


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Medical Laboratory Technologist I</u></p> <p><b>Date</b> <u>October, 2000</u></p> <p><b>Revised Date</b> <u>2004</u></p> <p><b>Revised Date</b> _____</p>	<p><b>Code</b></p> <p><u>070</u></p>
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<p><b>Decision Making</b></p> <p>Lab testing is performed as established by the Saskatchewan Society of Medical Laboratory Technologists.</p> <p>Patient's condition may require discretion in how best to provide the service.</p>	<p><b>Degree</b></p> <p><u>3.0</u></p>
<p><b>Education</b></p> <p>Grade 12. Medical Laboratory Technology diploma (2580 hours). Certified by the Canadian Society of Medical Laboratory Science.</p>	<p><u>5.5</u></p>
<p><b>Experience</b></p> <p>No previous experience. Twelve (12) months on-the-job experience to become familiar with facility-specific equipment and various test procedures, and region/facility/department policies and procedures.</p>	<p><u>4.0</u></p>
<p><b>Independent Judgement</b></p> <p>Laboratory duties are performed in accordance with SSMLT standards. Exercises judgement in testing, calibration, troubleshooting, preventative maintenance and minor repairs of equipment. Exercises judgement in prioritizing testing within the limits of department policy. Within limits of accepted practice additional tests are conducted based on diagnostic evidence.</p>	<p><u>4.0</u></p>
<p><b>Working Relationships</b></p> <p>Provides technical explanation and/or instruction to co-workers and students. Secures cooperation of clients/patients/residents in specimen collection which may involve mentally and/or physically-challenged patients.</p>	<p><u>4.0</u></p>

<b>Impact of Action</b>	<b>Degree</b>
Obtains specimens and performs laboratory testing to meet quality and service requirements. Improper venipuncture or cross-matching blood samples of clients/patients/residents may cause serious complications. May cause identifiable deterioration in client/patient/residents and lead to serious medical complications. Delays in test results may require re-testing and delay in treatment.	<u>3.0</u>
<b>Leadership and/or Supervision</b> Provides occasional functional guidance to co-workers and students including instruction and evaluation.	<u>2.0</u>
<b>Physical Demands</b> Regular physical effort walking, standing, working in awkward positions, mixing reagents, assisting patients, accurate coordination for keyboarding, pipetting and venipuncture with periods of coordination of fine or coarse movements.	<u>2.5</u>
<b>Sensory Demands</b> Frequent sensory demands while performing laboratory procedures which require concentration on fine precision work such as testing, pipetting, venipuncture, computer and microscope.	<u>3.0</u>
<b>Environment</b> Frequent exposure to major disagreeable conditions/hazards such as chemicals, blood/body fluids, sharps and infectious diseases.	<u>5.0</u>