

Classification Level P1 – Working Professional

Professional Grouping:

BIOMEDICAL TECHNOLOGY**Professions:** *Biomedical Engineering Technologist, Physics Assistant, Radiation Therapy Service Technologist, Radiology Service Technologist***Nature of Work:**

Jobs matched to this profile perform a wide range of skilled technical services in the installation, and maintenance of medical/diagnostic devices, equipment, instrumentation, and systems within professional scope of practice and established policies, procedures, and standards in a variety of healthcare environments (e.g. acute care, long term care, home and community health services, primary health care, etc.) and in individual and/or group settings. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:**Consistent with professional scope of practice perform some or all of the following:**

- Exercises independent judgment in decision making in the installation and maintenance of medical/diagnostic devices, equipment, instrumentation and ancillary systems related to patient care and treatment delivery.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Tests, calibrates, maintains, troubleshoots, repairs and/or replaces components for a variety of equipment and ancillary systems; conducts scheduled safety and performance inspections, including setting up and operating equipment to test and analyze performance.
- Evaluates new equipment for technical acceptance; installs or monitors the installation of equipment; performs appropriate quality control and safety checks; prepares specifications, schedules and technical reports.
- Acts as a technical resource to clinical staff and trains them in equipment use; participates in identification of equipment needs and procurement; participates in incident investigation, hazard follow-up and quality assurance.
- Maintains established inventory of supplies, equipment, and devices and assists in the evaluation of new products; liaises with suppliers to determine availability and costs of systems/parts.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family and other stakeholders.
- Provides information on the use, maintenance and care of devices and equipment to patient/client.
- Participates in employer programs and initiatives such as research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment.
- Gathers, enters, reviews, and maintains patient/client information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:*Biomedical Engineering Technologist:*

- Work primarily involves the installation, maintenance and repair of biomedical equipment and ancillary systems such as heart-lung perfusion equipment, electro-surgical units, medical laboratory equipment, physiological monitors, ventilators, incubators, infusion pumps, blood pressure machines, dialysis equipment and defibrillators.

Physics Assistant:

- Work primarily involves performing machine and patient specific quality assurance measurements for radiation emission and for treatment plan dose verification.

Radiation Therapy Service Technologist:

- Work primarily involves the installation, maintenance and repair of radiation therapy equipment and ancillary systems such as linear accelerators, cobalt units, low energy x-ray units, simulators, and remote after loading devices; dosimeters, electrometers and beam scanners.

Radiology Service Technologist:

- Work primarily involves the installation, maintenance and repair of medical imaging equipment and ancillary systems such as magnetic resonance imaging scanners, computed tomography scanners, angiography equipment and nuclear medicine scanners.

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Professional Grouping:
DENTALProfessions: *Dental Hygienist***NATURE OF WORK:**

Jobs matched to this profile provide therapeutic, educational, and preventive oral care, procedures and strategies to promote wellness within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments (e.g. hospital, clinic, home and community care, primary and residential care, etc.) and in individual and/or group settings. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities of Working Professionals within Dental Professional Grouping:**Consistent with professional scope of practice perform some or all of the following:**

- Exercises independence of judgment in decision making related to therapeutic, educational, and preventive oral care.
- Work is performed in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Conducts assessments and/or examinations of patient/client/resident status; interviews/gathers information from patient/client/resident/family; reviews patient/client health record including test results to determine, develop and implement care/treatment plans; in collaboration with Dentist, evaluates and prioritizes treatment including diagnostic and other testing procedures to support diagnosis and treatment. Engages patient/client/resident/family/caregivers in setting treatment/service goals.
- Assists Dentist during operative procedures by setting up equipment, trays and passing instruments. Assists in four-handed dentistry by performing duties such as placing and removing rubber dams and clamps and placing and removing matrices and wedges. Provides post-operative care instructions and answers questions. Performs prophylaxis, scaling and root planing and polishing of fillings, removes sutures and places medicated dressings on designated areas. Prepares plaster and makes impressions. Applies localized agents, sealants and solutions as required and within scope. May take dental radiographs.
- Monitors patient/client/resident progress; evaluates outcomes/goals and reassesses and/or modifies care/treatment plan or refers patient/client/resident to other health care resources as required.
- Identifies patient/client/resident/family learning needs. Promotes oral health and provides related instruction, guidance and/or education materials in clinic, hospital and community health settings.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family and other stakeholders; provides information on the use, maintenance and care of devices and equipment to patient/client.
- Participates in employer programs and initiatives such as clinical rounds, discharge planning, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client/resident information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

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Professional Grouping:
DIETITIANProfessions:: *Dietitian***NATURE OF WORK:**

Jobs matched to this profile perform services related to the planning and implementation of nutrition and food service programs aimed at optimal nutritional outcomes and the prevention of nutritional disorders within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments (e.g. hospital, clinic, home and community care, primary and residential care, etc.) and in individual and/or group settings. Utilizes technical and scientific knowledge and proficiency gained through required post-secondary qualifications. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities of Working Professionals within Dietitian Professional Grouping:

Consistent with professional scope of practice perform some or all of the following:

- Exercises independence of judgment in decision making related to the planning, implementation of nutrition and food service programs aimed at optimal nutritional outcomes and the prevention of nutritional disorders.
- Work is performed in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Conducts assessments and/or examinations of patient/client/resident nutritional status; interviews/gathers information from patient/client/resident/family; reviews patient/client health record, including test results to determine, develop, and implement nutritional care plans, including use of enteral and parenteral therapy and/or coordinates services for patient/client/resident; determines psychosocial factors that may influence nutrition intake/status; analyzes and compares food intake with nutrition requirements; determines potential nutrient drug interactions; evaluates and prioritizes interventions, including diagnostic and other testing procedures to support diagnosis and treatment. Engages patient/client/resident/family/caregivers in setting treatment/service goals.
- Monitors patient/client/resident progress, evaluates outcomes/goals and reassesses and/or modifies nutritional care plan and/or refers patient/client/resident to other health care resources as required.
- Identifies patient/client/resident/family learning needs and provides related nutrition counselling and instruction in individual or group settings, guidance and/or education materials. Advocate on behalf of patient/client/resident and family/caregiver.
- Develops, implements, and evaluates therapeutic menus and/or oversees the adequacy of food preparation; assists in the management of food distribution services to patients/clients/residents.
- Participates in program development and provides community and public health education on topics related to food and nutrition.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family and other stakeholders in the provision of care across the continuum; provides clinical work direction to designated care providers and volunteers; and coordinates administrative tasks related to the provision of care; provides information on the use, maintenance and care of devices and equipment to patient/client.
- Participates in employer programs and initiatives such as clinical rounds, discharge planning, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes, and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client/resident information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to staff and volunteers, such as Dietary Aides, Cooks, and Food Service Supervisors.

