

# CLINICAL CAREER LADDER NEW PERIOPERATIVE CLASSIFICATIONS

August 3, 2020

The following Clinical Career ladder was finalized on July 25, 2020 for Keck USC/Norris Hospital, establishing the following “New Perioperative Classifications.”

Beginning July 5, 2020, the hospital shall establish the following career ladder positions for the positions listed here: Surgical Technician, Anesthesia Technician, CSPD ( now Sterile Processing Tech) and GI/Endoscopy tech.

Current employees who choose not to participate in the clinical ladder shall continue to receive the scheduled yearly raises per the CBA (Collective bargaining agreement).

Employees who have advanced credentials and or certifications will be placed on the clinical career ladder depending on the credential and specialty performed currently.

Clinical ladder added the following clinical steps: effective July 5, 2020:

- **Surgical Technician II**
- **Surgical Technician III**
- **Anesthesia Technician II, (to be created)**
- **Sterile Processing Tech (CSPD) II**
- **Sterile Processing Tech (CSPD) III**
- **Endoscopy Tech II (to be created)**

Highlights for new clinical ladder include:

- **Surgical Technician II : 5 percent higher rate from Surgical Technician I**
- **Surgical Technician III : 28 percent higher rate from Surgical Technician II**
- **Anesthesia Technician II : Will be 5 percent above Anesthesia Technician I when created**
- **Sterile Processing Tech (CSPD) II: 5 percent higher rate from Sterile Processing Tech I**
- **Sterile Processing Tech (CSPD) III: 5 percent higher rate from Sterile Processing Tech II**
- **Endoscopy Technician II : Will be 5 percent above Endoscopy Tech I when created**

Please review the wage scales associated with the clinical ladder. Minimum education requirements and/or credential/certification requirements for promotion can be found on the back of this leaflet.

Thank you to your bargaining committee members below who participated throughout the year to address the concerns from various department staff : **Nicole Ambriz, Mark Delgado, Claudia Hidalgo and Daniel Olivares.**

*For more information, please contact NUHW Organizer Michael Torres at  
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<b>POSITION</b>	<b>EDUCATION</b>	<b>LICENSURE/CERTIFICATION</b>
Surgical Tech II	<p>REQUIRED: High School Graduation or Equivalent</p> <p>REQUIRED: Completion of a CAAHEP accredited Surgical Technician Program</p>	<p>REQUIRED: Valid Certified Surgical Tech (CST) or Surgery-Certified Credential (TS-C) from CAAHEP or ABHES certification.</p> <p>REQUIRED: Current BLS for Healthcare Provider from American Heart Association</p>
Surgical Tech III	<p>REQUIRED: High School Graduation or Equivalent</p> <p>REQUIRED: Completion of a CAAHEP accredited Surgical Technician Program</p>	<p>REQUIRED: Valid Certified Surgical Tech (CST) or Surgery-Certified Credential (TS-C) from CAAHEP or ABHES certification.</p> <p>REQUIRED: Current BLS for Healthcare Provider from American Heart Association</p> <p>REQUIRED: Experience in at least 3 Surgical Specialties, of which one must be Cardiac and/or Liver Transplant</p>
Anesthesia Tech II (New position in Career Ladder)	<p>REQUIRED: High School Diploma or GED equivalent</p> <p>REQUIRED: Graduate of an American Society of Anesthesia Technologists and Technicians (ASATT) approved program</p>	<p>REQUIRED: American Society of Anesthesia Technologists and Technicians (ASATT) national certification.</p>
Sterile Processing Tech II (New position in Career Ladder)	<p>REQUIRED: High School Graduation or Equivalent</p> <p>REQUIRED: Completion of a Sterile Processing Program or an accredited Surgical Technician program.</p>	<p>REQUIRED: Current Certification as a Sterile Processing Technician through an accredited organization (IAHCSMM, CBSPD).</p> <p>REQUIRED: Current BLS for Healthcare Provider from American Heart Association.</p>
Sterile Processing Tech III	<p>REQUIRED: High School Graduation or Equivalent</p> <p>REQUIRED: Completion of a Sterile Processing Program or an accredited Surgical Technician program.</p> <p>PREFERRED: Associates Degree</p> <p>PREFERRED: Certified Healthcare Leadership (CHL) IAMCSMM Certified Manager</p>	<p>REQUIRED: Current Certification as a Sterile Processing Technician through an accredited organization (IAHCSMM, CBSPD).</p> <p>REQUIRED: Current BLS for Healthcare Provider from American Heart Association.</p> <p>REQUIRED: Current Certification as a "Certified Instrument Specialist" (IAHCSMM) or "Surgical Instrument" (CBSPD) through an accredited organization (IAHCSMM, CBSPD)</p>
GI Endoscopy Tech II	<p>REQUIRED: High School Diploma or equivalent.</p> <p>REQUIRED: Completion of a GI/ Endoscopy program or an accredited Surgical Technical program</p>	<p>REQUIRED: Valid Certified Surgical Tech (CST) or Surgery-Certified Credential (TS-C) from CAAHEP or ABHES certification.</p> <p>REQUIRED: Current BLS for Healthcare Provider from American Heart Association</p>