### **Job Evaluation Rating Document**

# CUPE, SEIU, SGEU, SAHO Job Title Date Revised Date Revised Date Revised Date Revised Date Revised Date December 15, 2021 Revised Date

Decision Making	Degree
Testing is performed as per guidelines established by the Province of Saskatchewan. Develops plans to achieve short term goals (e.g., develops trouble shooting solutions for new equipment).	
	3.5

Education	Degree
Grade 12. Baccalaureate of Science Degree with a major in a defined science and required courses (Major dependent on specific specialty area, e.g. Chemistry required in Chemistry, Microbiology in Microbiology, etc.)	6.0

Experience	Degree
Twenty four (24) months previous discipline-specific experience to consolidate knowledge and skills. Twelve (12) months on the job to enhance research, development, coordination/administration skills and become familiar with department policies and procedures.	6.0

Independent Judgement	Degree
Laboratory duties are performed in accordance with provincial standards. Exercises judgement in testing, calibration, troubleshooting, preventative maintenance and minor repairs of equipment. Performs additional tests based on diagnostic evidence.	4.0

Working Relationships	Degree	
Regular contact with clients and government agencies requiring tact and discretion.		
	3.0	

**Degree** 

## Impact of Action

Delays in test results may require re-testing and may cause substantial delays in follow-up treatment. Improper handling of infectious material, chemicals, sharps or improper disposal of biohazardous material may cause serious discomfort.

3.0

#### Leadership and/or Supervision

Provides limited direction to laboratory staff by assigning, checking and maintaining workflow.

3.0

**Degree** 

#### **Physical Demands**

Job Title

Regular physical effort walking, standing, testing, with periods of coordination of fine or coarse movements.

2.5

Degree

#### **Sensory Demands**

Frequent sensory demands while performing laboratory procedures which require concentration on fine precision work such as testing, computer and microscope.

3.0

**Degree** 

#### **Environment**

Frequent exposure to major disagreeable conditions/hazards such as chemicals, blood/body fluids, sharps and infectious diseases.

5.0

Degree