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Professional Grouping:
ELECTRODIAGNOSTIC

Professions: *Cardiology Technologist (including but not limited to Cardiovascular Technologist, Electrophysiology Technologist, and Cardiac Rhythm Devices Technologist), Electroneurophysiology Technologist (including but not limited to Electroencephalography Technologist, Electromyography Technologist, Electronystagmography Technologist)*

NATURE OF WORK:

Jobs matched to this job profile perform a wide range of electro-diagnostic and/or technical procedures: conduct tests, experiments, analyses, and studies to assist in the diagnosis, prevention, monitoring, and treatment of physical injury or disease within professional scope of practice and established policies, procedures, and standards in a variety of healthcare environments. These jobs utilize technical and scientific proficiency gained through required post-secondary qualifications for designated professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:

Consistent with professional scope of practice performs some or all of the following:

- Exercises independent judgment in decision making related to the provision of diagnostic and/or technical procedures.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures, and guidelines, including patient safety and quality protocols.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family, and other stakeholders; interviews/gathers/verifies information from patient/client/family, reviews patient/client health record if applicable.
- Performs diverse procedures, tests or studies to obtain data for use by physicians or other health care providers in the diagnosis, prevention, monitoring, and treatment using a variety of tools, equipment, and machinery. Determines appropriate parameters to obtain diagnostic information.
- Sets up and operates and maintains equipment. Prepares patient/client for procedure such as by attaching electrodes/leads; provides patients/clients with appropriate instruction and care during procedures; and provides pre and post instruction and education to patients/clients as required.
- Observes and monitors patient/client activity based on accepted standards, modifies/adjusts recording parameters, protocols, and machine settings. Notifies physician of adverse reaction and/or seeks medical assistance.
- Record results/measurements, or description of analysis or procedure; prepares summaries or technical reports for interpretation by physicians or other staff. Performs, interprets, and reviews quality control results.
- Participates in employer programs and initiatives such as research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures, and standards for care/program delivery. Contributes to discussions, reports back on decisions, outcomes, and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Checks, calibrates, or programs equipment or devices.
- Gathers, enters, reviews, and maintains patient/client information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to student; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:

Cardiology Technologist:

- Work primarily involves conducting a wide range of cardiac diagnostic tests such as Electrocardiograms (ECG/EKG), exercise tolerance, standard and nuclear stress testing, and Holter Monitoring to record cardiac function.

Electroneurophysiology Technologist:

- Work primarily involves conducting electroneurophysiological (ENP) tests such as electroencephalograms (EEG), electronystagmograms (ENG), multiple sleep latency, evoked potentials, nerve conduction studies, magnetic evoked potentials (MEP), electroretinograms, electrooculograms, and videonystagmograms (VNG) on patients/clients/residents to record the electrical activity of the brain, cranial and central nervous system; assessment of the oculomotor and vestibular systems or assess muscle strength and repetitive stimulation; may perform intraoperative monitoring procedures.

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Professional Grouping:
EXPRESSIVE THERAPYProfessions:: *Art Therapist, Music Therapist***NATURE OF WORK:**

Jobs matched to this profile provide expressive/creative arts therapy within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments (e.g. acute care, long term care, home and community health services, primary health care, etc.) and in individual and/or group settings. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:**Consistent with professional scope of practice performs some or all of the following:**

- Exercises independent judgment in decision making related to the provision of expressive/creative arts therapy.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Conducts assessments, interviews/gathers information from patient/client/resident/family and/or other team members, reviews patient/client/resident health record including test and assessment results to determine, develops, and implements expressive therapy plans and/or coordinates services for clients; evaluates and prioritizes interventions including diagnostic and other testing procedures to support diagnosis, treatment and/or care delivery. Considers patient/client/resident family goals and preferences.
- Provides expressive therapy or support in individual or group settings; implements support groups and workshops; facilitates one-on-one and group programs and/or workshops to assist clients with fostering self-expression, enhancing coping skills, managing stress, and strengthening a sense of self.
- Supports patient/client/resident in the development of social, emotional, intellectual, and physical development and/or rehabilitation using a variety of therapeutic modalities, techniques, and methods.
- Monitors patient/client/resident progress, evaluates outcomes/goals and reassesses and/or modifies care/treatment plan as required and/or refers to other resources in health/community resources/government.
- Identifies patient/client/resident/family learning needs and provides related instruction, guidance and/or education materials and/or facilitates training and education opportunities. Collaborates with multi-disciplinary care teams, practice leaders, patient/client/resident, family and other stakeholders in the provision of care across the continuum; provides clinical work direction to designated care providers and volunteers; and coordinates administrative tasks related to the provision of care.
- Participates in employer programs and initiatives such as clinical rounds, discharge planning, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes, and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client/resident information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:*Art Therapist:*

- Work primarily involves the prescribed use of visual arts materials and media in therapeutic intervention, and rehabilitation to effect positive changes in the psychological, physical, cognitive, or social functioning of individuals with health or educational problems.
- Encourages and assists clients/families to express intense emotion and explore thoughts in a non-verbal way, using a wide range of art materials to promote, maintain and restore clients' physical, psycho-social, cognitive, emotional and spiritual health.

Music Therapist:

- Work primarily involves the prescribed use of music in therapeutic intervention and rehabilitation to effect positive changes in the psychological, physical, cognitive, or social functioning of individuals with health or educational problems.
- Encourages and assists clients/families to sing, play instruments, improvise, compose, listen, move rhythmically, reminisce, relax and review life to promote, maintain and restore clients' physical, psycho-social, cognitive, emotional and spiritual health.

Classification Level P1 – Working Professional

Professional Grouping:
HEALTH INFORMATION**Professions:** *Health Information Management Professional***NATURE OF WORK:**

Jobs matched to this profile perform classification, coding and abstracting of patient/client data and/or provide data collection, documentation analysis, and clinical database management services within professional scope of practice, regulatory standards and established policies, procedures and standards of Employer in a variety of healthcare environments (e.g. acute care, long term care, home and community health services, primary health care, etc.) and in individual and/or group settings. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:**Consistent with professional scope of practice performs some or all of the following:**

- Exercises independent judgment in decision making related to the administration, analysis, and reporting of health information.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Interprets, selects, codes and abstracts data in a variety of databases/electronic clinical/health systems in accordance with Employer, provincial, and national health care regulatory classification systems and professional standards. Processes corrections for abstracts for the Canadian Institute for Health Information by receiving reports, retrieving and reviewing patient charts, re-coding and updating the correct information into computerized abstracting system, and completing appropriate documentation.
- Conducts audits, monitors and maintains data to ensure data quality, coding accuracy, and data storage and security.
- Performs assigned data management procedures, capturing and recording data in accordance with applicable protocol, procedures, guidelines and professional standards of practice.
- Participates in the development of data collection tools and documentation. Provides instruction on their use to other health care professionals and community resources. Maintains computerized abstracting system's dictionaries, indices, and tables in accordance with changes from the Canadian Institute for Health Information.
- Performs data retrieval, either manually from paper-based health records or through computerized databases. Analyzes clinical and administrative data in health records. Performs statistical analysis. Presents information in a variety of formats (e.g., narrative, table and/or graphic format) and generates required reports.
- Participates in the development, operation, and maintenance of clinical databases for ongoing assessment of patient/client care by performing duties such as developing data definitions, designing database field requirements, entering, manipulating and abstracting data, and developing associated data models to facilitate on-line application processing by end users.
- Processes approved requests for release of information, and performs other activities related to legal and compliance issues.
- Participates in employer programs and initiatives such as research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client information in clinical information systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Classification Level P1 – Working Professional

