


Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO 	Job Title <u>General Laboratory Supervisor</u> Date <u>June 15, 2021</u> Revised Date _____ Revised Date _____	Code <u>530</u>
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Decision Making <p>Makes decisions within the scope of diagnostic discipline. May be required to make exceptions to accepted practice with regards to overtime, call-in emergency situations. Develops short term plans by updating methods applying to new equipment/tests.</p>	Degree <u>4.0</u>
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Education <p>Grade 12. Medical Laboratory Technology diploma (Saskatchewan Polytechnic 2621 hours). Certified by the Canadian Society for Medical Laboratory Science. Licensed and registered by the Saskatchewan Society of Medical Laboratory Technologists. Bachelor's degree with a major in Chemical, Physical, Biological or Clinical Laboratory Science.</p>	Degree <u>7.0</u>
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Experience <p>Forty-eight (48) months previous experience in human immunogenetics, human histocompatibility and/or human transplantation immunology testing under the supervision of a director of an ASHI-accredited laboratory. Eighteen (18) months on the job experience to develop supervisory/administrative skills, gain an understanding of all subsections within the laboratory and to become familiar with department policies and procedures.</p>	Degree <u>9.0</u>
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Independent Judgement <p>Performs a variety of administrative and supervisory functions within generally accepted practices. Exercises judgement in the analysis and/or troubleshooting of unusual problems relating to new equipment and procedures by assuring that professional standards are adhered to.</p>	Degree <u>4.5</u>
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Working Relationships <p>Provides technical explanation and/or instruction to clients and students. Secures co-operation of physicians, laboratory managers or service/company representatives when developing solutions to problems regarding equipment and testing.</p>	Degree <u>4.0</u>
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<p>Impact of Action</p> <p>Improper venipuncture or cross-matching blood samples of clients/patients/residents may cause serious complications and identifiable deterioration in public relations. Improper procedure development may result in serious delays with uncoordinated effort.</p>	<p>Degree</p> <p>3.5</p>
<p>Leadership and/or Supervision</p> <p>Provides regular direction to staff including supervision, assigning work and input into performance evaluations.</p>	<p>Degree</p> <p>4.0</p>
<p>Physical Demands</p> <p>Occasional physical effort required for computer operation, with regular periods of accurate coordination of fine movements while preparing samples or testing.</p>	<p>Degree</p> <p>1.5</p>
<p>Sensory Demands</p> <p>Frequent high levels of concentration in prioritizing lab demands and procedure preparation/implementation. Audit interpretation, computer operation and problem solving while dealing with multiple competing sensory demands.</p>	<p>Degree</p> <p>3.0</p>
<p>Environment</p> <p>Occasional exposure to major disagreeable conditions/hazards such as chemicals, blood/body fluids, sharps and infectious diseases.</p>	<p>Degree</p> <p>3.0</p>