


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Laboratory Assistant</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date _____</p>	<p>Code</p> <p><u>121</u></p>
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<p>Decision Making</p> <p>Assists with pre-analytical specimen processing, maintains inventory and ensures proper shipment of specimens.</p> <p>Some choice of action within accepted practices when performing blood collection.</p>	<p>Degree</p> <p><u>2.5</u></p>
<p>Education</p> <p>Grade 12. Medical Laboratory Assistant certificate (694 hours).</p>	<p><u>3.0</u></p>
<p>Experience</p> <p>No previous experience. Six (6) months on the job to become familiar with laboratory information systems, and region/facility/department policies and procedures.</p>	<p><u>2.0</u></p>
<p>Independent Judgement</p> <p>Performs specimen collections in accordance with standard practice. Minor problems associated with client/patient/residents condition affecting specimen collection and processing of specimens are resolved with limited analysis.</p>	<p><u>2.5</u></p>
<p>Working Relationships</p> <p>Secures cooperation of clients/patients/residents in specimen collection which may involve clients/patients/residents with special needs.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
Collects and prepares specimens for pre-analytical testing to meet quality and service requirements. Poor judgement associated with specimen handling may result in re-testing and cause delay in treatment. Improper venipuncture on clients/patients/residents may cause minor discomfort.	<u>2.0</u>
Leadership and/or Supervision Provides orientation/training to staff and students.	<u>2.0</u>
Physical Demands Regular physical effort involving bending, twisting, lifting, with frequent periods of working in awkward positions and using accurate fine coordination.	<u>2.5</u>
Sensory Demands Regular sensory effort performing specimen collection/testing, operating computer and listening to clients/patients/residents and equipment.	<u>2.0</u>
Environment Regular exposure to major disagreeable conditions such as blood/body fluids, chemicals, sharps and multiple deadlines.	<u>4.0</u>