Professional Grouping:

INFANT/CHILD DEVELOPMENT AND SPECIAL NEEDS EDUCATION

Professions: *Child Life Specialist, Early Childhood Educator, Infant Development Consultant, Supported Child Development Consultant*

NATURE OF WORK:

Jobs matched to this profile perform a wide range of infant/child/adolescent educational development work using therapeutic and/or learning modalities, techniques methods within professional scope of practice and established policies, procedures and standards in a variety of healthcare and/or educational environments (e.g. acute care, long term care, home and community health services, primary health care, etc.) and in individual and/or group settings. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:

Consistent with professional scope of practice performs some or all of the following:

- Exercises independent judgment in decision making related to educational development work for clients at risk of developmental delays or with disabilities.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Screens referrals and completes intake. Conducts assessments, interviews/gathers information from client/family, reviews client record, including test results to determine, develop, and implement educational/developmental plans/curriculum; guides and monitors developmentally appropriate activities and/or coordinates services for clients. Evaluates and prioritizes interventions.
- Plans, initiates, supervises, and monitors suitable activities for children and adolescents to encourage further social, emotional, intellectual and physical growth and development; provides educational/support information to patients/clients and parents/family.
- Monitors client progress, evaluates outcomes/goals and reassesses and/or modifies plan and/or refers client to other health care/community/government resources as required. Identifies client/family learning needs and provides related instruction and education materials and/or facilitates training and education opportunities. Advocates on behalf client and family/caregiver.
- Provides assessment, education, and developmental guidance, information and referral access to families, community professionals and school-based service providers who service children disabilities or developmental delays.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family and other stakeholders in the provision of care across the continuum; provides clinical work direction to designated care providers and volunteers; and coordinates administrative tasks related to the provision of care. Facilitates transition of patient/client to other educational and/or community programs and institutions.
- Participates in employer programs and initiatives such as research activities, quality improvement, parent/family/team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment.
- Gathers, enters, reviews, and maintains patient/client information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:

Child Development Specialist:

- Work primarily involves supporting children, youth and family/caregivers in difficult, traumatic and/or stressful situations such as hospitalization, medical and surgical procedures including major surgeries and providing developmentally appropriate interventions to promote coping skills and reduce stress and anxiety such as preparing children, youth and families cognitively and emotionally for medical and surgical procedures and accompanying child to and throughout procedures.

Early Childhood Educator:

- Work primarily implementing or developing curriculum to address children’s identified needs, stages of development and interests, and planning developmentally appropriate activities and play environments that help children make developmental progress.

Infant Development Consultant:

- Work primarily involves planning, implementing, and evaluating infant/special needs programs including home support programs to meet the needs of infants with special needs, developmental delays, or substance exposure; may include integration of harm reduction strategies with early childhood and infant development practice. Provides consultation to education professionals in the development of intervention and support plans for children with special needs or developmental delays.

Supported Child Development Consultant:

- Work primarily involves providing support, planning, and coordination for the inclusion of children who require additional support in childcare settings chosen by their families; supports families in making child care decisions including type and level of care and supports and coordinates the services of childcare and other community providers to facilitate the inclusion.

Classification Level P1 – Working Professional

Professional Grouping:

LABORATORY**Professions:** *Combined Laboratory-X-ray Technologist, Cytotechnologist, Medical Laboratory Technologist, Pathologists' Assistant***NATURE OF WORK:**

Jobs matched to this job profile perform a wide range of diagnostic and/or technical procedures: conduct tests, analyses and studies to assist in the diagnosis, prevention, monitoring, and treatment of within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments. These jobs utilize technical and scientific proficiency gained through required post-secondary qualifications for designated professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities of Professions within the Laboratory Grouping:**Consistent with professional scope of practice performs some or all of the following:**

- Exercises independent judgment in decision making related to the provision of diagnostic and/or technical procedures in the field of medical laboratory science.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Performs diverse procedures, tests or studies of a generalist or section specific nature that produce sample analysis and/or to obtain data for use by physicians or other health care providers in the diagnosis, prevention, monitoring, and treatment using a variety of tools, equipment and machinery.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family, and other stakeholders; interviews/gathers/verifies information from patient/client/family, reviews patient/client health record if applicable.
- Sets up and operates and maintains equipment. Positions patients or equipment to best advantage for procedures; provides patients/clients with appropriate instruction and care during procedures; and provides pre and post instruction and education to patients/clients as required.
- Assists other health care staff such as physicians during interventional procedures; positions patient/client and sets up, operates and/or monitors equipment and instruments; prepares equipment trays.
- Receives or obtains samples; prepares samples or preserves samples for analysis. Prepares media, stains or other agents. Performs, interprets, and reviews quality control results. Receives and/or prepares samples/waste for shipment or disposal.
- Records results/measurements, or description of analysis or procedure; prepares summaries or technical reports for interpretation by physicians or other staff.
- Performs microscopic examinations of stained specimens/samples, marks areas of interest and flags cases for review; and/or notifies physicians or other staff as appropriate.
- Participates in employer programs and initiatives such as research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Checks, calibrates or programs equipment or devices. Gathers, enters, reviews, and maintains patient/client information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:*Combined Laboratory/X-ray Technologist:*

- In combination with performance of medical laboratory procedures, may also perform general radiological imaging.

Cytotechnologist:

- Work primarily involves performing microscopic examination/screening of stained slides prepared from gynaecological and non-gynaecological specimens for the interpretation of cells to detect cancer and other anomalies or disease; marks areas of interest and flags cases for review. Includes independent sign-out of specimens showing unsatisfactory, negative and benign change.

Medical Laboratory Technologist:

- Work primarily involves performance of medical laboratory procedures including analysis of blood, body fluids, tissues, and/or cells. May be dedicated to a section of laboratory science such as microbiology, clinical/bio chemistry, histopathology, hematology, or immunohematology; or perform work of a generalist nature covering several sections of the discipline. In combination with performance of medical laboratory procedures, may also perform routine electrocardiogram (ECG) and Holter monitoring procedures.

Pathologists' Assistant:

- Working primarily involves assisting Pathologists with duties such as autopsy and surgical pathology procedures including gross dissection and embryo pathology, post mortem prosection, organ removal and dissection; tissue sampling and complex specimen examination.

