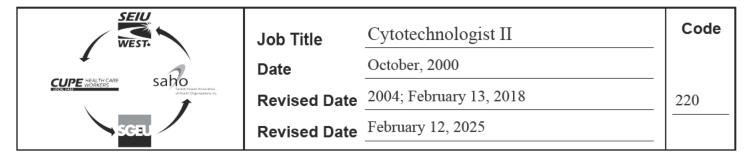
Job Evaluation Rating Document



Decision Making	Degree
Cytology testing is performed as established by the Saskatchewan Society of Medical Laboratory Technologists (SSMLT). Alters cytopreparation and staining of specimens as dictated by the specimen. Develops plans to achieve short term goals when creating training schedules.	3.5

Education	Degree
Grade 12. Cytotechnology diploma (Saskatchewan Polytechnic 2839 hours). Certified by the Canadian Society for Medical Laboratory Science.	
	5.5

Experience	Degree
Twenty-four (24) months previous experience as a Cytotechnologist I. Twelve (12) months on the job to develop Quality Control procedures/documentation and to become familiar with department policies and procedures.	6.0

Independent Judgement	Degree
Cytology duties are performed in accordance with SSMLT Standards, Canadian Association of Cytopathology Guidelines and College of Physicians and Surgeons Accreditation Regulations. Within generally accepted practices, screens slides to identify abnormal cells. Exercises judgement in prioritizing specimens based on urgency of requests.	4.0

Working Relationships	Degree
Requires appropriate tact when discussing problems with physicians and staff. Submits reports and makes recommendations when doing preliminary diagnosis. Provides technical explanation and/or advice to the pathologist/radiologist when doing fine needle aspirations regarding quality and quantity of specimens.	3.5

Job Title

Impact of Action	Degree
Misjudgements in sample interpretation may result in unnecessary re-checking which would delay timely testing of other specimens. Misinterpretation of samples may result in improper diagnosis and ultimate serious injury to patients which could have long term health	
consequences.	3.5

Leadership and/or Supervision	Degree	
Provides limited direction to, and checks work of Cytotechnologist I by performing post-screening of specimens.		
	3.0	

Physical Demands	Degree
Frequent physical effort performing microscope work (with little chance of relief) with repetitive hand-eye motions.	
	3.0

Sensory Demands	Degree
Frequent sensory effort with slide preparation, computer operation and microscope work.	
	3.0

Degree
4.0