

Classification Level P1 – Working Professional

Professional Grouping:

LABORATORY**Professions:** *Combined Laboratory-X-ray Technologist, Cytotechnologist, Medical Laboratory Technologist, Pathologists' Assistant****NATURE OF WORK:**

Jobs matched to this job profile perform a wide range of diagnostic and/or technical procedures: conduct tests, analyses and studies to assist in the diagnosis, prevention, monitoring, and treatment of within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments. These jobs utilize technical and scientific proficiency gained through required post-secondary qualifications for designated professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

Illustrative Responsibilities of Professions within the Laboratory Grouping:**Consistent with professional scope of practice performs some or all of the following:**

- Exercises independent judgment in decision making related to the provision of diagnostic and/or technical procedures in the field of medical laboratory science.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Performs diverse procedures, tests or studies of a generalist or section specific nature that produce sample analysis and/or to obtain data for use by physicians or other health care providers in the diagnosis, prevention, monitoring, and treatment using a variety of tools, equipment and machinery.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family, and other stakeholders; interviews/gathers/verifies information from patient/client/family, reviews patient/client health record if applicable.
- Sets up and operates and maintains equipment. Positions patients or equipment to best advantage for procedures; provides patients/clients with appropriate instruction and care during procedures; and provides pre and post instruction and education to patients/clients as required.
- Assists other health care staff such as physicians during interventional procedures; positions patient/client and sets up, operates and/or monitors equipment and instruments; prepares equipment trays.
- Receives or obtains samples; prepares samples or preserves samples for analysis. Prepares media, stains or other agents. Performs, interprets, and reviews quality control results. Receives and/or prepares samples/waste for shipment or disposal.
- Records results/measurements, or description of analysis or procedure; prepares summaries or technical reports for interpretation by physicians or other staff.
- Performs microscopic examinations of stained specimens/samples, marks areas of interest and flags cases for review; and/or notifies physicians or other staff as appropriate.
- Participates in employer programs and initiatives such as research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Checks, calibrates or programs equipment or devices. Gathers, enters, reviews, and maintains patient/client information in health systems. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

Additional Profession Specific Details:*Combined Laboratory/X-ray Technologist:*

- In combination with performance of medical laboratory procedures, may also perform general radiological imaging.

Cytotechnologist:

- Work primarily involves performing microscopic examination/screening of stained slides prepared from gynaecological and non-gynaecological specimens for the interpretation of cells to detect cancer and other anomalies or disease; marks areas of interest and flags cases for review. Includes independent sign-out of specimens showing unsatisfactory, negative and benign change.

Medical Laboratory Technologist:

- Work primarily involves performance of medical laboratory procedures including analysis of blood, body fluids, tissues, and/or cells. May be dedicated to a section of laboratory science such as microbiology, clinical/bio chemistry, histopathology, hematology, or immunohematology; or perform work of a generalist nature covering several sections of the discipline. In combination with performance of medical laboratory procedures, may also perform routine electrocardiogram (ECG) and Holter monitoring procedures.

Pathologists' Assistant:*

- Working primarily involves assisting Pathologists with duties such as autopsy and surgical pathology procedures including gross dissection and embryo pathology, post mortem prosection, organ removal and dissection; tissue sampling and complex specimen examination.

* Inclusion as a profession subject to determination pursuant to Appendix A(r) Working Group.