Classification Level P1 – Working Professional

Professional Grouping:

MEDICAL IMAGING AND RADIATION

Professions: *Diagnostic Medical Sonographer, Magnetic Resonance Imaging Technologist, Radiological Technologist, Nuclear Medicine Technologist, Radiation Therapist*

NATURE OF WORK:

Jobs matched to this job profile perform a variety of diagnostic imaging services and techniques to produce quality images used in the diagnosis, treatment and monitoring of patients; or to administer prescribed doses of ionizing radiation for patient treatment. Extensive knowledge of anatomy, pathology and physiology, as well as patient care skills are applied to obtain the necessary images and monitor patients during scans ensuring that high-quality images are produced for interpretation; or treatments administered in accordance with medical staffs' requests. Assists medical staff such as radiologists or oncologists during some procedures. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for designated professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:

- Exercises independent judgment in decision making related to the provision of diagnostic, treatment and/or technical procedures.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Reviews requisitions and checks for accuracy and completeness.
- Interviews/gathers information from patient/client/family; reviews patient/client health record.
- Develops procedure plan and assesses contra-indications to procedure
- Operates and/or monitors equipment and instruments in a variety of health care settings (e.g., bedside, procedure room, OR, Emergency); applies extensive knowledge of anatomy, pathology and physiology and patient care skills to obtain the necessary images and monitor patients during scans ensuring that high-quality images are produced for interpretation; or treatments administered in accordance with medical staffs' requests.
- Assists other health care staff/physicians during interventional or diagnostic procedures as required.
- Within scope of practice or delegated by authority performs calculations for accurate delivery of medications, prepares and administers medications under the direction of a physician. Prepares and administers diagnostic media and agents.
- Evaluates the diagnostic quality of images produced and takes corrective action when necessary; performs quality control procedures and reviews results.
- Collaborates with multi-disciplinary care teams and a variety of other health care staff, including technologists, therapists, nurses, physicians, practice leaders, patient/client, family, and other stakeholders to provide patients with the best care.
- Ensures that equipment is functioning, and work areas are sanitized and well stocked with supplies; cleans and disinfects equipment and supplies required for procedures.
- Participates in employer programs and initiatives such as research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; report back on decisions, outcomes, and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client information in health systems such as clinical information systems and image archiving systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:*Diagnostic Medical Sonographer:*

- Work primarily involves the operation of ultrasound equipment for the examination and diagnosis of multiple body systems and structures such as obstetric, gynecologic, pelvic, carotid, lower extremity venous, cardiac, abdominal, basic musculoskeletal, neurologic, and small parts; provides sonographic guidance for interventional procedures such as biopsies, aspirations, injections and treatments. Within scope of practice or delegated authority, inserts and maintains or assists with the insertion of devices such as endovaginal probes.

Magnetic Resonance Imaging (MRI) Technologist:

- Work primarily involves the operation of MRI scanning equipment for the examination of multiple body systems and structures; performs venipuncture for contrast media injections as directed by a radiologist; performs computer generated, post-processing, quantitative analysis including recording of results.
- Within scope of practice or delegated authority, inserts and maintains or assists with the insertion of devices such as peripheral intravenous lines.

Nuclear Medicine Technologist:

- Work primarily involves performing diagnostic nuclear medicine imaging and treatment procedures/techniques through the preparation

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and administration of radiopharmaceutical drugs/tracers, and the operation of a variety of radiation detection and computerized imaging equipment to obtain data for use by physicians in the diagnosis and treatment of disease. Studies multiple body systems and structures including cardiology, neurology, gastroenterology, endocrinology, renal, musculoskeletal, cardiovascular, and respiratory systems. Prepares radiopharmaceutical drugs/tracers by measuring and mixing materials in accordance with precise formulas, determining total volume and radioactivity to be added to kits and ensuring maintenance of product sterility, accurate product handling and record keeping. Dispenses/administers radiopharmaceutical drugs/tracers by calculating the activity and volume required for diagnostic procedures to be conducted, and by various means.

Radiological Technologist:

- Work primarily involves performing diagnostic and medical imaging procedures/techniques through the operation of a variety of radiographic and computerized imaging equipment using film or digital/analog media to produce anatomic images of the human body to assist radiologists and attending physicians in the diagnosis and treatment of injury or disease. Assists radiologist and attending physician in fluoroscopic examination procedures; may under direction prepare drugs mixed with solvents to be administered by a radiologist or attending physician; prepares contrast agents required for examinations; administers contrast enemas as required; Applies knowledge of radiation safety in the protection of patients, self, co-workers, other personnel, and the general public.

Radiation Therapist:

- Work primarily providing cancer patients with radiation treatment through the design, planning, patient and treatment preparation, X-ray, computed tomography and ultrasound equipment operation, and application of external ionizing beam radiation or the administration of interstitial or contact brachytherapy. Work also involves the design, fabrication and placement of patient immobilizing devices, and the set up, programming, data and image analysis, and manipulation of a variety of advanced on-board imaging and treatment equipment such as linear accelerators, cobalt 60, orthovoltage, radium, iridium, and other radioactive source application units X-ray and computed tomography scanners. Applies knowledge of radiation safety in the protection of patients, self, co-workers, other personnel, and the general public. Assists in performing calculations for the accurate delivery of the physician's prescribed dose of radiation for cancer treatment, documents pertinent information in the patient record, and verifies the mathematical accuracy of all calculations using established systems.

Classification Level P1 – Working Professional

Professional Grouping:

PHARMACY**Professions:** *Pharmacist***NATURE OF WORK:**

Jobs matched to this profile provide clinical and/or distribution pharmacy services to clients within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments (e.g. hospital, clinic, home and community care, primary and residential care, etc.). Jobs matched to this profile utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, professional association, or as mutually agreed to by the Union and Employer, where scope of practice is not defined by another recognized entity.

Illustrative Responsibilities of Professions with the Pharmacy Grouping:**Consistent with Professional Scope of Practice performs some or all of the following:**

- Exercises independence of judgment in decision making related to provision of patient-oriented pharmacy services.
- Work is performed in accordance with established professional standards and scope of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Ensures and/or performs safe, effective and efficient preparation and distribution of pharmaceuticals to patients/clients; provides or ensures provision of clinical pharmacy services related to medication distribution; and monitors drug use.
- Verifies and interprets medication orders/prescriptions for therapeutic suitability; consults the prescriber to make therapeutic recommendations and document outcomes in the patient/client/resident health record.
- References standard literature, interprets clinical information, and communicates with the care team and patient/client/resident to make an accurate patient/client/resident assessment, identify goals of therapy, develop and implement an evidence-informed patient/client/resident- specific care plan, and monitors to evaluate patient progress.
- Manages medication therapy ordering of specific laboratory tests and adjusting medication therapy accordingly in collaboration with a provider. With appropriate certification from the College of Pharmacists of BC, this function can be expanded to most medications and more extensive prescribing and ordering of relevant laboratory diagnostics involved in a patient/client/resident's care plan.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family, and other stakeholders in the provision of clinical pharmacy services including establishment and management of appropriate therapeutic plans. Verifies and interprets medication orders/prescriptions for therapeutic suitability; consults the prescriber to make therapeutic recommendations and document outcomes in the patient/client/resident health record.
- Coordinates the medication reconciliation process by ensuring proper communication of medication information to patients/clients, families and other healthcare providers on admission, transfer, and discharge.
- Provides consulting services and provides drug information, education and counselling services to patients/clients/residents and their families. Provides patient/client/resident medication counselling regarding drug therapy.
- Responds to drug information inquiries and prepares verbal and written recommendations based on a review of appropriate literature.
- Collects data for medication use evaluation; recommends criteria and standards for appropriate medication use; and performs evaluation of medication use.
- Responsible for the control of drugs within a designated site or area, and for the preparation and maintenance of related legal, clinical, administrative records, statistics and reports.
- Compounds or oversees the compounding of pharmaceutical preparations as required and maintains related monitoring records. Ensures medications are appropriately dispensed and/or compounded.
- Participates in employer programs and initiatives such as clinical rounds, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client information in health systems such as clinical information systems and image archiving systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Classification Level P1 – Working Professional

