


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Cytotechnologist & Clinical Instructor</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>229</u></p>
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<p>Decision Making</p> <p>Coordinates and organizes the Diagnostic Cytology program. Responsible for selection and instruction of Cytotechnology students. Within limits of accepted practice, makes choices regarding curriculum when dealing with the competency based objectives established by the CSMLS. Adapts and modifies program to meet changes in technology and department operations.</p>	<p>Degree</p> <p><u>3.5</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>Forty-eight (48) months previous experience as a Cytotechnologist to consolidate knowledge and skills.</p> <p>Twenty-four (24) months on-the-job experience to consolidate communication, organizational, leadership and training skills and to become familiar with region/facility/department policies and procedures and program curriculum/policies.</p>	<p><u>9.0</u></p>
<p>Independent Judgement</p> <p>Work is performed in accordance with generally accepted practices and program plans. Adapts program to meet the needs of students with different learning capabilities. Uses analysis and exercises judgement in microscopic analysis and interpretation of specimens, giving a preliminary diagnosis.</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 other staff/students. Uses persuasion and motivation to secure the cooperation of students.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
<p>Responsible for determining the resources required for the continuation of the cytology training program.</p> <p>Inadequate planning for instructional programs may cause substantial delays in phase of educational program.</p> <p>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.</p>	<u>3.5</u>
Leadership and/or Supervision <p>Provides regular direction to students with responsibility for assigning work to students and checking their results.</p>	<u>4.0</u>
Physical Demands <p>Regular physical effort sitting in a restricted position, standing, preparing reagents with frequent periods of fine and coarse motor coordination while doing microscopic work.</p>	<u>2.5</u>
Sensory Demands <p>Frequent sensory effort with preparing and delivering training, slide analysis/interpretations and, computer operation.</p>	<u>3.0</u>
Environment <p>Regular exposure to major disagreeable conditions/hazards such as working in a restricted position when performing microscopic work in checking work of students.</p>	<u>4.0</u>

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