

## Essential Functions for a Clinical Laboratory Scientist/Medical Technologist

The abilities and skills which students must possess in order to complete the training as a Medical Technologist are referred to as **Essential Functions or Technical Standards**. These are a group of minimal physical and cognitive abilities as well as sufficient mental and emotional stability, to confirm that students are able to complete the entire course of study, participate fully in all aspects of training, and be deployable as competent Medical Technologist Students, with or without reasonable accommodation.

These technical standards are based upon the minimum tasks performed by students in a Medical Laboratory Program as recommended by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS). NAACLS is recognized by the Council for Higher Education Accreditation (CHEA).

### Communication skills

- ❑ Communicate effectively in written and spoken Spanish, as well as written English.
- ❑ Comprehend and respond to both formal and colloquial Spanish.
  - Person to person
  - By telephone
  - In writing
- ❑ Appropriately assess nonverbal and verbal communication.
- ❑ Read and comprehend technical and professional materials in English (ie. textbooks, magazine, and journal articles, handbooks and instruction manuals).
- ❑ Record diagnostic results clearly, accurately, and efficiently.
- ❑ Communicate with faculty members, student colleagues, staff and other health care professionals orally and in a recorded format (writing, telephone).

### Large and small motor skills

- ❑ Move freely from one location to another in physical setting such as the clinical laboratory, patients care areas, corridors, and elevators.
- ❑ Possess sufficient eye-motor coordination to allow delicate manipulation of specimen, instruments, reagents, and tools.
- ❑ Grasp and release small objects with gloved hands.

(e.g., test tubes, pipette tips, microscope slides and cover slips); twist and turn dials/knobs (e.g., on microscopes, balances, centrifuges, spectrophotometers).

- ❑ Demonstrate adequate stamina to tolerate physically toxic workloads and work situations such as sitting or standing at a microscope and other laboratory equipment for extended periods of time.

### Other physical requirements

- ❑ Visual acuity
  - Identify and distinguish objects macroscopically and microscopically.
  - Read charts, graphs, and instruments scales/readout devices.
- ❑ Lift and move objects of at least 20 pounds.
- ❑ Possess and sense of touch and temperature discrimination.
- ❑ Sufficient olfactory (smell) sense to maintain patients and environment safety.
- ❑ Work in confined space, use a computer monitor; work alone, with others, and/or around others.

### Professional and learning skills

- ❑ Follow written and verbal directions.
- ❑ Possess and apply mathematical skills.
- ❑ Work independently and with other under time constraints.
- ❑ Prioritize request and work concurrently on at least two different tasks.
- ❑ Maintain alertness and concentration during a normal work period.
- ❑ Apply knowledge, skills, and values learned from course work and life experience to new situations.
- ❑ Work safely with potential chemical, radiologic, and biologic hazards using universal precautions.
- ❑ Develop algorithms and suggest appropriate follow-up test to providers of laboratory information.
- ❑ Solve problems and think critically.

### Valuing skills

- ❑ Demonstrate respect for self and others.
- ❑ Project an image of professionalism including appropriate appearance, confidence, and personal integrity.

- ❑ Possess attributes that include empathy, altruism, responsibility, and tolerance.

Personal Stability

- ❑ Possess the emotional health necessary to effectively use her or his intellect to exercise appropriate judgment.
- ❑ Recognize emergency situations and take appropriate actions.
- ❑ Maintain a high level of competence in a stressful and distracting environment.

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I certify that I possess a copy, read and discussed this document with faculty member whose signature is below.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Student (Print) Name / Signature

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I have discussed the "Technical Standards/Essential functions" for medical technologist with this student.

\_\_\_\_\_  
Date

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Program Faculty Name / Signature

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