


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Senior Histopathology Technician</u></p> <p>Date <u>September, 2009</u></p> <p>Revised Date <u>January 15, 2020</u></p> <p>Revised Date _____</p>	<p>Code</p> <p>412</p>
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<p>Decision Making</p> <p>Some choice in prioritizing specimens defined by standard operating procedures. Interpretation or discretion required in solving problems by organizing and prioritizing specimens/tests based on urgency of request, stability of specimen and timing protocols.</p>	<p>Degree</p> <p>3.0</p>
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<p>Education</p> <p>Bacclaireate of Science degree with a major in Human Anatomy and Physiology.</p>	<p>Degree</p> <p>6.0</p>
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<p>Experience</p> <p>Twenty-four (24) months previous experience working in combined gross description of non-complex specimens and autopsy. Eighteen (18) months on the job experience to develop competence in performing gross description and dissection of complex specimens, gain the ability to recognize normal/abnormal variations of complex surgical and autopsy specimens and become familiar with department policies and procedures.</p>	<p>Degree</p> <p>7.0</p>
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<p>Independent Judgement</p> <p>Performs gross description and dissection in accordance with standard practice or established procedures. Resolves minor operating problems associated with preparing the body for viewing. Seeks direction from the pathologist when encountering unusual specimens. Exercises judgement when prioritizing departmental workloads, giving advice or answering questions on Policies and Procedures.</p>	<p>Degree</p> <p>3.5</p>
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<p>Working Relationships</p> <p>Requires courtesy, tact and discretion when dealing with pathologists, fellow employees, families and outside agencies (e.g., funeral homes, police, coroners).</p>	<p>Degree</p> <p>2.5</p>
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Impact of Action Inadequately processed specimens may result in substantial delays. Errors or misjudgment in specimen handling may cause serious results and/or breakdown in service (e.g., where recollection is not possible).	Degree 3.0
Leadership and/or Supervision Provides limited direction by assigning/checking work and maintaining work flow of gross room.	Degree 3.0
Physical Demands Frequent cumulative physical effort standing and lifting while moving chemicals/supplies, cleaning and working in awkward positions while sectioning specimens and assisting with autopsies.	Degree 3.0
Sensory Demands Frequent sensory effort while sectioning specimens, assisting with autopsies, gross description and dissection, computer operation and listening to instructions from pathologists involving precision work.	Degree 3.0
Environment Frequent exposure to major disagreeable conditions such as blood/body fluids, chemicals, infectious disease, sharps and unpredictable weights.	Degree 5.0