|  |  |
| --- | --- |
| Level | Criteria |
| Phlebotomist Apprentice | * No prior experience; on-the-job training * Responsibilities: Training in routine venipuncture, supervised blood collection, patient preparation, and adherence to safety protocols. |
| Phlebotomist I | * Phlebotomy certification; 3 mths-1 years of experience; basic proficiency in blood draws and patient interaction. * Responsibilities: Routine venipuncture, supervise, blood collection, patient preparation, and safety protocol adherence. |
| Phlebotomist II | * 1-3 years of experience, proficiency in complex blood draws, ability to train and mentor juniors, proficient in all lab areas. * Responsibilities: Perform complex procedures, manage difficult venipunctures, assist clinical lab operations, mentor Phlebotomist I staff. |
| Phlebotomist III | * Minimum of 3 years of experience (minimum of one at this laboratory), advanced phlebotomy skills, possible certification in specialized procedures, proficiency in complex blood draws, ability to train and mentor juniors, and expert-level proficiency in all lab areas. * Responsibilities: Assist all members of the phlebotomy team, ensure compliance with healthcare standards, handle complex cases, mentor junior staff. |
| Sr. Phlebotomist, IV (Lead) | * Minimum of 5 years of experience, advanced phlebotomy skills, leadership abilities, possible certification in specialized procedures. * Responsibilities: Lead operations phlebotomy team in the absence of a supervisor, ensure compliance with healthcare standards, handle complex cases, mentor junior staff and expert-level proficiency in all lab areas. |