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2004

## JOB FACT SHEET

### 1 Introduction See Page 4 in Guidebook

The collection of accurate, complete, up-to-date and gender neutral job information is essential to, and forms the basis of the job evaluation process.

This job fact sheet provides a format and serves as a questionnaire designed to describe a job, to capture the skill, effort and responsibility normally required in the work, and to record the conditions under which it is usually carried out. The job fact sheet focuses on **CURRENT** job content and requirements. **THIS IS NOT AN APPRAISAL OF YOUR PERFORMANCE ON THE JOB.**

Please read the job fact sheet carefully, and complete each section. Throughout the job fact sheet examples are requested and are important as you describe the job. Attach additional pages if necessary.

Your immediate out of scope supervisor or assigned job fact sheet reviewer (where appropriate) will review your completed job fact sheet. Feel free to keep a copy of the job fact sheet. Please complete the signature Section (17) on page 21. Any changes, as mutually agreed with your supervisor/job fact reviewer are to be recorded in the specific job fact sheet section and initialed by both parties. Additional job holder comments can be recorded in Section (16) on page 21. Additional supervisor/reviewer comments can be recorded in Section (18) on page 22.

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### 2 Job Identification See Page 6 in Guidebook

Job Title *Medical Laboratory Technologist  
Supervisor* JEC # 134

Name of person completing the job fact sheet for single employee job or contact person for multi-employee (group) job fact sheet submission.

#### REPRESENTATIVE JOB FACT SHEET

Home Telephone: \_\_\_\_\_

Work Telephone: \_\_\_\_\_

Health District \_\_\_\_\_

Facility/Agency \_\_\_\_\_

Department \_\_\_\_\_

Part-time  Full-time  Other (specify)  \_\_\_\_\_

See Section (17) on page 21 for signatures.

Office use only:

**3 Job Summary See Page 8 in Guidebook**

Briefly describe the general purpose of this job. Consider "Why does this job exist?" and "What is this job responsible for?"

*Supervises technical staff and work processes of assigned disciplines of a laboratory. Performs laboratory duties associated with the detection, prevention and management of physiological and pathological conditions.*

**4 Key Work Activities See Page 10 in Guidebook**

Consider the full range of job duties or responsibilities undertaken over the year. Summarize these in rough form before completing this section. **Group the job duties or responsibilities that are related and summarize them by a phrase, at the top of each box** (i.e. counselling and patient education; preventative maintenance; community involvement). Estimate (to the nearest 5%) the percentage of time per year spent on each key work activity summarized in the section(s) below. **The total of all key work activity sections should equal 100%**. For example: 1/2 day every day per year = 50%; 3 months per year = 25%; 2 1/2 weeks per year = 5%. (See Guidebook for other examples.)

After summarizing each key work activity, provide details or examples that describe the related job duties or responsibilities.

**Key Work Activity A: Administration / Supervision****Duties/Responsibilities:**

- ◆ *Provides direct supervision of staff and students.*
- ◆ *Provides functional advice/technical expertise and problem solving.*
- ◆ *Prioritizes work load and schedules work flow.*
- ◆ *Provides input for performance evaluation, performance reviews and hiring.*
- ◆ *Schedules staff and maintains payroll time sheets.*
- ◆ *Researches, reviews and implements new methodologies and operational procedures.*
- ◆ *Manages and maintains communication and information systems for designated work areas.*
- ◆ *Provides orientation and instruction/training to students and new staff.*
- ◆ *Manages and maintains inventory, orders supplies.*
- ◆ *Researches, evaluates and recommends equipment purchases.*
- ◆ *Provides input into budget preparation and strategic planning.*
- ◆ *Works with regional laboratory groups to standardize procedures.*
- ◆ *Acts as a liaison with other departments.*
- ◆ *Manages the documentation of workload measurement statistics.*
- ◆ *Oversees the preparation and maintenance of policies and procedures.*
- ◆ *Researches and reviews new versus existing technology and methodology.*
- ◆ *Prepares and manages statistical reports.*

