Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO			Code
	Job Title	Clinical Genetics Technologist II & Instructor	
	Date	2004; November, 2005	
	Revised Date	March 13, 2012	321
	Revised Date	February 14, 2018	

Decision Making	**Degree**
Responsible for performing diagnostic chromosome and molecular studies on peripheral blood, bone marrow, amniotic fluid and solid tissue samples. Some choice of action in modifying tests as required. Monitors, evaluates and interprets results. Develops plans to achieve short term goals (new policies for new testing procedures or standard work for introduction of new equipment).	3.5

Education	**Degree**
Grade 12. Baccalaureate of Science degree plus Clinical Genetics Technology Advanced diploma (BCIT 1501 hours). Certified by the Canadian Society for Medical Laboratory Science.	8.0

Experience	**Degree**
Twenty-four (24) months previous experience as a Clinical Genetics Technologist I to consolidate knowledge and skills. Twelve (12) months on the job to develop administrative skills and instructional techniques/methods and become familiar with department policies and procedures.	6.0

Independent Judgement	**Degree**
Duties are performed in accordance with Saskatchewan Society of Medical Laboratory Technologists (SSMLT) and Canadian College of Medical Geneticists Standards. Within generally accepted practices, performs diagnostic chromosome and molecular studies. Exercises judgement in prioritizing specimens based on urgency of requests.	4.0

Working Relationships	**Degree**
Secures cooperation of managers and various other health care professionals when coordinating student's clinical education. Requires appropriate tact and discretion to provide technical instruction and direction to staff and students.	4.0

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Impact of Action	Degree
Misjudgements in analysis may cause serious consequences through late delivery of results to physicians which will substantially delay their diagnosis/treatment.	3.0

Leadership and/or Supervision	Degree
Provides regular direction to Clinical Genetics Technologist staff. Assigns, organizes and checks work of the Clinical Genetics department. Provides functional and specialty standard practice instructions to staff and students.	4.0

Physical Demands	Degree
Regular physical effort such as specimen testing, microscope work, slide preparation and computer operation with frequent periods of fine or coarse movement coordination.	2.5

Sensory Demands	Degree
Frequent cumulative sensory effort such as measuring chemicals, microscope work and slide preparation.	3.0

Environment	Degree
Frequent exposure to major conditions such as toxic chemicals, blood/body fluids and sharps.	5.0