


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Medical Laboratory Technologist Supervisor</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date _____</p>	<p>Code</p> <p style="text-align: center;"><u>134</u></p>
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<p>Decision Making</p> <p>Makes decisions within the scope of diagnostic discipline. May be required to make exceptions to accepted practice with regards to overtime, call-in in emergency situations. Develops short term plans by updating methods applying to new equipment/tests.</p>	<p>Degree</p> <p style="text-align: center;"><u>4.0</u></p>
<p>Education</p> <p>Grade 12. Medical Laboratory Technology diploma (2580 hours). Certified by the Canadian Society for Medical Laboratory Science.</p>	<p style="text-align: center;"><u>5.5</u></p>
<p>Experience</p> <p>Forty-eight (48) months previous discipline-related experience to consolidate knowledge and skills with a basic knowledge of other disciplines within the department. 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 region/facility/department policies and procedures.</p>	<p style="text-align: center;"><u>9.0</u></p>
<p>Independent Judgement</p> <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>	<p style="text-align: center;"><u>4.5</u></p>
<p>Working Relationships</p> <p>Provides technical explanation and/or instruction to co-workers and students. Secures co-operation of physicians, laboratory managers or service/company representatives when developing solutions to problems regarding equipment and testing.</p>	<p style="text-align: center;"><u>4.0</u></p>

Impact of Action	Degree
<p>Determines and allocates laboratory resources to meet the performance and operational objectives of the department. Introduces new/improved testing procedures to enhance services. Misjudgement in preventative maintenance and ordering/allocation of other resources may result in uncoordinated, inefficient delivery of service.</p>	<p><u>3.5</u></p>
<p>Leadership and/or Supervision Provides regular direction to other technical staff including supervision, assigning work, input into performance evaluations, and budgeting.</p>	<p><u>4.0</u></p>
<p>Physical Demands Occasional physical effort required for keyboarding, with regular periods of accurate coordination of fine movements for preparing samples or testing.</p>	<p><u>1.5</u></p>
<p>Sensory Demands Frequent high levels of concentration in prioritizing lab demands, procedure preparation/implementation, audit interpretation, problem solving, using computer and microscope while dealing with competing multiple sensory demands.</p>	<p><u>3.0</u></p>
<p>Environment Occasional exposure to major disagreeable conditions/hazards such as chemicals, blood/body fluids, sharps and infectious diseases.</p>	<p><u>3.0</u></p>