**Key Work Activity B: Quality Assurance / Quality Control****Duties/Responsibilities:**

- ◆ *Establishes, maintains and monitors Quality Assurance/Quality Control programs as required by local protocols and government regulations.*
- ◆ *Establishes preventative maintenance programs for equipment in consultation with the manufacturer and including acceptable laboratory standards.*
- ◆ *Monitors instrument logs and recognizes equipment malfunction*
- ◆ *Maintains, troubleshoots, and calibrates equipment according to established standards.*

**Key Work Activity C: Specimen Procurement and Analysis****Duties/Responsibilities:**

- ◆ *Prepares patient (e.g., identification, consent, medical condition, instruction of procedure) for specimen procurement.*
- ◆ *Collects, transports and prepares samples for in-house testing and/or dispatches to reference laboratories (e.g., Provincial Laboratory, TB Laboratory).*
- ◆ *Organizes and prioritizes specimens based on urgency of request, stability of specimen, and timing protocols.*
- ◆ *Assesses specimen integrity and maintains stability.*
- ◆ *Performs laboratory testing and evaluates the validity of results.*
- ◆ *Responds appropriately to critical values, unexpected results, and urgent requests.*
- ◆ *Performs specialized testing, where required by the job (e.g., bone marrow, allergen testing).*

**Key Work Activity D: Related Key Work Activities**

**Duties/Responsibilities:**

- ◆ *Performs computer work (e.g., documentation, statistics).*
- ◆ *Provides reception/clerical duties (e.g., answer telephone, fax, photocopy, book appointments).*
- ◆ *Prepares, communicates and files test results and reports.*
- ◆ *Cleans instruments and work area.*
- ◆ *Disposes of biohazardous waste, as per department procedures and policies.*

**Key Work Activity E: \_\_\_\_\_ ( % )**

**Duties/Responsibilities:**

**5 Decision Making See Page 14 in Guidebook**

1 = Almost never  
 2 = Sometimes  
 3 = Often  
 4 = Most of the time

(a) In this job, do you (**circle all responses that apply**):

Follow specific instructions/procedures, use well-defined methods or use established guidelines to achieve desired end results. Example: \_\_\_\_\_ 1 2 3 4

Modify or change established department methods and procedures, but stay within program or legislative boundaries. Example: *Modify methods to correct problems or simplify procedures* 1 2 3 4

Develop new solutions to diverse and complex problems with conflicting requirements because there are no guidelines. Example: *Develop new testing procedures or develop solutions for staffing (e.g., replacement, overtime)* 1 2 3 4

Other (specify) \_\_\_\_\_ 1 2 3 4

(b) When there is a situation you have not come across before do you (**circle all responses that apply**):

Immediately ask the supervisor/leader what to do 1 2 3 4

Ask co-workers for help in deciding what to do 1 2 3 4

Read manuals and figure out what to do 1 2 3 4

Decide with my supervisor what to do 1 2 3 4

Check guidelines and past practices 1 2 3 4

Decide what to do based on my related experience 1 2 3 4

Get advice with problems from management and/or other sources (i.e. suppliers, consultants) 1 2 3 4

Other (specify) *Pathologists* 1 2 3 4

(c) To what extent are the decision making requirements of this job guided by others (**circle all responses that apply**):

Immediate supervisor (Example) \_\_\_\_\_ 1 2 3 4

Others in own program/department (Example) \_\_\_\_\_ 1 2 3 4

Others district wide (Example) \_\_\_\_\_ 1 2 3 4

Departmental Management (Example) \_\_\_\_\_ 1 2 3 4

Specialists/Clinical Experts (Example) *Pathologist* 1 2 3 4

Senior Management (Example) \_\_\_\_\_ 1 2 3 4

Other (Example) *Provincial Laboratory, Canadian Blood Service* 1 2 3 4

**6 Education and Specific Training See Page 16 in Guidebook**

(a) What **minimum** level of completed schooling or formal training would be necessary for a **new person** being hired into this job?

