


Job Evaluation Rating Document

	Job Title	Medical Laboratory Assistant	Code 121
	Date	October, 2000	
	Revised Date	2004; December 13, 2017	
	Revised Date	June 18, 2025	

Decision Making	Degree
Assists with pre-analytical specimen processing, maintains inventory and ensures proper shipment of specimens. Some choice of action within accepted practices when performing blood collection.	2.5

Education	Degree
Grade 12. Medical Laboratory Assistant certificate (Saskatchewan Polytechnic 705 hours).	3.0

Experience	Degree
No previous experience. Six (6) months on the job to become familiar with laboratory information systems and department policies and procedures.	2.0

Independent Judgement	Degree
Performs specimen collections in accordance with standard practice. Minor problems associated with client/patient/residents condition affecting specimen collection and processing of specimens are resolved with limited analysis.	2.5

Working Relationships	Degree
Secures cooperation of clients/patients/residents in specimen collection which may involve clients/patients/residents with special needs.	4.0

Impact of Action Improper specimen handling may result in re-testing and cause delay in treatment. Improper positioning of clients/patients/residents for ECG testing and/or specimens not collected properly may result in serious discomfort.	Degree <u>2.5</u>
Leadership and/or Supervision Provides occasional guidance to the primary function of others, including training.	Degree <u>2.0</u>
Physical Demands Regular physical effort bending, twisting, lifting with frequent periods of working in awkward positions and using accurate fine coordination.	Degree <u>2.5</u>
Sensory Demands Regular sensory effort performing specimen collection/testing, operating computer and listening to clients/patients/residents and equipment with periods of competing multiple sensory demands.	Degree <u>2.5</u>
Environment Regular exposure to major disagreeable conditions such as blood/body fluids, chemicals and sharps.	Degree <u>4.0</u>