Discretion is required to exchange information requiring technical explanation to discuss clinical testing problems, explain new forensic procedures, and explain chemical techniques.</p>	C	30
4	<p>PHYSICAL COORDINATION AND DEXTERITY Significant coordination and dexterity is required to adjust scientific equipment to precise tolerances.</p>	D	22.5
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by general laboratory policies and standards plan and evaluate the testing of biological samples that require flexibility in test methodologies and the determination of toxins that are not readily identified.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Financial responsibility to request consumable supplies.</p>	A	5
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control the processes which ensure the quality of information and data collected through laboratory testing.</p>	E	33

ORGANIZATION CHART
Benchmark Job #362

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to provide formal training to other analysts on chemical techniques and instrument operation.	B	9
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Significant care and attention to enhance the well-being of others through toxicological testing to aid doctors in diagnosis.	D	25
10	SENSORY EFFORT/MULTIPLE DEMANDS Intense sensory concentration is required to almost always visually examine specimens using a microscope.	D	18
11	PHYSICAL EFFORT Relatively heavy physical effort to regularly work in awkward positions that involve leaning over microscopes, equipment, and bending under fume hoods.	D	18
12	SURROUNDINGS Exposure to body tissues, body fluids, chemicals and fumes almost always in the laboratory.	D	9
13	HAZARDS Significant exposure to hazards from frequently working with toxic biological samples in the laboratory.	D	9

Total Points: 788.5

Level: Range 21