

PART II

HAWAII HEALTH SYSTEMS CORPORATION
STATE OF HAWAII

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Minimum Qualification Specification
for the Classes:

LABORATORY ASSISTANT I, II, III, IV

Experience Requirements:

Except for the substitution provided for in this specification, applicants must have had progressively responsible experience of the type and quality described below and in the amount indicated in the table:

Class	Experience	Total (Years)
Laboratory Assistant I	0	0
Laboratory Assistant II	1	1
Laboratory Assistant III	2	2
Laboratory Assistant IV	3	3

Experience: Progressively responsible laboratory work experience which has provided the applicant with a practical knowledge of laboratory functions, apparatus and equipment, methods and procedures, and tests.

For levels III and IV, one (1) year of the experience must have been compared to the next lower level.

Substitutions:

1. Study in any accredited school above the high school level for medical technicians or laboratory technicians, may be substituted for the experience on a year-for-year basis. Successful completion of all requirements of the medical technician or laboratory technician curriculum will be considered as meeting, in full, the experience requirement for level IV.
2. Study in an accredited college or university may be substituted for the experience on a year-for-year basis, provided that such study included an average of 6 semester hours per year in chemistry and/or one of the biological courses. To be creditable, all courses in these subjects must have included laboratory work. In addition, to be creditable for levels III and IV, such course work must have included laboratory work involving the preparation of standard cultural media, reagents and solutions.

Quality of Experience: Possession of the required amount of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and responsibility as to conclusively demonstrate that he has the ability to perform the duties of the position for which he is being considered.

Physical Requirements:

Applicants must be physically able to perform, efficiently and effectively, the essential duties of the position which typically require the ability to read without strain printed material the size of typewritten characters, glasses permitted, and the ability to hear the conversational voice, with or without a hearing aid, or the ability to compensate satisfactorily. For most positions will require the ability to distinguish either basic or shades or color. Disabilities in these or other areas will not automatically result in disqualification. Those applicants who demonstrate that they are capable of performing the essential functions of the position will not be disqualified under this section. Any condition, which would cause applicants to be a hazard to themselves or others, is cause for disqualification.

Any disqualification under this section will be made only after a review of all pertinent information including the results of the medical examination, and requires the approval of the VP/Director of Human Resources.

Mental/Emotional Requirements:

All applicants must possess emotional and mental stability appropriate to the job duties and responsibilities and working conditions.

This is an amendment to the minimum specifications for the classes LABORATORY ASSISTANT I - IV, to delete the test requirement, effective May 1, 2005.

This class is adopted from the State of Hawaii, relative to the transfer of classification and compensation jurisdiction to the Hawaii Health Systems Corporation, effective July 1, 1998, pursuant to Act 262, Session Laws of Hawaii, 1996.

APPROVED: _____
JANICE WAKATSUKI
VP/Director of Human Resources