Elementary School Grade 8

High School: Grade 9  Grade 10  Grade 11  Grade 12

Technical/Vocational /Community College 1 yr  2 yrs  3 yrs

Specify: (Do not use abbreviations) *Medical Laboratory Technology diploma*

Licensed Trades: 1 yr  2 yrs  3 yrs  4 yrs  5 yrs

Specify: (Do not use abbreviations) \_\_\_\_\_

\_\_\_\_\_

University: 3 yrs  4 yrs  Masters

Specify: (Do not use abbreviations) \_\_\_\_\_

\_\_\_\_\_

(b) Is any Provincial, National or professional certification mandatory? Yes  No

Specify: (Do not use abbreviations)

- ◆ *Certified by the Canadian Society for Medical Laboratory Science*
- ◆ *Licensed and registered by the Saskatchewan Society of Medical Laboratory Technologists.*

\_\_\_\_\_

(c) What additional special skills, training or licenses are needed to perform the job (please specify) and indicate length of course/program? (Do not use abbreviations)

- ◆ *Intermediate computer skills*
- ◆ *Analytical and leadership skills*
- ◆ *Ability to work independently*
- ◆ *Communication, organizational and interpersonal skills*
- ◆ *Valid drivers license, where required by the job*

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**7 Experience See Page 18 in Guidebook**

Estimate the **minimum** relevant experience gained prior to (a) and/or on the job (b), that is required for a new person with the education recorded in Section 6, to acquire the skills needed to carry out the requirements of this job.

(a) Required previous related job experience.

- |   |   |
|---|---|
| <input type="checkbox"/> None           | <input type="checkbox"/> 2 years                    |
| <input type="checkbox"/> Up to 3 months | <input type="checkbox"/> 3 years                    |
| <input type="checkbox"/> 6 months       | <input checked="" type="checkbox"/> 4 years         |
| <input type="checkbox"/> 9 months       | <input type="checkbox"/> 5 years                    |
| <input type="checkbox"/> 1 year         | <input type="checkbox"/> More (specify years) _____ |

Describe the experience requirements gained on previous jobs here or elsewhere needed to prepare for this job (Do not include practicum or apprenticeship if covered in Section (6) education).

- ◆ *Forty-eight (48) months previous discipline-related experience to consolidate knowledge and skills, with a basic knowledge of other disciplines within the department.*

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(b) Average time required on the job to learn and/or adjust to this job.

- |  |  |
|--|--|
| <input type="checkbox"/> 1 month or less | <input checked="" type="checkbox"/> 18 months        |
| <input type="checkbox"/> 3 months        | <input type="checkbox"/> 2 years                     |
| <input type="checkbox"/> 6 months        | <input type="checkbox"/> 3 years                     |
| <input type="checkbox"/> 9 months        | <input type="checkbox"/> More (specify years ) _____ |

Describe the tasks and responsibilities that need to be learned in order to satisfy the requirements of this job.

- ◆ *Develop supervisory/administrative skills*
- ◆ *Gain an understanding of all subsections within the laboratory*
- ◆ *Become familiar with region/facility/department policies and procedures*

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**8 Independent Judgement See Page 20 in Guidebook**

All jobs require some independent action, but to varying degrees. Some jobs are highly structured and have many formal procedures, while others require judgements or actions that have no precedents to serve as a guide.

Consider the type and level of guidance provided to this job. Guidance can come from rules, instructions, established procedures, defined methods, manuals, policies, professional standards, precedents, leadership from others and direct supervision.

