

Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO 	Job Title Pathologist Assistant Working Supervisor Date December 2010 - Interim Rating Revised Date _____ Revised Date September 14, 2021	Code 461
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Decision Making Responsible for the overall supervision of the Histopathology lab. Makes decisions within the scope of the discipline. May be required to make exceptions to accepted practice when extenuating circumstances arise.	Degree 4.0
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Education Pathologist Assistant Masters Program (University of Calgary)(Rating of 7.0). Certification with Canadian Association of Pathologists. (Rating of .5) As per MOA regarding the Education factor review (January 2019) and COPs (July 23, 2021) letter the JJEMC will continue to apply certification requirements for this PJD. The education rating will remain at (7.5).	Degree 7.5
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Experience Twenty four (24) months previous experience working as a Pathologist Assistant. Eighteen (18) months on the job to develop administration/supervisory skills and become familiar with department policies and procedures. (Rating of 7.0) Thirty-six (36) months training before writing certification exam no longer required. As per MOA regarding the Education factor review (January 2019) and COPs (July 23, 2021) letter the JJEMC will continue to apply certification requirements for this PJD. The experience rating will remain at (9.0).	Degree 9.0
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Independent Judgement Performs a variety of administrative and supervisory functions within generally accepted practices. Exercises judgement in the analysis/troubleshooting of unusual problems relating to specimen procurement and preparation procedures assuring that professional standards are adhered to.	Degree 4.5
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Working Relationships Secures cooperation of others when liaising with program/department managers and various other health care professionals. Requires tact and discretion when discussing problems with pathologist, coroners, forensic scientists regarding surgical specimens.	Degree 4.0
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Job Title

Pathologist Assistant Working Supervisor

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<p>Impact of Action</p> <p>Failure to prioritize training needs may cause serious delays in service, diagnosis and further treatments which may have long term health consequences.</p>	<p>Degree</p> <p>4.0</p>
<p>Leadership and/or Supervision</p> <p>Provides regular direction to other technical staff including supervision, assigning work, input in performance evaluations.</p>	<p>Degree</p> <p>4.0</p>
<p>Physical Demands</p> <p>Frequent cumulative physical effort standing and lifting while working in awkward positions using sharp instruments when assisting with autopsy.</p>	<p>Degree</p> <p>3.0</p>
<p>Sensory Demands</p> <p>Frequent sensory effort while sectioning specimens, listening to gross description and dictation, monitoring workloads and computer operation with competing multiple sensory demands.</p>	<p>Degree</p> <p>3.0</p>
<p>Environment</p> <p>Regular exposure to major disagreeable conditions/hazards such as blood/body fluids, chemical substances, interruptions and multiple deadlines.</p>	<p>Degree</p> <p>4.0</p>