

Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Histopathology Technician</u></p> <p>Date <u>Interim Rating - March 1, 2018</u></p> <p>Revised Date <u>March 13, 2018</u></p> <p>Revised Date <u>January 15, 2020</u></p>	<p>Code</p> <p><u>517</u></p>
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<p>Decision Making</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 daily workflow.</p>	<p>Degree</p> <p><u>2.5</u></p>
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<p>Education</p> <p>Baccalaureate of Science degree with a major in Human Anatomy and Physiology.</p>	<p>Degree</p> <p><u>6.0</u></p>
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<p>Experience</p> <p>Twelve (12) months previous experience working in gross description of non-complex specimens and autopsy. Eighteen (18) months on the job experience to develop competence in performing gross description and dissection of specimens, to gain the ability to recognize normal/abnormal variations of surgical and autopsy specimens and to become familiar with department policies and procedures.</p>	<p>Degree</p> <p><u>6.0</u></p>
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<p>Independent Judgement</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>Degree</p> <p><u>3.0</u></p>
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<p>Working Relationships</p> <p>Requires courtesy and tact when dealing with pathologists, fellow employees, families and funeral homes.</p>	<p>Degree</p> <p><u>2.0</u></p>
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Histopathology Technician

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<p>Impact of Action</p> <p>Misjudgement in assessing and sectioning specimens may result in misdiagnosis which may cause serious injury/discomfort to patients. Inadequate procurement, description or mishandling of specimens may cause substantial delays in further treatments.</p>	<p>Degree</p> <p>3.0</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>Frequent cumulative physical effort standing and lifting while moving chemicals/supplies, cleaning and working in awkward positions while sectioning specimens and assisting with autopsies.</p>	<p>Degree</p> <p>3.0</p>
<p>Sensory Demands</p> <p>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.</p>	<p>Degree</p> <p>2.5</p>
<p>Environment</p> <p>Frequent exposure to major disagreeable conditions such as blood/body fluids, chemicals, infectious disease, sharps and unpredictable weights.</p>	<p>Degree</p> <p>5.0</p>