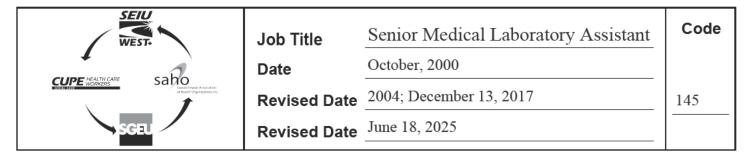
Job Evaluation Rating Document



Decision Making	Degree	
Assists with pre-analytical specimen processing, maintains inventory and ensures proper shipment of specimens. Some choice of action within accepted practices when coordinating work flow and scheduling staff.	2.5	
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Education	Degree	
Grade 12. Medical Laboratory Assistant certificate (Saskatchewan Polytechnic 705 hours).		
	3.0	

Experience	Degree
Twelve (12) months previous experience as a Medical Laboratory Assistant to consolidate knowledge and skills. Twelve (12) months on the job to develop coordination skills and become familiar with department policies and procedures.	5.0

Independent Judgement	Degree
Performs specimen collection in accordance with phlebotomy standards. Limited analysis is required to organize and prioritize specimen collections based on urgency of requests and timing protocols. Independently seeks direction when unusual staffing issues arise.	3.0

Working Relationships	Degree
Secures cooperation of clients/patients/residents in specimen collection which may involve difficult interactions depending on individual needs/conditions of the client/patient/resident.	
	4.0

Job Title

2.5

Impact of Action	Degree
Improper specimen handling may result in re-testing and cause delay in treatment. Improper positioning of clients/patients/residents for ECG testing and/or specimens not collected properly may result in serious discomfort.	

Provides limited direction by assigning, checking and maintaining flow of work.

3.0

Regular physical effort bending, twisting, lifting, working in awkward positions with periods of accurate hand-eye coordination when collecting specimens. 2.5

Sensory Demands	Degree
Regular sensory effort performing specimen collection, operating computer and listening to clients/patients/residents and staff with periods of competing multiple sensory demands.	
	2.5

Environment	Degree
Frequent exposure to minor conditions such as interruptions and multiple deadlines.	
	4.0