(a) To what extent does this job control its own work as opposed to being guided by influences such as rules, procedures, policies, supervisory presence or instructions directing actions required. **Please check the answer that most closely represents expected job requirements.**

- Most job requirements (to the extent possible) are set out within structure and rules and/or readily understood schedules to guide job tasks/duties required.
- Some restrictions apply, but the control over setting work priorities and pace of work is contained within the job.
- There are minimal restrictions, leaving significant control over the work being carried out within the scope of the job.
- Other (please explain).  
\_\_\_\_\_

(b) To what extent does this job exercise judgement to determine how the work is to be done? **Please check the answer that most closely represents expected job requirements.**

- Work is mostly repetitive and predictable with little need for judgement.  
Example: \_\_\_\_\_
- Work may present some unusual circumstances that require judgement or choices to be made.  
Example: \_\_\_\_\_
- Work presents difficult choices or unique situations that require judgement.  
Example: *Analyzing and troubleshooting unusual problems regarding new equipment and procedures.*
- Other (please explain).  
\_\_\_\_\_

**9 Working Relationships See Page 22 in Guidebook**

- (a) What are the typical contacts or working relationships **necessary** in doing this job? For each contact listed below determine the purpose of the contact and **check off all that apply** in the chart below. **Do not include contact with those you supervise.**

**Purpose of Contact**

- A) No exchange
- B) Exchange of factual or work related information
- C) Explanation and interpretation of information or ideas
- D) Discussion of problems with a view to obtaining consent, cooperation and/or coordination of activities
- E) Counselling
- F) Secure cooperation of others for the development of services, programs, policies or agreements on behalf of the Program/Department
- G) Negotiation of service and/or supply agreements

Work Related Contact	Check Off All That Apply (more than one if applicable)						
	Purpose of Contact						
	A	B	C	D	E	F	G
Employees in the same department		✓	✓	✓	✓		
Employees in another department/site/agency (specify)		✓	✓	✓		✓	
Students		✓	✓	✓			
Managers/supervisors of programs/departments or services		✓	✓	✓		✓	
Clients/patients/residents		✓	✓	✓			
Family of clients/patients/residents		✓	✓	✓			
Physicians		✓	✓	✓		✓	
Business representatives		✓	q	✓		✓	
Suppliers/contractors		✓	✓	✓		✓	
Volunteers	✓						
General public		✓					
Other health care organizations or agencies <i>Canadian Blood Services</i>		✓	✓	✓			
Professional organizations/agencies		✓	✓	✓			
Government departments <i>Provincial Laboratory</i>		✓	✓	✓			
Social Service establishments	✓						
Community Agencies	✓						
Police and Ambulance		✓	✓	✓			
Foundations	✓						
Others (specify) <i>Funeral homes, couriers</i>		✓					

**9 Working Relationships (cont d)**

How often does your job require you to:

**1 = Almost never**  
**2 = Sometimes**  
**3 = Often**  
**4 = Most of the time**

(b) Have to tell people things they don't want to hear?

Other employees	1	<u>2</u>	3	4
Client/patients/residents/families	1	<u>2</u>	3	4
The general public	<u>1</u>	2	3	4
Other (specify) <i>Physicians</i>	1	<u>2</u>	3	4

(c) Have contact with very upset or very angry:

Clients/patients/residents/families (not other workers)?	1	<u>2</u>	3	4
Outside groups (not other workers)?	<u>1</u>	2	3	4
General public	<u>1</u>	2	3	4
Other employees	1	<u>2</u>	3	4
Management	1	<u>2</u>	3	4
Physicians	1	<u>2</u>	3	4
Other (specify) _____	1	2	3	4

(d) Have contact with extreme/special needs clients/patients/residents?

