


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Histopathology Assistant</u></p> <p><b>Date</b> <u>2004</u></p> <p><b>Revised Date</b> <u>January 18, 2013</u></p> <p><b>Revised Date</b> <u>January 15, 2020</u></p>	<p><b>Code</b></p> <hr/> <p>315</p>
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<p><b>Decision Making</b></p> <p>Under the direction of a pathologist assists in the performance of autopsies within clearly prescribed practices. Makes minor decisions in the autopsy process. Some choice of action within accepted practice when organizing the daily work flow of the gross room.</p>	<p><b>Degree</b></p> <hr/> <p>2.5</p>
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<p><b>Education</b></p> <p>Grade 12.</p>	<p><b>Degree</b></p> <hr/> <p>2.0</p>
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<p><b>Experience</b></p> <p>Twenty-four (24) months previous experience as a Histopathology Attendant. Six (6) months on the job to gain the ability to recognize normal/abnormal variations of surgical tissues, to learn gross descriptions and become familiar with department policies and procedures.</p>	<p><b>Degree</b></p> <hr/> <p>6.0</p>
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<p><b>Independent Judgement</b></p> <p>Performs and describes gross dissection in accordance with standard practice or established procedures. Assists in the performance of autopsies utilizing established methods. Resolves minor operating problems associated with preparing the body for viewing. Seeks direction from the pathologist when encountering unusual specimens.</p>	<p><b>Degree</b></p> <hr/> <p>3.0</p>
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<p><b>Working Relationships</b></p> <p>Requires courtesy and tact when dealing with pathologists, fellow employees, funeral homes and families.</p>	<p><b>Degree</b></p> <hr/> <p>2.0</p>
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<b>Impact of Action</b> Inadequately prepared bodies may cause emotional discomfort to families. Inadequate storage/disposal of chemicals may cause minor discomfort to other staff. Misjudgement in assessing and sectioning specimens may result in misdiagnosis which may cause serious injury/discomfort to patients.	<b>Degree</b>  <u>2.5</u>
<b>Leadership and/or Supervision</b> Provides occasional guidance to the primary function of others, including training.	<b>Degree</b>  <u>2.0</u>
<b>Physical Demands</b> Frequent cumulative physical effort standing and lifting while moving chemicals/supplies, cleaning and working in awkward positions while sectioning specimens and assisting with autopsies.	<b>Degree</b>  <u>3.0</u>
<b>Sensory Demands</b> Regular sensory effort while sectioning specimens, assisting with autopsies, mixing solutions, computer operation and listening to instructions from pathologists involving precision work. Periods of competing multiple sensory demands when sectioning and describing specimens.	<b>Degree</b>  <u>2.5</u>
<b>Environment</b> Frequent exposure to major disagreeable conditions such as blood/body fluids, chemicals, infectious disease, sharps and unpredictable weights.	<b>Degree</b>  <u>5.0</u>