

Classification Level P2B Advanced Working Professional

DRAFT—SUBJECT TO REVISION INSTRUCTED BY THE CRCIC DECISION FROM ARBITRATOR NICHOLS

Professional Grouping: ALL

Professions: *All professions identified in P1 profiles.*

Jobs matched to this level are delegated by the Employer and their main purpose is to provide clinical and/or technical advice and guidance to their own or other organizations based on using advanced specialized technical and scientific proficiency. This advanced specialized technical and scientific proficiency is gained through a combination of significant experience in the specialized area plus relevant clinical and/or technical post-graduate training/certification relevant to the required work. Jobs matched to this profile level enable the delivery of care by others or the administration of the program/service through provision of; clinical education/student training programs, specialized clinical and/or technical consultation, specialized information systems and applications; quality control programs; and/or formal accountability for research and development activities.

(E) EDUCATION

NATURE OF WORK:

Jobs matched to this profile have delegated responsibility and accountability for the development, planning and delivery of clinical/technical education programs for health science professional staff and/or administration of student training program/s for the profession through the identification of educational needs, development and provision of educational content and accountability for learning outcomes.

Illustrative Responsibilities:

- Assigned accountability to develop, implement, facilitate, and evaluate learning outcomes of formal education programs for the designated profession(s). Identify learning needs, develop, and facilitate course content and hold accountability for the assessment and effectiveness of staff education programs.
- Acts as a clinical/technical educational resource using advanced theory and knowledge of the designated profession(s). Evaluates and provides formal feedback related to the clinical/technical competency of other staff.
- Coordinates the clinical education program for students for their profession(s). Responsible and accountable for student training in the designated profession(s) which includes teaching students to provide them the knowledge and skills to practice their profession and/or arranging staff instruction of students.
- Liaises with educational institutions, professional Associations/Colleges and other external networks relative to current curriculum, learning objectives and professional practice for the designated profession(s).

(S) CLINICAL/TECHNICAL SPECIALIST

NATURE OF WORK:

Jobs matched to this profile have delegated responsibility and accountability for the provision of clinical or technical specialist services to health science professionals within the profession through the provision of formal clinical or technical consultation and advisory services to own or other organizations within a specialized area of the profession.

Illustrative Responsibilities:

- Assigned accountability to utilize specialized education, training and/or experience to provide clinical or technical consultation and advisory services to others, both internally and externally, within a specialized area of expertise within the designated profession.
- Plans and assesses treatment procedures and practices for the specialty area or is delegated to provide technical consultation.
- Acts as a clinical/technical resource using advanced theory and knowledge of the specialized area of expertise within the profession.
- Holds responsibility for the full spectrum of consultation to health science professionals through the identification of scope and nature of consultation required, assessment and provision of clinical/technical consultations to ensure best practice and effective outcomes in the provision of designated programs and services.

(I) HEALTH SCIENCE INFORMATION SYSTEMS AND APPLICATIONS

NATURE OF WORK:

Jobs matched to this profile have delegated responsibility and accountability to administer and coordinate changes to designated health care information systems and applications and share accountability for achieving program objectives. This category of professional occupation must utilize both their health science professional scope of work and knowledge of, and training in, information and computer science to enable the work of others.

Illustrative Responsibilities:

- Assigned accountability to develop, design, test, and modify databases, instrument interfaces, and computer peripherals.
- Provides clinical/technical consultation and advisory services related to health sciences information systems and applications to others both internally and externally.
- Coordinates and enables application/information system changes and upgrades; proposes new methods, configures systems and creates solutions; and provides related workflow assessment and user training.
- Liaises with central information technology staff, vendors, and clinicians.
- Designs and deploys front-end templates/web pages for health sciences related applications.
- Troubleshoots issues, builds system dictionaries, coordinates consensus on data elements, performs test codes, and creates customized reports and queries.

(R) RESEARCH AND DEVELOPMENT

NATURE OF WORK:

Jobs matched to this profile have delegated responsibility and accountability for the provision of formal research and development by planning, developing and coordinating research and development activities for the profession.

Illustrative Responsibilities:

- Assigned accountability to plan, develop, coordinate, deliver outcomes of research, and development activities within the designated profession.
- Executes project work plans and develops research methods.
- Liaises on behalf of department with vendors/funding agencies/academic institutions on research and development activities.
- Monitors resource utilization for research activities.

(Q) QUALITY CONTROL PROGRAM

NATURE OF WORK:

Jobs matched to this profile have delegated responsibility and accountability for the planning, development, assessment and implementation of the quality control program for the profession, including ensuring technical/professional competency and compliance with organizational, professional, statutory and regulatory requirements.

Illustrative Responsibilities:

- Assigned accountability for the administration of the quality control program for the profession including but not limited to establishment of documentation, audits, controls, and validation methods.
- Establishes and maintains systems to ensure compliance with organizational, professional, statutory and regulatory requirements.
- Plans, develops, assesses and implements related policies, procedures, processes, standards, protocols to ensure professional staff competency and/or compliance.