


## Job Evaluation Rating Documentation

	<b>Job Title</b> <u>Pathologist Assistant</u> <b>Date</b> <u>June, 2011 - Interim Rating</u> <b>Revised Date</b> _____ <b>Revised Date</b> <u>November 5, 2013</u>	<b>Code</b>  <u>465</u>
---	---	-------------------------------

<b>Decision Making</b> Preparation and examination of human surgical specimens and bodies 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.	<b>Degree</b>  <u>3.0</u>
<b>Education</b> Master of Health Science degree with major in Human Anatomy and Physiology. Certification with Canadian Association of Pathologists and/or Certification with American Society for Clinical Pathology. Practicum training required before certification is rated in experience factor.	<b>Degree</b>  <u>7.5</u>
<b>Experience</b> No previous experience. Thirty-six (36) months training before writing certification examination. Twelve (12) months on the job to consolidate knowledge and skills and become familiar with region/facility/department policies and procedures.	<b>Degree</b>  <u>7.0</u>
<b>Independent Judgement</b> Performs initial examination and dissection of surgical specimens in accordance with standard practice or established procedure. Resolves minor operating problems associated to release of body or special requests (e.g., organ transplant). Exercises judgement when prioritizing department workloads, giving advice or answering questions on Policies and Procedures.	<b>Degree</b>  <u>3.5</u>
<b>Working Relationships</b> 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.	<b>Degree</b>  <u>3.5</u>

<b>Impact of Action</b>	<b>Degree</b>
Assists Pathologist in the performance of autopsies and dissection of surgical specimens to meet quality and service requirements. 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).	<u>3.0</u>
<b>Leadership and/or Supervision</b> Provides occasional functional guidance to co-workers and students including instruction and evaluation.	<u>2.0</u>
<b>Physical Demands</b> Frequent cumulative physical effort standing and lifting while working in awkward positions with repetitive hand-eye motions using sharp instruments when assisting with autopsy.	<u>3.0</u>
<b>Sensory Demands</b> Frequent sensory effort while assisting with post-mortem examinations, computer operation and listening to instructions from pathologist.	<u>3.0</u>
<b>Environment</b> Frequent exposure to major disagreeable conditions/hazards such as blood/body fluids, chemical substances, infectious disease (morbidity) and unpredictable weights.	<u>5.0</u>