


## Job Evaluation Rating Documentation

<b>CUPE, SEIU, SGEU, SAHO</b> 	<b>Job Title</b> <u>Senior Histopathology Technician</u> <b>Date</b> <u>September, 2009</u> <b>Revised Date</b> _____ <b>Revised Date</b> _____	<b>Code</b>  <u>412</u>
--	--	-------------------------------

<b>Decision Making</b> 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.	<b>Degree</b>  <u>3.0</u>
<b>Education</b> Grade 12. Bachelor of Science degree with a major in Human Anatomy and Physiology.	<u>6.0</u>
<b>Experience</b> Previous: Twenty-four (24) months 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. Become familiar with region/facility/department policies and procedures.	<u>7.0</u>
<b>Independent Judgement</b> 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 work loads, giving advice or answering questions on Policies and Procedures.	<u>3.5</u>
<b>Working Relationships</b> Requires courtesy, tact and discretion when dealing with pathologists, fellow employees and outside agencies (e.g., funeral homes, police, coroners).	<u>2.5</u>

<b>Impact of Action</b>	<b>Degree</b>
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).	<u>3.0</u>
<b>Leadership and/or Supervision</b> Provides limited direction by assigning/checking work and maintaining workflow of gross room.	<u>3.0</u>
<b>Physical Demands</b> Frequent cumulative physical effort standing and lifting while moving chemicals/supplies, cleaning, and working in awkward positions while sectioning specimens and assisting with autopsies.	<u>3.0</u>
<b>Sensory Demands</b> Frequent sensory effort while sectioning specimens, assisting with autopsies, gross description and dissection, computer operation and listening to instructions from pathologists involving precision work.	<u>3.0</u>
<b>Environment</b> Frequent exposure to major disagreeable conditions such as blood/body fluids, chemicals, infectious disease, sharps, and unpredictable weights.	<u>5.0</u>