Professional Grouping:
PSYCHOLOGYProfessions: *Psychologist, Psychometrist***NATURE OF WORK:**

Jobs matched to this profile utilize knowledge of psychological theories, interventions and evaluation techniques to provide a wide range of psychological services in the diagnosis and treatment of mental health and emotional disorders within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments or to administer, score and interpret a variety of psychodiagnostic, psychoeducational and other related tests prescribed by a psychologist in a variety of healthcare environments. (e.g. acute care, long term care, home and community health services, primary health care, etc.) and in individual and/or group settings. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced profession. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:**Consistent with Professional Scope of Practice performs some or all of the following:**

- Exercises independent judgment in decision making related to the provision of psychological services and treatment.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family and other stakeholders in the provision of care across the continuum; provides clinical work direction to designated care providers and volunteers; and coordinates administrative tasks related to the provision of care. Assists with planning discharge and/or placement with other health care/community resources and supports.
- Participates in employer programs and initiatives such as clinical rounds, discharge planning, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:*Psychologist:*

- Screens referrals and completes intake. Conducts diagnostic, psychological/vocational and intellectual assessments and consultation, including neuropsychological assessments; interviews and gathers information from patient/client/family, and reviews patient/client/resident health record including test results; administers, scores and interprets standard psychological tests; reviews findings and clinical evaluations; consults with physicians or other health care providers regarding other contributing medical issues; formulates diagnosis; and develops and implements psychotherapeutic treatment plans.
- Conducts psychotherapeutic treatment and counselling in individual, family and group sessions as applicable.
- Provides short-term behavioural and cognitive/behavioural interventions for patients admitted to hospital with psychological or psychosocial problems consequent to central nervous system disorder.
- Monitors patient/client/resident progress, evaluates outcomes/goals and reassesses and/or modifies care/treatment plan and/or refers patient/client/resident to other health care/community/government resources as required. Identifies patient/client/family learning needs and provides related instruction, guidance and/or education materials and/or facilitates training and education opportunities. Advocates on behalf of patient/client/resident and family/caregiver.
- Provides psychological and/or neuropsychological services in a Forensic Psychiatric setting for persons ordered by the Court, certified under the Mental Health Act, or found unfit to stand trial or not criminally responsible on account of a mental disorder under the Criminal Code of Canada. Reviews legal orders, conducts psychological interviews with various collaterals, and completes psychological assessments including assessing risk to re-offend. Prepares psychological reports for submission to the Courts or the BC Review Board including recommendations for treatment and management of risk related behaviours. Provides testimony as an expert forensic witness in the Courts or BC Review Board hearings.

Psychometrist:

- Work primarily involves administering, scoring and interpreting standard tests that evaluate the cognitive, behavioral, academic, neuropsychological, or emotional status of a patient/client/resident.

Classification Level P1 – Working Professional

Professional Grouping:

PUBLIC AND ENVIRONMENTAL HEALTH, CONTROL AND PREVENTION

Professions: *Infection Control Practitioner, Licensing Officer, Public Health Engineer, Public Health Inspector/Environmental Health Officer, Tobacco and Vapour Products Enforcement Officer, Tobacco and Vapour Products Reduction Coordinator*

NATURE OF WORK:

Jobs matched to this profile perform human health risk assessment including inspectional, regulatory, enforcement, and/or infection prevention and control and advisory services within professional scope of practice and established policies, procedures, acts, regulations and standards. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, professional association.

Illustrative Responsibilities:**Consistent with Professional Scope of Practice performs some or all of the following:**

- Exercises independent judgment in decision making related to inspectional, regulatory, enforcement, and advisory work.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Conducts Inspections and investigations; communicates standards, implements control measures and recommends action for non-compliance.
- Assists in the development and implementation of related educational programs; provides advice and consultation and prepares and conducts workshops and lectures for a variety of stakeholders such as students, public, businesses and other practitioners.
- Performs communicable disease follow up for reportable communicable diseases as part of the interdisciplinary team.
- Participates in employer programs and initiatives such as research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:*Infection Control Practitioner:*

- Work primarily involves activities related to prevention, surveillance and control of infections such as implementation of transmission precaution strategies and investigating and reporting on healthcare acquired infections in order to minimize the risk of infection to patients/residents/clients, staff and visitors. Participates in the development, implementation and evaluation of an infection prevention and control program that is specific to the practice setting, the population served, and the continuum of care
- Applies epidemiological principles and statistical methods, including risk stratification, to identify target populations, analyzes trends and risk factors, and designs and evaluates prevention and control strategies.

Licensing Officer:

- Performs inspectional, regulatory and advisory work involving the licensing and inspection of child care and residential care facilities within a health authority's jurisdiction; inspects and assesses new and existing community care facilities and programs to ensure compliance with acts and regulations; reviews, evaluates, and processes licensing applications and requests for exemptions and variances within requirements of applicable acts, regulations, and established procedures; investigates complaints and contraventions to acts and regulations; investigates reportable incidents in facilities. Provides information, guidance, and consultation to facility operators, the public and others on related matters and interprets, explains and ensures that applicable requirements of the act and regulations are enforced to promote the health, safety and well-being of children and vulnerable adults in care.

Public Health Engineer:

- Work primarily involves the application of Public Health Engineering practice for the review and approval of plans and the preparation and issuance of certificates of approval permitting construction of facilities such as waterworks and swimming pools pursuant to the Health Act as delegated by the Medical Health Officer. Conducts inspections of industrial operations, municipal water and wastewater infrastructure and develops monitoring programs.
- Acts as a Drinking Water Officer pursuant to the Drinking Water Protection Act and Regulations; reviews and assess package sewage treatment plants, prefabricated septic tanks, sewage and effluent pipe and any other related device, appurtenance or product. Collaborates with and monitors private consultants, professional engineers and architects to ensure compliance with policies, regulations and specifics; analyzes and resolves Public Health Engineering problems and related issues; provides engineering expertise, advice and guidance to Medical Health Officers, Public Health Inspectors, other agencies and the public on matters pertaining to environmental health issues such as pollution control; researches, develops and administers environmental legislation.

Public Health Inspector/Environmental Health Officer:

- Work primarily involves inspection, investigation, and assessment of a variety of facilities, premises, and other settings to ensure compliance with licensing, environmental health practices and public health acts, policies, procedures, standards and regulations; coordinates inspections, investigations, communications; responds to complaints; identifies infractions, prepares reports/risk assessments; and issues directives/warnings/tickets/orders. Implements control measures; and recommends action for non-compliance.
- Collects evidence, initiates and presents arguments on behalf of the employer in prosecutions and appears as a witness in court; and provides technical assessments of plans, proposals, submissions and project sites.
- Obtains samples of potentially contaminated/hazardous/infectious materials and refer for testing; tests water, soil, food or other material using testing equipment tools. Reviews and notifies appropriate stakeholders of results. Identifies and provides public health information to at-risk populations and communities.
- Works with local and regional governments and agencies to make recommendations and strategies regarding overall population health.

