


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Senior 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>145</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 course (694 hours).</p>	<p><u>3.0</u></p>
<p>Experience</p> <p>Eighteen (18) months previous experience as a Laboratory Assistant to consolidate knowledge and skills. Six (6) months on the job to develop coordination skills and become familiar with region/facility/department policies and procedures.</p>	<p><u>5.0</u></p>
<p>Independent Judgement</p> <p>Performs specimen collections in accordance with phlebotomy standards. Limited analysis is required to organize and prioritize specimen collections based on urgency of requests and timing protocols. Independently seeks direction when unusual staffing issues arise.</p>	<p><u>3.0</u></p>
<p>Working Relationships</p> <p>Secures cooperation of clients/patients/residents in specimen collection which may involve difficult interactions depending on individual needs/conditions of the client/patient/resident.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
Performs specimen collection and monitors integrity to meet quality and service requirements. Inadequate planning when organizing and prioritizing specimen collections could cause serious results for departmental work flow.	<u>2.5</u>
Leadership and/or Supervision Provides limited direction to Laboratory Assistants by assigning, checking and maintaining flow of work.	<u>3.0</u>
Physical Demands Regular physical effort involving bending, twisting, lifting, working in awkward positions with periods of accurate hand-eye coordination when collecting specimens.	<u>2.5</u>
Sensory Demands Regular sensory effort performing specimen collection, operating computer and listening to clients/patients/residents and staff with periods of competing multiple sensory demands.	<u>2.5</u>
Environment Regular exposure to major disagreeable conditions such as blood/body fluids, chemicals and sharps.	<u>4.0</u>