Specify: *Mentally and physically challenged clients*

\_\_\_\_\_

	1	<u>2</u>	3	4
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(e) Talk with clients/patients/residents:

Get information from them	1	<u>2</u>	3	4
Inform them	1	<u>2</u>	3	4
Counsel them	<u>1</u>	2	3	4
Devise mutual goals/objectives with them	<u>1</u>	2	3	4
Check on their progress	<u>1</u>	2	3	4

(f) Talk with families:

Get information from them	1	<u>2</u>	3	4
Inform them	1	<u>2</u>	3	4
Counsel them	<u>1</u>	2	3	4
Devise mutual goals/objectives with them	<u>1</u>	2	3	4
Check on their progress	<u>1</u>	2	3	4

**9 Working Relationships (cont d)**

How often does your job require you to:

**1 = Almost never  
3 = Often**

**2 = Sometimes  
4 = Most of the time**

(g) Talk with physicians:

Get information from them	1	<u>2</u>	3	4
Inform them	1	<u>2</u>	3	4
Devise mutual goals/objectives with them	1	<u>2</u>	3	4

(h) Talk with general public:

Provide information	<u>1</u>	2	3	4
Respond to questions	<u>1</u>	2	3	4
Make presentations	<u>1</u>	2	3	4

(i) Talk with other employees:

Get information from them	1	2	3	<u>4</u>
Inform them	1	2	3	<u>4</u>
Counsel/persuade them	1	<u>2</u>	3	4
Give them advice on work procedures	1	2	<u>3</u>	4
Get advice from them on work procedures	1	<u>2</u>	3	4
Get cooperation from other parts of the organization on projects and programs	1	<u>2</u>	3	4
Other (specify) _____	1	2	3	4

(j) Talk to vendors, contractors, consultants, government agencies and other external groups or organizations:

Get information from them	1	2	<u>3</u>	4
Confer with peer professionals	1	2	<u>3</u>	4
Inform them	1	2	<u>3</u>	4
Arrange for services	1	2	<u>3</u>	4
Devise mutual goals/objectives with them	1	<u>2</u>	3	4
Lead meetings	1	<u>2</u>	3	4
Check on their progress	1	<u>2</u>	3	4
Other (specify) _____	1	2	3	4

Please give examples:

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**10 Impact of Action See Page 26 in Guidebook**

When carrying out your job duties and responsibilities what is the likelihood that there would be an impact or outcome affecting the following? Such affects are typical and are not to be classed as carelessness, wilful neglect or extreme circumstances.

Safety of others Is an impact likely? Yes  No

If yes, please provide an example(s)

- ◆ ***Improper disposal of samples and/or biohazardous material.***

Client/patient/resident relations Is an impact likely? Yes  No

If yes, please provide an example(s)

- ◆ ***Mislabeling and mishandling of specimens can lead to additional testing, inappropriate treatment.***

Family of clients/patients/residents Is an impact likely? Yes  No

If yes, please provide an example(s)

- ◆ ***Family may be impacted if patient treatment is delayed due to delay lab results. Errors can result in undue stress for families.***

Provision of services Is an impact likely? Yes  No

If yes, please provide an example(s)

- ◆ ***Uncoordinated planning may cause delays in testing and treatment provided.***

Departmental/site/agency/district operations Is an impact likely? Yes  No

If yes, please provide an example(s)

- ◆ ***Delayed or poor testing causes delay in provision of service by other departments (eg. Operating Room)***

Equipment/instruments Is an impact likely? Yes  No

If yes, please provide an example(s)

- ◆ ***Inadequate maintenance causes delays, poor test results, unhappy clients and could also lead to spread of infection.***

Reports and records Is an impact likely? Yes  No

If yes, please provide an example(s)

- ◆ ***Poor procedure development could result in delays and retesting.***

◆ Financial resources Is an impact likely? Yes  No

If yes, please provide an example(s)

- ◆ ***Inadequate maintenance causes damage to equipment and costly replacement or repair.***

Other Is an impact likely? Yes  No

If yes, please provide an example(s)

- ◆ ***Lack of planning or judgement can lead to staffing problems and workload issues.***

**11 Leadership/Supervision See Page 28 in Guidebook**

Leadership refers to the requirements of the job to supervise others, lead others, provide functional guidance or provide technical direction to enable others to carry out their job. Do not include clients/patients/residents.

