


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Cytotechnologist I</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>218</u></p>
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<p>Decision Making</p> <p>Cytology testing is performed as established by the Saskatchewan Society of Medical Laboratory Technologists.</p> <p>Makes choices when dealing with specimens for staining based on microscopic appearance and specimen adequacy.</p>	<p>Degree</p> <p><u>3.0</u></p>
<p>Education</p> <p>Grade 12. Cytotechnology diploma (2909 hours). Certified by the Canadian Society for Medical Laboratory Science.</p>	<p><u>6.0</u></p>
<p>Experience</p> <p>No previous experience. Twelve (12) months on the job to apply and develop essential techniques and skills and become familiar with region/facility/department policies and procedures.</p>	<p><u>4.0</u></p>
<p>Independent Judgement</p> <p>Cytology duties are performed in accordance with SSMLT standards, Canadian Association of Cytotechnology guidelines and College of Physicians and Surgeons accreditation regulations. Within generally accepted practices, screens slides to identify abnormal cells. Exercises judgement in the organization and prioritization of specimens based on urgency of requests.</p>	<p><u>4.0</u></p>
<p>Working Relationships</p> <p>Requires appropriate tact when discussing problems with physicians and co-workers. Submits reports and makes recommendations when doing preliminary diagnosis. Provides technical explanation and/or advice to the pathologist/radiologist when doing fine needle aspirations regarding quality and quantity of specimens.</p>	<p><u>3.5</u></p>

Impact of Action	Degree
Provides cytotechnology testing to meet quality and service requirements. Errors in sample interpretation may result in unnecessary rechecking which would delay timely testing of other specimens. Misinterpretation of samples may result in improper diagnosis and ultimate serious injury to patients which could have long term health consequences.	<u>3.5</u>
Leadership and/or Supervision Provides occasional functional guidance to co-workers and students including instruction and evaluation.	<u>2.0</u>
Physical Demands Frequent physical effort performing microscope work (with little chance of relief) with repetitive hand-eye motions.	<u>3.0</u>
Sensory Demands Frequent sensory effort with slide analysis/interpretations and, computer operation.	<u>3.0</u>
Environment Regular exposure to major disagreeable conditions/hazards such as working in a restricted position when performing microscopic work.	<u>4.0</u>