


# Job Evaluation Rating Document

<b>CUPE, SEIU, SGEU, SAHO</b> 	<b>Job Title</b> <u>Laboratory Scientist Supervisor</u> <b>Date</b> <u>December 11, 2018</u> <b>Revised Date</b> <u>September 15, 2021</u> <b>Revised Date</b> _____	<b>Code</b>  <u>524</u>
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<b>Decision Making</b> <p>Testing is performed as per guidelines established by the Province of Saskatchewan. Develops plans to achieve short term goals (e.g., develops troubleshooting solutions for new equipment). May be required to make exceptions to accepted practice with regards to overtime and call-in in emergency situations.</p>	<b>Degree</b>  <u>4.0</u>
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<b>Education</b> <p>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.)</p>	<b>Degree</b>  <u>6.0</u>
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<b>Experience</b> <p>Forty-eight (48) months previous discipline-related experience to consolidate knowledge and skills with a basic knowledge of other disciplines within the department. Eighteen (18) months on the job experience to develop supervisory/administration skills, gain an understanding of all subsections within the laboratory and to become familiar with department policies and procedures.</p>	<b>Degree</b>  <u>9.0</u>
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<b>Independent Judgement</b> <p>Performs a variety of administrative and supervisory functions within generally accepted practices. Exercises judgement in the analysis and/or troubleshooting of unusual problems relating to new equipment and procedures by assuring that professional standards are adhered to.</p>	<b>Degree</b>  <u>4.5</u>
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<b>Working Relationships</b> <p>Provides technical explanation and/or instruction to physicians and managers. Secures co-operation of physicians, laboratory managers or service/company representatives when developing solutions to problems regarding equipment and testing.</p>	<b>Degree</b>  <u>4.0</u>
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**Job Title**

Laboratory Scientist Supervisor

**Code**

524

<b>Impact of Action</b> Determines and allocates laboratory resources to meet the performance and operational objectives of the department. Introduces new/improved testing procedures to enhance services. Misjudgement in preventative maintenance and ordering/allocation of other resources may result in uncoordinated, inefficient delivery of service.	<b>Degree</b>  3.5
<b>Leadership and/or Supervision</b> Provides regular direction to other technical staff including supervision, assigning work, input into performance evaluations and budgeting.	<b>Degree</b>  4.0
<b>Physical Demands</b> Occasional physical effort required for computer operation, with regular periods of accurate coordination of fine movements for preparing samples or testing.	<b>Degree</b>  1.5
<b>Sensory Demands</b> Frequent high levels of concentration in prioritizing lab demands, procedure preparation/implementation, audit interpretation, problem solving, using computer and microscope while dealing with competing multiple sensory demands.	<b>Degree</b>  3.0
<b>Environment</b> Occasional exposure to major disagreeable conditions/hazards such as chemicals, blood/body fluids, sharps and infectious diseases.	<b>Degree</b>  3.0