Tobacco and Vapour Products Enforcement Officer:

- Works primarily involves implementing a program of education and enforcement of the Provincial Tobacco and Vapour Products Control Act and Regulations, the Federal Tobacco Act and Regulations and/or other related regulations as required. Identifies all retailers of tobacco and vapour products and conducts inspections, checks, surveys and surveillance at various sites/locations within the region to gauge compliance with applicable tobacco control legislation; issues directives, warning letters and violation tickets, and attends court to ensure compliance when education fails.

Tobacco and Vapour Products Reduction Coordinator:

- Work primarily involves implementation of educational, health promotion and prevention programs aimed at preventing tobacco and vapour use; supporting users to quit and; reducing exposure to second hand smoke.

Classification Level P1 – Working Professional

Professional Grouping:

REHABILITATION/THERAPEUTIC

Professions: Aquatic Therapist, Audiologist, Cardiac/Exercise Physiologist, Massage Therapist, Occupational Therapist, Physiotherapist, Recreation Therapist, Speech/Language Pathologist

NATURE OF WORK:

Jobs matched to this profile perform a wide range of therapeutic, preventative, recreational, and/or rehabilitative services within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments (e.g. acute care, long term care, home and community health services, primary health care, etc.) and in individual and/or group settings. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:**Consistent with professional scope of practice performs some or all of the following:**

- Exercises independent judgment in decision making related to therapeutic, preventative and/or rehabilitative services to promote, develop, maintain and/or restore optimal function.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Screens referrals and performs intake. Conducts assessments and/or examinations of patient/client/resident status; interviews/gathers information from patient/client/resident/family; reviews patient/client health record including test results to determine, develop and implement care/treatment plans using diverse approaches and/or coordinates services for patient/client/resident; evaluates and prioritizes interventions including diagnostic and other testing procedures to support diagnosis and treatment.
- Engages patient/client/resident/family/caregivers in setting treatment/service goals.
- Provides treatment, education and guidance in individual or group settings.
- Provides education to patients/clients and families/caregivers regarding functional and rehabilitation issues of patients/clients; coaches patients/clients to ensure their maximum effort and cooperation and promotes their independence and return to optimum functioning.
- Administers standard clinical diagnostic tests to assess impairment/function.
- Applies localized medications and solutions as required and within scope.
- Instructs patients/residents/clients on equipment/aid use and safety.
- Monitors patient/client/resident progress, evaluates outcomes/goals and reassesses and/or modifies care/treatment plan and/or refers patient/client/resident to other health care resources as required. Identifies patient/client/resident/family learning needs and provides related instruction, guidance and/or education materials. Advocate on behalf of patient/client/resident and family/caregiver. Assists patient/clients/residents to obtain community supports and links clients to community partners and programs
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client/resident, family and other stakeholders in the provision of care across the continuum; provides clinical work direction to designated care providers and volunteers; and coordinates administrative tasks related to the provision of care.
- Participates in employer programs and initiatives such as clinical rounds, discharge planning, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client/resident information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:*Aquatic Therapist:*

- Work primarily involves conducting water-based therapeutic treatments or exercises to improve movement and function potential in patients/clients/residents using the mechanical and thermal properties of water.

Audiologist:

- Work primarily involves screening, identifying, assessing, diagnosing and treating patients/clients/residents with hearing loss; prescribes, fits, monitors and maintains hearing aids; examines auditory pathways to evaluate hearing function, to determine location of pathology, or to monitor use of hearing aids; administers standard clinical diagnostic tests, such as speech audiometry, pure tone audiometry, acoustic immittance and otoacoustic emissions testing; performs a range of test procedures to assess the adequacy of amplification devices.

Cardiac/Exercise Physiologist:

- Work primarily involves conducting fitness and movement tests and assessments and developing fitness and mobility programs for patients/resident/client rehabilitation with cardiac disease.

Massage Therapist:

- Work primarily involves the assessment of soft tissues and joints and manipulation of soft tissues of the body including muscles, connective tissue, tendons, ligaments and joints to develop, maintain and/or restore the patient/client/resident's physical functioning and reduce pain.

Occupational Therapist:

- Work primarily involves assessment of occupational engagement and assessment of various setting such as home, work and other environments; uses diverse therapeutic interventions to improve engagement; identifies requirements for equipment or modifications to home or other environments; prescribes, fits, monitors and tests adaptive/assistive devices and aids; mobility equipment and self-care aids; constructs basic splints, designs adaptive equipment and submit requests for construction of such equipment.

Physiotherapist:

- Works primarily involves assessment and the implementation of individualized treatment interventions, utilizing diverse intervention approaches such as therapeutic exercise, manipulations, massage, electro-therapeutic and mechanical equipment, and hydro-therapy to promote, develop, maintain and/or restore the patient/client/resident's physical functioning and reduce pain.

Recreation Therapist:

- Work primarily involves the use of social and leisure activities to provide various goal-oriented therapies; assesses the recreation/leisure goals, needs, interests and abilities of patients/clients/residents; develops and implements individual and group therapeutic recreation treatment interventions based on the social, physical, emotional, mental and spiritual needs of patients/clients/residents.

Speech/Language Pathologist:

- Work primarily involves identification, assessment, diagnosis and treatment of communication, voice and/or swallowing disorders, such as speech delays and disorders, language delays and disorders, fluency disorders, voice and resonance disorders, feeding disorders, cognitive-communication disorders, pre-literacy and literacy.

Classification Level P1 – Working Professional

**Professional Grouping:
RESEARCH**

Professions: *Biostatistical Analyst, Bioinformatics Technologist, Cancer Research Technologist, Genomics Technologist*

NATURE OF WORK:

Jobs matched to this profile develop, modify and implement a variety of laboratory techniques and perform laboratory procedures in a research laboratory setting, and/or develop and apply statistical and/or mathematical theory and methods in a research setting to test hypotheses for investigation and/or to analyze large volumes of data. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:

Consistent with professional scope of practice performs some or all of the following:

- Exercises independent judgment in decision making related to work in a research laboratory setting.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Develops, modifies and implements experimental laboratory techniques; performs laboratory experiments, tests and procedures, records and reports results, and summarizes results for interpretation.
- Assist in the development and/or implementation of new methods, materials, procedures, instruments and techniques, and/or undertakes special projects.
- Tracks samples using information management systems; performs sample, reagent and solution preparation; participates in troubleshooting process, performance and data quality issues.
- Prepares presentations and status reports on scientific processes; collaborates in or makes significant contributions to preparation of research grant applications, scientific research papers and/or conference presentation.
- Participates in the development and revision of existing standard operating procedures and protocols. Maintains formal documentation systems for standard operating procedures and protocols.
- Operates, calibrates and performs routine maintenance on specialized research laboratory equipment; maintains supply inventory.
- Maintains and troubleshoots related computer software applications and systems.
- Participates in employer programs and initiatives such as quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains and participates in the evaluation of work-related systems, tools supplies and equipment in the conduct of research. Gathers, enters, reviews and maintains data in computer systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:

Biostatistical Analyst:

- Work primarily involves conducting statistical analysis and interpreting cancer control data using a variety of established and newly developed statistical software; interprets statistical analyses and makes recommendations; develops and advises on study design for clinical trials, including randomization procedures and selection of outcome measures in order to achieve study objections.

