


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Phlebotomist</u></p> <p>Date <u>Interim Rating - December 2009</u></p> <p>Revised Date <u>April 5, 2016</u></p> <p>Revised Date <u>January 15, 2020</u></p>	<p>Code</p> <hr/> <p style="text-align: center;">450</p>
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<p>Decision Making</p> <p>Assists with pre-analytical specimen handling, maintains inventory. Some choice of action within accepted practices when performing blood collection.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">2.5</p>
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<p>Education</p> <p>Grade 12. Phlebotomy Applied Certificate (Saskatchewan Polytechnic 187 hours).</p>	<p>Degree</p> <hr/> <p style="text-align: center;">2.0</p>
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<p>Experience</p> <p>No previous experience. Six (6) months on-the-job to become familiar with Laboratory Information Systems (LIS) functions and department policies and procedures.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">2.0</p>
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<p>Independent Judgement</p> <p>Performs specimen collection in accordance with standard practice. Minor problems associated with clients/patients/residents condition affecting specimen collection are resolved with limited analysis.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">2.5</p>
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<p>Working Relationships</p> <p>Secures cooperation of clients/patients/residents in specimen collection which may involve clients/patients/residents with special needs.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">4.0</p>
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Job Title

Phlebotomist

Code

450

<p>Impact of Action</p> <p>Poor judgement associated with specimen handling may result in re-testing and cause delays in treatment. Improper venipuncture on clients/patients/residents may cause minor discomfort.</p>	<p>Degree</p> <p>2.0</p>
<p>Leadership and/or Supervision</p> <p>Provides occasional guidance to the primary function of others, including training.</p>	<p>Degree</p> <p>2.0</p>
<p>Physical Demands</p> <p>Regular physical effort involving bending, twisting and lifting with frequent periods of working in awkward positions using accurate fine movements.</p>	<p>Degree</p> <p>2.5</p>
<p>Sensory Demands</p> <p>Regular sensory effort performing specimen collection and listening to clients/patients/residents.</p>	<p>Degree</p> <p>2.0</p>
<p>Environment</p> <p>Regular exposure to major disagreeable conditions such as blood/body fluids, chemicals and sharps.</p>	<p>Degree</p> <p>4.0</p>