



Hay River Health & Social Services Authority | Administration des services de
santé et des services sociaux de Hay River
37911 MacKenzie Highway | 37911, route MacKenzie
Hay River, NT X0E 0R6

Combined Laboratory and X-Ray Technologist

Salary: Range 14, \$44.83 to \$53.55 per hour (\$87,418 to \$104,422 per year)

Status: Full Time, Term to March 31, 2025

Competition #: 004-24

Closing Date: May 14, 2024

The CLXT provides quality radiographic and laboratory services to the clients of the HRHSSA, upon referral of the medical staff, in accordance with the established policies and procedures of the Diagnostic Imaging and Laboratory Departments at the Hay River Health & Social Services Authority with adherence to the Code of Ethics and the Standards of Practice of the ACCLXT (Alberta College of Combined Laboratory and X-ray Technologists) and/or SACLXT (Saskatchewan Association of Laboratory and X-ray Technologists). The incumbent produces good quality images in a safe and efficient manner; the incumbent is responsible for the procurement and accurate, timely analysis of Laboratory samples. These tasks will aid the local practitioners and other associated care providers in the diagnosis and management of disease for all client's conditions to ensure optimal care.

The Combined Technologist performs the responsibilities necessary for the daily operation of a medical laboratory (including but not limited to specimen collection and receiving, electrocardiography, hematology, chemistry, and transfusion medicine). The incumbent works within the context of the vision and principles of Hay River Health & Social Services Authority, in accordance with the ACCLXT/SACLXT professional guidelines and hospital policy and procedures. The incumbent works in accordance with recognized international laboratory practices as well as the philosophy and objectives of the HRHSSA.

In Diagnostic Imaging, the incumbent must produce quality images in a safe and efficient manner, for the referring physician to view and the Radiologist to report.

The incumbent provides professional radiography services to the clients, upon referral from the medical staff, in accordance with the established policies and procedures of the Diagnostic Imaging Department; with adherence to the ACCLXT/SACLXT Code of Ethics and the Standards of Practice; and within the context of the Vision and Mission Statement of the Hay River Health and Social Services Authority (HRHSSA).

Qualifications:

This level of knowledge and competency in laboratory and radiation technology is acquired by graduating an accredited Combined Laboratory and X-ray Technology Program.

Applicants must have achieved a certification from a recognized Canadian Combined Laboratory and X-ray Program. A minimum of 2 years postgraduate experience is preferred; new graduates waiting to write their certification examination will be considered however; registration must be achieved prior to beginning unsupervised employment.

Registration/Licensure in good standing must be maintained with a recognized Canadian body throughout the period of employment with HRHSSA Diagnostic Services. Equivalencies will not be considered. Current licensing bodies are the ACCLXT and SACLXT.



- A knowledge of accepted radiology procedures as outlined in the manual and the Standards of Practice including positioning, radiation safety and medical terminology. The ability to safely and efficiently operate General Radiology and Portable units is required. The incumbent must be able to produce quality radiographs for the purpose of interpretation by an off-site Radiologist for diagnosis to aid in the client's treatment.
- The incumbent requires a sound knowledge of: anatomy, positioning, physiology, pathology, radiobiology and protection, radiation physics, film critique, the ACCLXT/SACLXT Standards of Practice and the ability to use various imaging modalities. The ability to perform Diagnostic Imaging quality control tests for troubleshooting of all equipment is an asset.
- A minimum of one year experience in Hematology, Chemistry is preferred. Knowledge and experience in Electrocardiography also preferred.
- Knowledge of Medical Laboratory Technology with a focus on principles and standards of practice including specimen collection and handling, medical terminology, Chemistry, Hematology, Urinalysis, Point of Care Testing and manual laboratory testing methods, including microscopic cellular differential counts and identification.
- Ability to operate, understand and maintain complex laboratory instrumentation is required in order to provide direct hands on laboratory testing, provide directions and leadership to fellow hospital staff, and in order to analyze and interpret results to aid medical and non-medical professionals in the diagnosis, treatment and management of disease.
- Demonstrate excellent computer knowledge and skills in word processing, database, spreadsheet and Laboratory Information System programs with the knowledge and ability to input and retrieve information from the Laboratory Information System (LIS) and Radiology Information System (RIS).
- Knowledge of the importance of client and health care information confidentiality and must comply with all legislation and procedures directing the handling of confidential client and organizational information.
- Demonstrates current technical skills and knowledge of current methodologies and/or instrumentation within the field by participating in ongoing continuing education.
- Demonstrates good communication and interpersonal skills and presents a pleasant professional manner at all times.
- Recognizes and responds effectively and appropriately to an emergency.
- Strong team player who demonstrates support for co-workers while able to perform duties independently and professionally.
- Flexibility to meet operational requirements including hours of work and location. This may include but is not limited to: coverage for absent staff, adapt to equipment breakdown, middle of the night callbacks with the ability to report for work the next morning for a full day or back-filling the supervisor's position if they are absent.
- Demonstrates good organizational and time management skills including the ability to multitask.
- Demonstrates professional judgment with objectivity and fairness.
- Prioritizes and responds effectively to changing workload demands.
- Shows initiative in identifying key issues and takes a logical, responsible approach to problem solving. Demonstrates critical thinking skills.



