


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Laboratory Scientist II</u></p> <p>Date <u>December 11, 2018</u></p> <p>Revised Date _____</p> <p>Revised Date _____</p>	<p>Code</p> <p style="text-align: center;"><u>523</u></p>
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<p>Decision Making</p> <p>Testing is performed as per guidelines established by the Province of Saskatchewan. Develops plans to achieve short term goals (e.g., developing methods for new equipment).</p>	<p>Degree</p> <p style="text-align: center;"><u>3.5</u></p>
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<p>Education</p> <p>Grade 12. Baccalaureate of Science Degree with a major in a defined science and required courses (Major dependent on specific specialty area, e.g. Chemistry required in Chemistry, Microbiology in Microbiology, etc.)</p>	<p>Degree</p> <p style="text-align: center;"><u>6.0</u></p>
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<p>Experience</p> <p>Twenty four (24) months previous discipline-specific experience to consolidate knowledge and skills. Twelve (12) months on the job to enhance research, development, coordination/administration skills and become familiar with department policies and procedures.</p>	<p>Degree</p> <p style="text-align: center;"><u>6.0</u></p>
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<p>Independent Judgement</p> <p>Laboratory duties are performed in accordance with provincial standards. Exercises judgement in testing, calibration, troubleshooting, preventative maintenance and minor repairs of equipment. Performs additional tests based on diagnostic evidence.</p>	<p>Degree</p> <p style="text-align: center;"><u>4.0</u></p>
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<p>Working Relationships</p> <p>Regular contact with clients and the general public requiring tact and discretion.</p>	<p>Degree</p> <p style="text-align: center;"><u>3.0</u></p>
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<p>Impact of Action</p> <p>Delays in test results may require re-testing and may cause substantial delays in follow-up treatment. Improper handling of infectious material, chemicals, sharps or improper disposal of biohazardous material may cause serious discomfort.</p>	<p>Degree</p> <p>3.0</p>
<p>Leadership and/or Supervision</p> <p>Provides limited direction to laboratory staff by assigning, checking and maintaining workflow.</p>	<p>Degree</p> <p>3.0</p>
<p>Physical Demands</p> <p>Regular physical effort walking, standing, testing, with periods of coordination of fine or coarse movements.</p>	<p>Degree</p> <p>2.5</p>
<p>Sensory Demands</p> <p>Frequent sensory demands while performing laboratory procedures which require concentration on fine precision work such as testing, computer and microscope.</p>	<p>Degree</p> <p>3.0</p>
<p>Environment</p> <p>Frequent exposure to major disagreeable conditions/hazards such as chemicals, blood/body fluids, sharps and infectious diseases.</p>	<p>Degree</p> <p>5.0</p>