

Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title Senior Phlebotomist</p> <hr/> <p>Date Interim Rating - August 10, 2016</p> <hr/> <p>Revised Date October 20, 2016</p> <hr/> <p>Revised Date January 15, 2020</p> <hr/>	<p>Code</p> <hr/> <p>509</p> <hr/>
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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>2.5</p> <hr/>
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<p>Education</p> <p>Grade 12. Phlebotomy Applied Certificate (Saskatchewan Polytechnic 187 hours).</p>	<p>Degree</p> <hr/> <p>2.0</p> <hr/>
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<p>Experience</p> <p>Twelve (12) months previous experience as a Phlebotomist to consolidate knowledge and skills. Six (6) months on the job to develop coordination skills and become familiar with department policies and procedures.</p>	<p>Degree</p> <hr/> <p>5.0</p> <hr/>
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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. Independently seeks direction when unusual staffing issues arise.</p>	<p>Degree</p> <hr/> <p>3.0</p> <hr/>
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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>4.0</p> <hr/>
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Job Title

Senior Phlebotomist

Code

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<p>Impact of Action</p> <p>Inadequate planning when organizing and prioritizing specimen collections could cause serious delays in departmental work flow.</p>	<p>Degree</p> <p>2.5</p>
<p>Leadership and/or Supervision</p> <p>Provides limited direction to Phlebotomists by assigning, checking and maintaining work flow.</p>	<p>Degree</p> <p>3.0</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 and staff.</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>