Job Evaluation Rating Document

	Job Title	Cytotechnologist Working Supervisor	**Code**
	Date	October, 2000	
	Revised Date	2004; February 13, 2018; Feb 12, 2025	215
	Revised Date	September 17, 2025	

Decision Making	**Degree**
Responsible for the overall direction and supervision of the Cytology Laboratory. Develops short term plans for updating methods for new equipment. May be required to make exceptions to accepted practice when extenuating circumstances arise.	4.0

Education	**Degree**
Grade 12. Cytotechnology diploma (Saskatchewan Polytechnic 2839 hours). Certified by the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR).	5.5

Experience	**Degree**
Thirty-six (36) months previous experience as a Cytotechnologist II to consolidate knowledge and skills. Twelve (12) months on the job experience to develop supervisory/administrative skills and become familiar with department policies and procedures.	7.0

Independent Judgement	**Degree**
Performs a variety of administrative and supervisory functions within generally accepted practices. Judgement is exercised in the analysis and/or troubleshooting of unusual problems related to the efficient processing of slides and recommending new operational methods or procedures to maintain productivity and proficiency.	4.5

Working Relationships	**Degree**
Secures cooperation of others when liaising with managers and various other health care professionals. Requires appropriate tact and discretion when discussing problems with physicians and staff.	4.0

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Impact of Action	**Degree**
Inadequate planning may cause delays in test results which may require re-testing and delay in treatment. Misjudgements in ordering/allocation of resources may result in uncoordinated, inefficient delivery of service.	3.5

Leadership and/or Supervision	**Degree**
Provides regular direction to the Cytology Laboratory with responsibility for assigning/ organizing work and checking results.	4.0

Physical Demands	**Degree**
Regular physical effort walking, standing, preparing reagents with frequent periods of fine and coarse motor coordination while doing microscopic work.	2.5

Sensory Demands	**Degree**
Frequent sensory effort performing microscopic work, writing reports, input into budget preparation, monitoring workloads and computer operation with competing multiple sensory demands.	3.0

Environment	**Degree**
Regular exposure to major disagreeable conditions such as blood and body fluids.	4.0