Bioinformatics Technologist:

- Work primarily involves the design of bioinformatics computer software, protocols and user interfaces. Implements and maintains bioinformatics software for the assembly, analysis and manipulation of large volumes of data. Performs biological sequence searches utilizing public databases. Participates in creating computational sequence analysis methods for database searches and the analysis of resulting data. Implements quality systems procedures for bioinformatics groups and specific large-scale research projects to ensure data processing and software development protocols meet research centre quality standards.

Cancer Research Technologist:

- Work primarily involves performance of cytogenetic procedures including research and experimentation with new instruments, techniques, methods, materials and procedures.

Genomics Technologist:

- Work primarily involves participating in a variety of non-production or high volume experimental production or developmental procedures and other laboratory research activities for genome mapping, sequencing, library construction, gene expression profiling, gene collection, gene annotation, or microarray data generation and analysis, or to assist in the development and/or implementation of new methods, materials, procedures, instruments and techniques, and/or to undertake special projects. Provides genomics laboratory research assistance related to specific research projects or programs. Independently designs. Modifies, conducts and tests novel experimental methods, instruments, materials and procedures. Contributes to the development of guidelines, procedures and standards for production platform application of new technologies.

Classification Level P1 – Working Professional

Professional Grouping:

SOCIAL SERVICE AND COUNSELLING

*Professions: *Disciplines Allied to Social Work (including but not limited to Addictions/Substance Use Counsellor, Applied Behaviour Analyst, Child & Youth Counsellor, Clinical Counsellor, Mental Health Counsellor, positions formerly classified as Social Program Officer) Genetic Counsellor, Social Worker, Vocational Counsellor*

NATURE OF WORK:

Jobs matched to this profile perform a wide range of social work, counselling, social program development, or vocational rehabilitation work within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments (e.g. acute care, long term care, home and community health services, primary health care, etc.) and in individual and/or group settings. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:**Consistent with professional scope of practice performs some or all of the following:**

- Exercises independent judgment in decision making related to social work, counselling, social program development, or vocational rehabilitation work.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Screens referrals and completes intake.
- Conducts assessments, interviews/gathers information from patient/client/resident/family and/or other team members, reviews patient/client/resident health record including test and assessment results to determine, develop and implement care/treatment plans and/or coordinate services for clients; evaluates and prioritizes interventions including diagnostic and other testing procedures to support diagnosis, treatment and/or care delivery. Considers patient/client/resident family goals and preferences.
- Provides counselling, therapy or support in individual or group settings; implements support groups and workshops.
- Supports patient/client/resident in the development of life and employment skills, social, emotional, intellectual and physical development and/or rehabilitation using a variety of therapeutic modalities, techniques and methods.
- Monitors patient/client/resident progress, evaluates outcomes/goals and reassesses and/or modifies care/treatment plan as required and/or refers to other resources in health/community resources/government.
- Identifies patient/client/resident/family learning needs and provides related instruction, guidance and/or education materials and/or facilitates training and education opportunities. Advocates on behalf of patient/client/resident and family/caregiver. Assists with patient/client/resident navigation through health care, government, judicial and other environments.
- Provides advice on social policy legislation; participates in program planning and community development work; and prevention programs.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family and other stakeholders in the provision of care across the continuum; provides clinical work direction to designated care providers and volunteers; and coordinates administrative tasks related to the provision of care.
- Provides consultation and/or assistance with planning discharge and/or placement with other health care/community resources and supports.
- Participates in employer programs and initiatives such as clinical rounds, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client information in health systems. Meets organizational and regulatory clinical record/documentation standards. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:**Disciplines Allied to Social Work Professions:***

** Positions where the qualifications are not exclusive to any one discipline and where the position provides a counselling, education, prevention, referral, or advocacy service to individuals, families or groups with mental health, addiction or chronic medical concerns.*

Addictions/Substance Use Counsellor:

- Work primarily involves assessment and counselling of individuals with eating disorders or addictions (e.g., drugs, alcohol, sex, gambling) through various stages of recovery using appropriate intervention strategies and treatment.

Applied Behaviour Analyst:

- Work primarily involves assessment and treatment of individuals using a variety of specialized therapies and consultation to

patients/clients, families, and hospital/community personnel regarding the management of behaviour, adjustment, and psychological disorders as well as cognitive impairment consequent to nervous system disorder.

Child and Youth Counsellor:

- Work primarily involves assessment and short term interventions including crisis intervention and counselling, individual and family counselling, as well as providing consultations to caregivers on referral or discharge for children and youth treated in Emergency for psychiatric problems, suicide threats, or substance abuse.

Clinical Counsellor:

- Work primarily involves assessment and clinical counselling of individuals with complex mental health conditions, such as mood, anxiety, personality, trauma, anxiety, depression and substance related disorders. Provides individual and group counselling services; plans, designs, and delivers individual and various modalities of group psychotherapy to mental health patients.

Mental Health Counsellor:

- Work primarily involves assessment and short term interventions including crisis intervention and counselling, individual and family counselling, as well as providing consultations to caregivers on referral or discharge for adults and treated in Emergency for psychiatric problems, suicide threats, or substance abuse.

Genetic Counsellor:

- Work primarily involves genetic counselling and support to patients and family members by providing families with information about particular genetic disorders, inheritance patterns, genetic risk, genetic testing options, and available support groups, in addition to assisting patients/families in coping with emotional stress associated with genetic diagnosis.

Social Worker:

- Work primarily involves the assessment, diagnosis, treatment and evaluation of individual, interpersonal and societal issues through the use of social work theory, interventions and strategies, to assist individuals, couples, families, groups, organizations and communities to achieve optimum psychological and social functioning. Manages client cases and discharge needs. When necessary and within designated professional scope of practice, investigates cases of child or vulnerable adult abuse or neglect and takes authorized protective action, in accordance with established legislative and regulatory requirements.
- Coordinates referrals, admission, waitlists and placement for clients in specific types of care facilities.

Vocational Counsellor:

- Work primarily involves providing counselling, guidance and direction to assist individuals on how to enter or return to the workforce by methods such as determining clients' interests/goals, guiding labour market research, identifying barriers/solutions, and suggesting potential career paths and relevant education/training programs.