- Ability to speak and listen effectively to staff, clients, Senior Management, physicians and specialists. Able to write clearly and concisely in notes, email and reports to the previously stated audience to resolve issues.
- Willingness and ability to be in an on-call rotation.
- Able to pass a color-blindness test with no impediment.
- Have fine motor skills to manipulate small samples and repair delicate instruments.
- Knowledge of trans-cultural environment sensitivity to others situations/feelings.
- Knowledge of education principles related to adult learners in order to develop and deliver subject specific training and development
- The incumbent must have a sound knowledge and understanding of pathologies that may affect internal structures
- The incumbent must be able to use clinical information provided by the referring practitioner to determine specific areas to be imaged based on client symptoms
- The incumbent must be able to perform QC measures on all DI equipment
- The CLXT must be able to deal with the pressure to produce the images required for a study thoroughly and optimally within a set length of time. This can be hampered by client physical size and age, lack of adequate client preparation, clients arriving late for appointments and some clients with limited English skills.
- The incumbent must have knowledge of radiation hazards and constantly practice radiation safety precautions, as outlined in Safety Code 35.
- The CLXT must be able to work independently and must use good judgment in making appropriate and quick decisions in a professional manner.
- The incumbent must be aware of the importance of confidentiality and follow the established policy of the HRHSSA.
- Knowledge of PACS and how it integrates with internal RIS to troubleshoot issues.
- Continuing education credits are required to maintain standards and stay current in new technologies and techniques in this dynamically changing professional environment.
- The incumbent must practice safety precautions for lifting and moving heavy clients and equipment.
- The incumbent must have the ability to control personal emotions or bias to whatever the situation might be; show confidence, common sense and analytical thinking as well as motivation.

This discipline, in a northern workplace, requires the incumbent to have an awareness and sensitivity to the cross-cultural needs of the clients. Also, a Diagnostic Imaging department with no Radiologist on-site and a Laboratory with no Pathologist on-site, places great demands on the ability of the individual to work independently and provide expertise beyond the normal scope of the discipline. The CLXT should be able to recognize severe atypical findings and initiate the appropriate action (contact the referring physician immediately). Failure to do so, directly impacts upon the care, treatment and ultimate morbidity of the client.

In addition to an attractive salary, we offer a Northern Allowance of \$2.42 per hour up to \$4,711 per year. All job offers are subject to references, a satisfactory Criminal Records Check



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(including vulnerable sector search) and an Employee Health Risk Assessment. Only those candidates selected for an interview will be contacted.

For full job description, including required knowledge, skills & abilities, please see job posting/job description on our website at www.hrhssa.org under the 'Careers' section.

How to apply:

Applicants should send their resume via email to hrhssa_competitions@gov.nt.ca or via Fax to (867) 874-8345