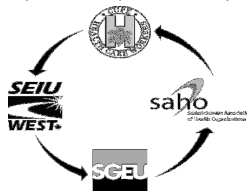


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Cytogenetics Technologist II & Instructor</u></p> <p>Date _____</p> <p>Revised Date <u>2004; November, 2005</u></p> <p>Revised Date <u>Mar 13/12</u></p>	<p>Code</p> <p style="text-align: center;"><u>321</u></p>
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<p>Decision Making</p> <p>Responsible for performing diagnostic chromosome studies on peripheral blood, bone marrow, amniotic fluid, and solid tissue samples. Some choice of action in modifying tests as required. Monitors, evaluates and interprets results. Develops plans to achieve short term goals (e.g., implementing new methodologies).</p>	<p>Degree</p> <p style="text-align: center;"><u>3.5</u></p>
<p>Education</p> <p>Grade 12. Bachelor of Science degree (2850 hours) plus Clinical Genetics Technology diploma (2075 hours). Certified by the Canadian Society for Medical Laboratory Science.</p>	<p style="text-align: center;"><u>8.0</u></p>
<p>Experience</p> <p>Twenty-four (24) months previous experience as a Cytogenetics Technologist to consolidate knowledge and skills. Twelve (12) months on the job to develop administrative skills and instructional techniques/methods, and become familiar with region/facility/department policies and procedures.</p>	<p style="text-align: center;"><u>6.0</u></p>
<p>Independent Judgement</p> <p>Cytogenetic duties are performed in accordance with SSMLT and Canadian College of Medical Geneticists standards. Within generally accepted practices, performs diagnostic chromosome studies. Judgement is exercised in the analysis and or troubleshooting of unusual problems related to karyotyping/special staining and recommending new operational methods or procedures to maintain productivity and proficiency.</p>	<p style="text-align: center;"><u>4.5</u></p>
<p>Working Relationships</p> <p>Secures cooperation of others when liaising with managers, medical heads, and various other health care professionals. Requires appropriate tact and discretion when discussing problems with physicians and co-workers.</p>	<p style="text-align: center;"><u>4.0</u></p>

Impact of Action	Degree
Provides cytogenic testing and sample assessment to meet quality and service requirements. Misjudgements in analysis may cause serious consequences through late delivery of results to physicians which will substantially delay their diagnosis/treatment. Misjudgements in acquiring/allocation of resources may result in uncoordinated, inefficient delivery of service.	<u>3.5</u>
Leadership and/or Supervision Provides regular direction to Cytogenetic Technologist staff.. Assigns, organizes and checks work of the Cytogenetics Department. Provides functional and specialty standard practice instructions to staff (i.e.CT I and Laboratory Aide) and students.	<u>4.0</u>
Physical Demands Regular physical effort such as specimen testing, microscope work, slide preparation and computer operation with frequent periods of coordination of fine or coarse movements.	<u>2.5</u>
Sensory Demands Frequent cumulative sensory effort such as measuring chemicals, harvesting cells, microscopic work, slide preparation, and repairing instruments.	<u>3.0</u>
Environment Frequent exposure to major conditions such as toxic chemicals, blood/body fluids, sharps, and steam.	<u>5.0</u>