Specify any jobs or work group as appropriate, under one or more of these categories. **Check all that apply and provide examples.**

**Examples**

- Provide occasional orientation to others. *New staff/students in department*
- Assign and/or check work of others doing work similar to yours. *New staff/students in department*
- Lead a project team; prioritize tasks, assign work, monitor progress to achieve planned outcome(s). *As assigned*
- Provide functional advice/instruction to others in how to carry out work tasks. *Students/Co-workers/technical staff*
- Provide technical direction as an expert in a field in order for others to carry out their primary job responsibilities. *Co-workers/technical staff/students*
- Provide input to appraisal, and/or hiring. *Assist Manager with these functions*
- Coordinate replacement and/or scheduling of employees. *Staff*
- Supervise a work group; assign work to be done, methods to be used, and take responsibility for all the group. \_\_\_\_\_
- Supervise the work, practices and procedures of a defined program. \_\_\_\_\_
- Supervise the work, practices and procedures of a department. *Department/section/subsection*
- Provide counseling and/or coaching to others. \_\_\_\_\_
- Provide health promotion/outreach (teaching/instruction). \_\_\_\_\_
- Other (specify) \_\_\_\_\_

**12 Responsibility for Resources See Page 30 in Guidebook**

Responsibility for resources refers to the responsibility of the job for determining the use of resources, setting service standards and/or monitoring the results produced by others.

Determining the use of resources affects the way resources such as information, material, processes, instrumentation, equipment, technology and finances are utilized at the workplace in order to contribute to the control and/or flow of work.

While all jobs have a responsibility to ensure quality, service and/or performance criteria established for the job are met, some jobs are also responsible for setting service standards and/or monitoring the results produced by other jobs.

**From the following, please check all that apply.**

	<b>Examples</b>
<input checked="" type="checkbox"/> Provide input for the evaluation of services delivered.	<i>Continually evaluate methodology and procedures</i>
<input checked="" type="checkbox"/> Make resource allocation choices.	<i>Input into the acquisition of new equipment</i>
<input type="checkbox"/> Design programs and/or services for delivery.	_____
<input checked="" type="checkbox"/> Develop new methods and/or procedures.	<i>New procedures</i>
<input checked="" type="checkbox"/> Modify established methods and/or procedures.	<i>Update methods to comply to new equipment</i>
<input checked="" type="checkbox"/> Establish tests and/or service standards.	<i>Establish service standards for department</i>
<input checked="" type="checkbox"/> Verify accuracy of information provided by others.	<i>Tests done by junior technologists</i>
<input checked="" type="checkbox"/> Select vendors/contractors for supply of goods and services.	<i>Department supplies; input into acquisition of new equipment</i>
<input checked="" type="checkbox"/> Prioritize order/sequence of tasks carried out.	<i>Tests</i>
<input checked="" type="checkbox"/> Determine training needs for others.	<i>Students/co-workers</i>
<input checked="" type="checkbox"/> Approve expenditures and/or commitment of resources.	<i>Operating supplies</i>
<input checked="" type="checkbox"/> Edit reports produced by others.	<i>Reports of Technologists</i>
<input checked="" type="checkbox"/> Address changes in conditions that affect client/patient care plan.	<i>Immediate communication of abnormal test results</i>
<input checked="" type="checkbox"/> Develop expenditures for budget planning.	<i>Input into budget planning</i>
<input checked="" type="checkbox"/> Develop internal control procedures.	<i>Quality Assurance/Quality Control</i>
<input checked="" type="checkbox"/> Ensure compliance with regulations.	_____
<input type="checkbox"/> Other (specify)	_____

**13 Physical Demands See Page 32 in Guidebook**

(a) What **physical effort** is required on a **regular** basis for your job? Please provide examples that are applicable to your job.