Classification Level P1 – Working Professional

Professional Grouping:

SURGICAL AND RESPIRATORY SERVICES**Professions:** *Anesthesia Assistant, Perfusionist, Polysomnographic Technologist, Respiratory Therapist***NATURE OF WORK:**

Jobs matched to this profile provide therapeutic and diagnostic services to maintain cardiopulmonary function and/or work under the supervision of a physician such as aiding anesthesiologists or cardiac surgeons during surgical procedures or other forms of medical therapy within professional scope of practice and established policies, procedures and standards. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:**Consistent with professional scope of practice performs some or all of the following:**

- Exercises independent judgment in decision making related performing paramedical professional health care cardiopulmonary function services.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures, and guidelines, including patient safety and quality protocols.
- Conducts assessments and/or examinations of patient/client/resident status, interviews/gathers information from patient/client/resident/family, reviews patient/client health record including test results to determine, develop and implement care/treatment plans and/or coordinates services for patient/client/resident; evaluates and prioritizes interventions including diagnostic and other testing procedures to support diagnosis and treatment.
- Monitors and operates equipment, positions patients/clients and performs procedures/interventions within scope of practice or delegated authority or as directed.
- Monitors patient/client physiological status, response to equipment operation; records observations and reports problems and/or changes in patient/client condition to appropriate staff.
- Conducts diagnostic tests and studies and carry out various physiological measurements and calculations.
- Within the scope of practice or delegated authority performs various procedures such as administration of medical gases and medical gas analysis and cell saving; inserts or assists with insertion of devices such as catheters and airway suctioning, nasogastric tubes, esophageal stethoscopes, IVs, and inter-arterial lines.
- Monitors patient/client/resident progress, evaluates outcomes/goals and reassesses and/or modifies care/treatment plan and/or refers patient/client/resident to other health care resources as required. Identify patient/client/resident/family learning needs and provide related instruction, guidance and/or education materials. Advocates on behalf of patient/client/resident and family/caregiver.
- Selects, assembles, tests, calibrates, and cleans equipment and supplies required for procedures.
- Performs quality control activities on processes, systems, and equipment.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family and other stakeholders in the provision of care across the continuum; provides clinical work direction to designated care providers and volunteers; and coordinates administrative tasks related to the provision of care; provides information on the use, maintenance and care of devices and equipment to patient/client.
- Participates in employer programs and initiatives such as clinical rounds, discharge planning, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for program delivery. Contributes to discussions; report back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:*Anesthesia Assistant:*

- Work primarily involves assisting the Anesthesiologist with complex airway management, anesthesia equipment operation and patient physiological monitoring during surgery.

Perfusionist:

- Work primarily involves the operation of a heart-lung machine to conduct a cardiopulmonary bypass enabling surgeons to operate on the heart; administers blood products and medications through heart-lung machine; operates life support equipment such as ventricular assist devices and intra-aortic balloon pumps; and performs physiological monitoring of patient during surgery.

Polysomnographic Technologist:

- Work primarily involves assessment, physiological monitoring and testing, to assist the physician with the diagnosis and management of sleep related disorders using various diagnostic equipment and tools such as polysomnographs, positive airway pressure devices, and at home sleep testing devices. May also use electro-diagnostic modalities such as electrocardiograms, EMG and EEG in performance of work.

Respiratory Therapist:

- Works primarily involves the assessment and treatment of the patient/client/resident's heart and lung function and associated disorders using specific testing, therapeutic interventions and the operation of equipment such as ventilators to maintain and restore ventilation.

Classification Level P1 – Working Professional

Professional Grouping:
TECHNICAL

Professions: *Orthotics Technician, Orthotist, Pedorthist, Prosthetist, Prosthetics Technician, Seating Devices Technician*

NATURE OF WORK:

Jobs matched to this profile perform a wide range of skilled services in the assessment, design, fit and fabrication of orthoses, prostheses, orthopaedic footwear, seating and/or protective devices within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments (e.g. hospital, clinic, home and community care, primary and residential care, etc.). These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities:**Consistent with professional scope of practice performs some or all of the following:**

- Exercises independent judgment in decision making in the design, fit and fabrication of orthoses, prostheses, orthopaedic footwear, seating, and/or protective devices and for patients/residents/clients.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Assesses physical and functional limitations of patient/client/resident. Collaborates with physicians and other health care providers on treatment planning.
- Designs and fabricates custom fitted appliances; interprets specifications from health providers; prepares drawings; takes casts or moulds; adjusts and fits appliances. Perform modifications or customizations to consumer products and/or commercial adaptive equipment to meet patient/client needs.
- Assembles, builds or modifies appliances according to drawings, measurements and plaster casts/moulds using a variety of materials; takes patient measurements; repairs appliances and/or equipment.
- Provides education and instruction on use and care of appliances. Monitors patient/client/resident progress and adaptation.
- Maintains established inventory of supplies and assists in the evaluation of new products; liaise with suppliers to determine availability of materials.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family and other stakeholders; provides information on the use, maintenance and care of devices and equipment to patient/client.
- Participates in employer programs and initiatives such as research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:*Orthotics Technician:*

- Work primarily involves technical work in the fabrication of custom orthoses; assists with finishing adjustment and repair of orthoses; collaborates in clinical staff on design of orthoses.

Orthotist:

- Work primarily involves assessment and treatment of patients/clients/residents through the evaluation, design and fitting of orthoses (braces) or protective support or correction due to muscle/bone impairment, disease or deformity.

Pedorthist:

- Work primarily involves assessment and treatment of the foot and lower limb anatomy for patients/clients/residents through the evaluation, design and fitting of foot orthotic devices and orthopaedic footwear as protective support or correction to muscle/bone impairment, disease or deformity.

Prosthetics Technician:

- Work primarily involves technical work in the fabrication of custom prosthetic limbs and other devices; assists with finishing adjustment and repair of prosthetics; collaborates in clinical staff on design of prosthetics.

Prosthetist:

- Work primarily involves assessment and treatment of patients/clients/residents through the evaluation, design, and fabrication of prostheses (artificial limbs) resulting from amputations due to accidents, congenital birth problems, or disabling diseases.

Seating Devices Technician:

- Work primarily involves technical work in the fabrication of custom seating including seats, backs and positioning products; modifies and adapts existing seating systems.

Classification Level P1 – Working Professional
Professional Grouping: VISION
Professions: <i>Orthoptist</i>
NATURE OF WORK:
Jobs matched to this profile provide services related to the assessment and management of diseases of the eye within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments (e.g. acute care, long term care, home and community health services, primary health care, etc.) and in individual and/or group settings. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.
Illustrative Responsibilities of Working Professionals within Vision Professional Grouping:
<p>Consistent with professional scope of practice performs some or all of the following:</p> <ul style="list-style-type: none"> • Exercises independent judgment in decision making related to the provision of services for the assessment and management of vision disorders and diseases of the eye. • Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols. • Interviews/gathers information from patient/client/resident/family; reviews patient/client health record including test results to determine, develop and implement care/treatment plans; evaluates and prioritizes treatment including diagnostic and other testing procedures to support diagnosis and treatment. Engages patient/client/resident/family/caregivers in setting treatment/service goals. • Conducts assessments, measurements and interprets matters such as distance and near vision acuity testing, field of vision, colour vision, eye position, eye movement and eye coordination. Uses equipment to measure pressure inside patient/client/resident’s eye. Performs ophthalmic photography. • Applies localized medications and solutions as required and within scope of practice. • Monitors patient/client/resident progress, evaluates outcomes/goals and reassesses and/or modifies care/treatment plan and/or refers patient/client/resident for corrective lenses, patches or to physician’s for surgery or other health care resources. • Identifies patient/client/resident/family learning needs. Provides related instruction, guidance and/or education materials in clinic, hospital and community health settings. Assists with lens fitting. Recommends solutions for low vision related to magnification, lighting and contrast as applicable. • Collaborates with multi-disciplinary care teams, practice leaders, patient/client/resident, family and other stakeholders in the provision of care across the continuum; provides information on the use, maintenance and care of devices and equipment to patient/client. • Participates in employer programs and initiatives such as clinical rounds, discharge planning, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations. • Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client/resident information in health systems. Compiles/prepares reports. • Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.