


## Job Evaluation Rating Documentation

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Medical Laboratory Technologist II</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>129</u></p>
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<p><b>Decision Making</b></p> <p>Laboratory testing is performed as established by the Saskatchewan Society of Medical Laboratory Technologists.</p> <p>Develop plans to achieve short term goals (e.g., updating methods applying to new equipment).</p>	<p><b>Degree</b></p> <p><u>3.5</u></p>
<p><b>Education</b></p> <p>Grade 12. Medical Laboratory Technology diploma (2580 hours). Certified by the Canadian Society for Medical Laboratory Science.</p>	<p><u>5.5</u></p>
<p><b>Experience</b></p> <p>Twenty-four (24) months previous discipline-specific experience to consolidate knowledge and skills. Twelve (12) months on the job to enhance research and development skills, develop coordination/administrative skills and become familiar with region/facility/department policies and procedures.</p>	<p><u>6.0</u></p>
<p><b>Independent Judgement</b></p> <p>Laboratory duties are performed in accordance with SSMLT standards. Within generally accepted practices, analyses and exercises judgement in testing, calibration, troubleshooting, preventative maintenance and minor repairs of equipment. Exercises judgement in prioritizing testing within the limits of department policy.</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>
<p>Evaluates services through Quality Assurance and Quality Control and has input into service improvements.</p> <p>Improper venipuncture or cross-matching blood samples of clients/patients/residents may cause serious complications. May cause identifiable deterioration in clients/patients/residents and lead to serious medical complications. Delays in test results may require re-testing and delay in treatment.</p>	<p><u>3.0</u></p>
<p><b>Leadership and/or Supervision</b></p> <p>Provides limited direction to laboratory staff by assigning, checking and maintaining workflow.</p>	<p><u>3.0</u></p>
<p><b>Physical Demands</b></p> <p>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.</p>	<p><u>2.5</u></p>
<p><b>Sensory Demands</b></p> <p>Frequent sensory demands while performing laboratory procedures which require concentration on fine precision work such as testing, pipetting, venipuncture, computer and microscope.</p>	<p><u>3.0</u></p>
<p><b>Environment</b></p> <p>Frequent exposure to major disagreeable conditions/hazards such as chemicals, blood/body fluids, sharps and infectious diseases.</p>	<p><u>5.0</u></p>