Indicate the duration of time that the activity is present during the normal workday or shift. (e.g. For an 8 hour shift 6 hrs = 75%, 4 hrs = 50%, 2 hrs = 25%, 1 hr = 12%, ½ hr = 6%). **Percentages may not add to 100%.**

Place a checkmark in the chart below indicating the frequency of occurrence over a year. Indicate weight where applicable.

**Light weight** up to 9 kg/20 lbs

**Medium weight** over 9 kg/20 lbs

**Heavy weight** over 23 kg/50 lbs

**Occasional** - means the activity occurs once in a while.

**Frequent** - means the activity occurs often.

**Continuous** - means the activity occurs almost every day.

ACTIVITY EXAMPLES	WEIGHT	DURATION	FREQUENCY		
	Light, Medium, Heavy (specify)	Approximate % of time/day	Occasional	Frequent	Continuous
<i>Walking, standing, working in awkward positions</i>	<i>L</i>	<i>10 50%</i>		✓	
<i>Moving equipment Transporting/assisting patients</i>	<i>L - H</i>	<i>5 10%</i>		✓	
<i>Specimen procurement and processing</i>	<i>L - H</i>	<i>10 40%</i>		✓	
<i>Lifting/moving inventory Mixing reagents</i>	<i>L - H</i>	<i>5 10%</i>		✓	
<i>Sitting/standing at bench, performing tests, microscope work - repetitive body movements</i>	<i>L</i>	<i>10 50%</i>		✓	

**13 Physical Demands (cont d)**

(b) Does your work require **accurate hand/eye or hand/foot coordination**? Please provide examples that are applicable to your job.

Indicate the duration of time that the activity is present during the normal workday or shift. (e.g. For an 8 hour shift 6 hrs = 75%, 4 hrs = 50%, 2 hrs = 25%, 1 hr = 12%, ½ hr = 6%). **Percentages may not add to 100%.**

Place a checkmark in the chart below indicating the frequency of occurrence over a year.

**Occasional** - means the activity occurs once in a while

**Frequent** - means the activity occurs often.

**Continuous** - means the activity occurs almost every day.

ACTIVITY EXAMPLES	DURATION	FREQUENCY		
	Approximate % of time/day	Occasional	Frequent	Continuous
<i>Testing</i>	<i>10 50%</i>			✓
<i>Venipuncture, pipetting, microscope work</i>	<i>20 50%</i>			✓
<i>Computer operation</i>	<i>10 50%</i>			✓
<i>Repairing instruments</i>	<i>10%</i>	✓		

**14 Sensory Demands See Page 36 in Guidebook**

(a) What **Visual Effort** is required on a **concentrated** basis in your job? Please provide examples that are applicable to your job.

Indicate the duration of time that the activity is present during the normal workday or shift. (e.g. For an 8 hour shift 6 hrs = 75%, 4 hrs = 50%, 2 hrs = 25%, 1 hr = 12%, ½ hr = 6%). **Percentages may not add to 100%.**

Place a checkmark in the chart below indicating the frequency of occurrence over a year.

**Occasional** - means the activity occurs once in a while.

**Frequent** - means the activity occurs often.

**Continuous** - means the activity occurs almost every day.

ACTIVITY EXAMPLES	DURATION	FREQUENCY		
	Approximate % of time/day	Occasional	Frequent	Continuous
<i>Testing</i>	<i>10 50%</i>			✓
<i>Venipuncture, pipetting, microscope work</i>	<i>20 50%</i>			✓
<i>Computer operation</i>	<i>10 50%</i>			✓
<i>Repairing instruments</i>	<i>10%</i>		✓	
<i>Reading manuals, papers, related research material</i>	<i>10 30%</i>			✓
<i>Concentrated simultaneous mental/ Sensory effort, constant interruptions</i>	<i>50 100%</i>			✓

**14 Sensory Demands (cont d)**

(b) Does your job require that you **Listen Attentively**? Please provide examples that are applicable to your job.

