

Job Evaluation Rating Document

CUPE, SEIU, SGEU, SAHO 	Job Title	Pathologists' Assistant	Code 465
	Date	June, 2011 - Interim Rating	
	Revised Date	November 5, 2013	
	Revised Date	September 14, 2021	

Decision Making	Degree
Preparation and examination of human surgical specimens and bodies within the scope of the discipline is defined by standard operating procedures. Interpretation or discretion required in solving problems by organizing and prioritizing dissection , preparation of tissues, organs based on urgency of request, stability of specimen.	3.0

Education	Degree
Pathologists 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).	7.5

Experience	Degree
No previous experience. Eighteen (18) months on the job to consolidate knowledge and skills and become familiar with department policies and procedures. (Rating 5.0))	
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 (7.0).	7.0

Independent Judgement	Degree
Duties are performed in accordance with provincial standards. Exercises judgement in testing, calibration, troubleshooting, preventative maintenance and minor repairs of equipment.	3.5

Working Relationships	Degree
Requires appropriate tact when discussing problems/recommendations with pathologist and co-workers. Provides technical explanation and/or advice to histopathology and pathology staff in regard to dissection of surgical specimens.	3.5

Impact of Action Inadequate procurement, description or miss-handling of specimens may cause substantial delays in further treatments. Errors or misjudgement 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 occasional functional guidance to co-workers and students including instruction and evaluation.	Degree 2.0
Physical Demands Frequent cumulative physical effort standing and lifting while working in awkward positions with repetitive hand-eye motions using sharp instruments when assisting with autopsy.	Degree 3.0
Sensory Demands Frequent sensory effort while assisting with post-mortem examinations, computer operation and listening to instructions from pathologist.	Degree 3.0
Environment Frequent exposure to major disagreeable conditions/hazards such as blood/body fluids, chemical substances, infectious disease (morbidity) and unpredictable weights.	Degree 5.0