Pathologist Assistant - Histo

Title: Pathologist Assistant

Department: Histopathology

Position Number: 50066943

Hours of Work: Full-time Position; Rotating Shifts

Wage Range: $33.68-$43.46

Union: OPSEU4106 Central

Location: Kingston General Hospital Site

DESCRIPTION:

Within the laboratories of Kingston Health Sciences Center, (KHSC), incumbents will support an environment of quality service reflective of the Mission, Vision, Philosophy, and Values of KHSC. Incumbents of the laboratories will assist in carrying out the strategic direction of the Department through helping with the continual improvement of patient focused services. Incumbents will assist in identifying opportunities for improvement, facilitate and implement Departmental Continuous Improvement initiatives by challenging the process, inspiring a shared vision, enabling others to act, modeling the way, and encouraging the heart. Incumbents will participate and/or facilitate work related committees for process improvement, accreditation, or other as required. The incumbent is energized by change.

The Pathologist Assistant will support an environment of quality service reflective of the Mission, Role, Vision, and Values of Kingston Health Sciences Centre, which enables the Clinical Laboratory Services Team to be “committed to our communities, and to be the most highly valued and respected academic health center”.

Within this role the employee is accountable for contributing to the delivery of the Kingston Health Sciences Centre strategy. As an employee, one must demonstrate an awareness of and be responsible for actively promoting and supporting patient and family centered engagement and care in all we do.

PRINCIPAL RESPONSIBILITIES:

- Evaluates methods procedures and techniques, makes suggestions for improvement.
- Under the direction of a Pathologist, performs full autopsies in lieu of residents or pathologist, submits specimens for further laboratory examinations as required and causes a report to be created of gross dissection and description.
- Under the direction of a Pathologist, performs dissection and gross descriptions of surgical specimens from various sources, submits tissue for histopathological or neuropathological examination as required and dictates/generates reports of gross findings.
• Maintains quality of Autopsy and Surgical gross description services by training and monitoring residents and attendants, reviewing the dissection techniques and the quality of photography.
• Performs photography and photomicrography of autopsy and surgical material as required.
• Acts as a resource person for resident and attending staff in cases of special dissection of difficult cases.
• Shall ensure that all specimens submitted for testing meet the criteria established for acceptance to establish a diagnosis, evaluate margins and staging of malignancy, etc.
• Adheres to worker responsibilities as set out in the Occupational Health & Safety Act, hospital safety policies, and dept/unit established procedures at all times.
• Takes corrective action to address a hazard where possible, otherwise reports the unresolved hazard, dangerous circumstance, unsafe situation to self, other co-workers or the community, to their supervisor.
• Advises supervisor if they incur a workplace injury or illness; actively participate in identifying and resolving the underlying cause(s), and participates in early and safe return to work as per Workplace Safety & Insurance Act.
• Participates in rounds as required.
• Participates in departmental CQI, QA and general improvement activities as required.
• Interacts with MLT’s, MLA, Stenographers to improve workflow and quality.
• Understands and is familiar with all pertinent KGHKHSC policies and procedures including those relating to workplace conduct. Complies with the KGH KHSC Commitment to uphold the Workplace Conduct and Reporting of Inappropriate Conduct policy and behaves in a manner that is consistent with the guiding principles and expectations.

NOTE: The above duties and abilities are representative but are not to be construed as all-inclusive.

BASIC QUALIFICATIONS:

• Graduate of a Pathologist Assistant Master’s program or University degree in life sciences, biology, zoology or equivalent.
• Certified Pathologist Assistant from the American Society of Pathologist Assistants preferred.
• 2 years experience during the last 5 years preferred, in anatomical dissection of all types of tissues removed during surgical and necropsy procedures in an academic teaching hospital.
• Demonstrated skills and abilities in complex gross surgical and autopsy dissection, with high level of manual dexterity.
• Demonstrated ability to work under pressure and maintain high level of productivity.
• Demonstrated computer literacy, including experience with Laboratory Information System (LIS) preferred.
• Demonstrated knowledge and understanding of the Institute for Quality Management in Healthcare (IQMH) requirements, and quality assurance principles preferred.
• Proven written and verbal communication skills.
• Excellent interpersonal skills and ability to interact tactfully with staff, physicians, other hospital staff and other clients.
• Ability to work harmoniously in a team environment.
• Proven ability to perform duties independently, with a high degree of motivation and minimal supervision.
• Demonstrated ability to attend work on a regular basis.
• Proven ability to attend work regularly.
• Must obtain a satisfactory Criminal Background check.
PHYSICAL REQUIREMENTS:

The applicant must be able to meet the physical demands of this position.

We thank all applicants, but only those selected for an interview will be contacted. Kingston Health Sciences Centre is committed to inclusive and accessible employment practices.

If you require an accommodation to fully participate in the hiring process, please notify the Recruitment Team.