Indicate the duration of time that the activity is present during the normal workday or shift. (e.g. For an 8 hour shift 6 hrs = 75%, 4 hrs = 50%, 2 hrs = 25%, 1 hr = 12%, ½ hr = 6%). **Percentages may not add to 100%.**

Place a checkmark in the chart below indicating the frequency of occurrence over a year.

**Occasional** - means the activity occurs once in a while.

**Frequent** - means the activity occurs often.

**Continuous** - means the activity occurs almost every day.

ACTIVITY EXAMPLES	DURATION	FREQUENCY		
	Approximate % of time/day	Occasional	Frequent	Continuous
<i>Patients</i>	<i>10 50%</i>			✓
<i>Orders, direction, staff/co-worker interaction, meetings</i>	<i>20 50%</i>			✓
<i>Equipment sounds/alarms</i>	<i>10 80%</i>			✓

(c) Must attention be shifted frequently from one job detail to another?

Yes   
 No

If yes, please give examples: *Phone calls, physician orders, stat procedures, many interruptions.*

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**15 Working Conditions See Page 40 in Guidebook**

(a) Are you exposed to some degree of **unpleasantness** in the day-to-day activities of your job? **Check all conditions that apply to you, and indicate only one of "occasional", "frequent", "continuous".**

**Occasional** - means the condition occurs once in a while.

**Frequent** - means the condition occurs often.

**Continuous** - means the condition occurs almost every day.

CONDITION (specify if applicable)	OCCASIONAL	FREQUENT	CONTINUOUS
Blood/body fluids		✓	
Chemical substances (specify)		✓	
Cold			
Congested workplace			
Dust			
Extreme temperature			
Foul language	✓		
Grease			
Head lice	✓		
Heat			
Inadequate lighting			
Inadequate ventilation			
Insects, rodents, etc.			
Interruptions			✓
Isolation			
Latex			✓
Moisture			
Mold			
Multiple deadlines			✓
Noise		✓	
Odour		✓	
Oil			
Radiation exposure (specify)			
Second hand smoke			
Soiled linens		✓	
Steam			
Transporting or handling human remains		✓	
Travel	✓		
Vibration <i>Centrifuges</i>		✓	
Other (specify)			

**15 Working Conditions (cont d)**

(b) Is there some degree of exposure to **hazards** in the day-to-day activities of your job? **Check all hazards that apply to you, and indicate only one of "occasional", "frequent", "continuous".**

**Occasional** - means exposed to hazards once in a while.

**Frequent** - means exposed to hazards often.

**Continuous** - means exposed to hazards almost every day.

HAZARD (specify if applicable)	OCCASIONAL	FREQUENT	CONTINUOUS
Abusive clients	✓		
Blood/body fluids		✓	
Chemical substances (specify)		✓	
Travelling in inclement weather			
Excessive/unpredictable weights	✓		
Exposure to infectious disease (specify)		✓	
Extreme noise	✓		
Faulty/inadequate equipment		✓	
Personal injury	✓		
Personal safety at risk due to isolation			
Radiation exposure (specify) <i>Assisting in X-ray</i>	✓		
Sharp objects		✓	
Small aircraft			
Steam <i>Autoclaves</i>	✓		
Verbal and/or physical abuse	✓		
Video display terminal			✓
Violence	✓		
Working from heights			
Other (specify)			

(c) Do you have to take certain training, precautions or wear protective clothing to avoid a work injury? (Check one and provide an explanation or example of the type of precaution(s) normally taken).

Yes

No

Please explain your answer: *Wear personal protective equipment (e.g., gloves, gowns, goggles) as required.*

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**16 Other Comments See Page 44 in Guidebook**

Please add any additional information or comments and reference the specific job fact sheet section and question as appropriate.

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**USE ADDITIONAL SHEETS IF NECESSARY.**

**17 Signatures See Page 46 in Guidebook**

(a) Single job submission

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

(b) Multiple job/group submission

Signatures:

Date: \_\_\_\_\_



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