

Medical Laboratory Technology Program Performance Essentials

Performance essentials are the tasks/skills a student must be able to perform to be successful throughout the program curriculum and the profession.

The purpose of identifying the Performance Essentials of a Medical Laboratory Technologist is to articulate the demands of the program in a way that will allow students to compare their own capabilities against these demands.

There are times when reasonable accommodations [i.e.: hearing devices to improve communication] will be necessary in order to assist a student in performing the essential functions. Reasonable accommodations do not mean students are exempt from performing any of these tasks; but that students are allowed an opportunity to complete the task in a fashion that may be different from the general population.

Students, who believe they may require an accommodation to perform these tasks, should make an appointment with Disability and Access Center to discuss.

Program withdrawal may be required if it becomes apparent that:

- a student cannot complete essential tasks even with accommodations.
- accommodations are not reasonable and would cause undue hardship to the institution.
- fulfilling the functions would create a significant risk to the health or safety of others.

Performance Essentials for the Medical Laboratory Technology Student

These are the physical abilities that a student must be able to perform to be successful throughout the program curriculum and the profession.

Essential Observational Requirements:

The MLT student must be able to:

- Observe laboratory demonstrations in which biologicals are tested for their biochemical, hematological, immunological, microbiological, and histochemical components.
- Characterize the color, odor, clarity, and viscosity of biologicals, reagents or chemical reaction products. Employ a clinical grade binocular microscope to discriminate among the structural and color (hue, shading, and intensity) differences of microscopic specimens.
- Read and comprehend text, numbers, and graphs displayed in print and on a video monitor.

Essential Movement Requirements:

The MLT student must be able to:

- Move freely and safely about a laboratory.
- Reach laboratory bench-tops and shelves, patients lying in hospital beds or patients seated in specimen collection furniture.
- Travel to numerous clinical laboratory sites for practical experience.
- Perform moderately taxing continuous physical work, often requiring prolonged sitting or standing, over several hours.
- Maneuver phlebotomy and culture acquisition equipment to safely collect valid laboratory specimens from patients.
- Control laboratory equipment (i.e., pipettes, inoculating loops, test tubes) and adjust instruments to perform laboratory procedures.
- Use an electronic keyboard to operate laboratory instruments and to calculate, record, evaluate, and transmit laboratory information.

Essential Communication Requirements:

The MLT student must be able to:

- Read and comprehend technical and professional materials.
- Follow verbal and written instructions in order to correctly and independently perform laboratory test procedures.
- Clearly instruct patients prior to specimen collection.
- Effectively, confidentially and sensitively converse with patients regarding laboratory tests.
- Communicate with faculty members, fellow students, staff, and other health care professionals verbally and in a recorded format.
- Independently prepare papers, prepare laboratory reports, and take paper, computer, and laboratory practical examinations.

Essential Intellectual Requirements for the Medical Laboratory Technology Program:

The MLT student must be able to:

- Possess these intellectual skills: comprehension, measurement, mathematical calculation, reasoning, integration, analysis, comparison, self-expression, and criticism.
- Be able to exercise sufficient judgment to recognize and correct performance.

Essential Behavioral Requirements:

The MLT student must:

- Be able to manage the use of time and be able to systematize actions in order to complete professional and technical tasks within realistic constraints.
- Possess the emotional health necessary to effectively employ intellect and exercise appropriate judgment.
- Be able to provide professional and technical services while experiencing the stresses of task-related uncertainty and a distracting environment.
- Be flexible and creative and adapt to professional and technical change.
- Recognize potentially hazardous materials, equipment, and situation and proceed safely in order to minimize risk of injury to patients, self, and nearby individuals.
- Adapt to working with unpleasant biologicals and take the necessary safety precautions when working with them.
- Support and promote the activities of fellow students and of health care professionals.
- Realize that the promotion of peers helps furnish a team approach to learning, task completion, problem solving and patient care.
- Be honest, compassionate, ethical and responsible.

I have reviewed the performance essentials and believe that I can, with or without accommodations, perform all the essential functions identified. I understand that inability to perform these essentials will result in program withdrawal or failure.

Signed: _____

Date: _____