Job Evaluation Rating Document

	Job Title	Cytotechnologist I	**Code**
	Date	October, 2000	
	Revised Date	2004; February 13, 2018; Feb 12, 2025	218
	Revised Date	September 17, 2025	

Decision Making	**Degree**
Cytology testing is performed as established by the College of Medical Laboratory Professionals of Saskatchewan. Makes choices when dealing with specimens for staining based on microscopic appearance and specimen adequacy.	3.0

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**
No previous experience. Twelve (12) months on the job to develop and apply essential techniques and skills and become familiar with department policies and procedures.	4.0

Independent Judgement	**Degree**
Cytology duties are performed in accordance with the College of Medical Laboratory Professionals of Saskatchewan, Canadian Association of Cytopathology Guidelines and College of Physicians and Surgeons Accreditation Regulations. Within generally accepted practices, screens slides to identify abnormal cells. Uses judgement when determining utilization of manual staining techniques.	4.0

Working Relationships	**Degree**
Requires appropriate tact when discussing problems with physicians and staff. Submits reports and makes recommendations. Provides technical explanation and/or advice to the pathologist/radiologist when doing fine needle aspirations regarding quality and quantity of specimens.	3.5

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Impact of Action	**Degree**
Misjudgements in sample interpretation may result in unnecessary re-checking 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.	3.5

Leadership and/or Supervision	**Degree**
Provides occasional functional guidance to staff and students including instruction and evaluation.	2.0

Physical Demands	**Degree**
Frequent physical effort performing microscope work (with little chance of relief) with repetitive hand-eye motions.	3.0

Sensory Demands	**Degree**
Frequent sensory effort with slide analysis/interpretations and computer operation.	3.0

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