

# Essential Functions

## Clinical Laboratory Science Programs



The applicant/student needs to be adequately informed of all demands and expectations of a program or profession so that he/she can determine his/her ability to meet these expectations. The following are essential functions of the non-academic demands of the program which all applicants and enrolled students of the Medical Laboratory Technology, Medical Laboratory Assistant, or Phlebotomy Technician programs will be expected to meet. Ones specific to a particular profession are delineated in parentheses.

The applicant/student must be able to:

### **Observation:**

Participate actively in all demonstrations, laboratory exercises, and clinical experiences in the professional component of the degree.

Accurately observe demonstrations and exercises in which biological fluids are analyzed, and products are being tested for their biochemical, hematological, immunological, microbiological and histochemical components.

(MLT only; MLA waived/POCT testing only) Analyze patient specimens (blood, urine, body fluids, cell samplings, tissues, etc) using a variety of manual and automated techniques.

Characterize color, odor, clarity and viscosity of biological fluids, reagents or chemical reaction products. These determinations might be made by the aid of simple and complex instruments and microscopes.

(MLT only) Discriminate colors, patterns, and structural detail of microscopic specimens.

Assess and comprehend the condition of all patients assigned to him/her for sample procurement, and (MLT only) examination, diagnosis, and treatment.

(In summary, have functional use of visual, auditory, and somatic sensations.)

### **Communication:**

Communicate effectively and sensitively with patients in order to elicit information, describe changes in mood, activity and posture.

Assess non-verbal communications.

Read and comprehend written material is essential in order to correctly and independently follow procedures and policies, and to perform laboratory test procedures (eg, MLT - all tests; MLA/PBT - POC/waived tests).

Effectively and efficiently transmit information and instructions to patients, students, faculty, staff, and all members of the healthcare team.

(Communication skills include speaking, reading, and writing, as well as the observation skills described above, and must utilize the English language.)

### **Psychomotor Skills:**

Have sufficient motor function to elicit information from patients by appropriate diagnostic or therapeutic maneuvers.

Perform basic tests and in-vitro assays, including multiple concurrent and repetitive tasks.

Possess all skills necessary to carry out diagnostic or therapeutic procedures.

Interpret appropriate examinations and procedures.

Possess the psychomotor skills necessary to collect blood specimens, manipulate instruments that require eye-hand coordination, perform manual laboratory procedures with dexterity, and operate computers, and perform all tasks that are normally expected within the scope of practice for the practitioner in the workplace.

Lift twenty pounds and to move light equipment, as might be required in the workplace.

Bend, reach, sit and move freely about the laboratory.

Use a keyboard; maneuver, manipulate, adjust, and control lab equipment, instruments and supplies.

### **Intellectual/Conceptual, Integrative, and Cognitive Abilities:**

Measure, calculate, reason, analyze, synthesize, evaluate, integrate and apply information, which, due to the detailed nature of some laboratory tasks, may require long periods of concentration. (All are included in problem solving.)

Use sufficient and sound judgment to recognize and correct performance and to problem solve unexpected observations or outcomes of laboratory test procedures.

Comprehend three-dimensional relationships and understand the spatial relationships of structures.

Perform these problem solving skills in a timely fashion.

### **Behavioral and Social Attributes:**

Possess the emotional health required for full utilization of his/her intellectual abilities fully, such as in exercising sound judgment, promptly completing all responsibilities, being able to work in and adapt to changing and stressful environment, displaying flexibility, and functioning independently in the face of taxing workloads, uncertainties, or problems that might arise.

Be flexible, creative, and adaptable to change and stress, willing to change, and cooperative with peers and supervisors.

Possess compassion and concern for patients and others.

### **Ethical Standards:**

Demonstrate professional demeanor and behavior and must perform in an ethical, moral manner in dealing with peers, faculty, staff, and patients.

Possess integrity, commitment, and motivation.

**Academic Performance:**

Obtain and correlate relevant information from lectures, seminars, laboratory sessions or exercises, clinical laboratory practicums/internships, and independent study assignments.

Use computer-based examinations to assess and improve educational outcomes of the program.

Sit for examinations, both written and oral, complete written assignments, deliver presentations, and perform the required laboratory practice with and without supervision.

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I, the applicant/student, affirm that I am able to meet each of the essential functions listed above.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

MLT     MLA     PBT