

ST LUKE'S HOSPITAL MEDICAL LABORATORY SCIENCE PROGRAM

PERFORMANCE RELATED ESSENTIAL FUNCTIONS (TECHNICAL STANDARDS)

Performance related functions define the nonacademic criteria used to determine whether an individual qualifies for admission and is capable of performing in the classroom and laboratory with or without reasonable accommodations. They are task oriented physical and behavioral standards in which students must engage to successfully complete a laboratory program.

The achievement of cognitive and technical competencies required of a professional Medical Laboratory Scientist should not endanger or compromise the health and welfare of other students, patients, or health professionals, nor impose "undue hardship" upon the hospital and its patients.

These standards are in compliance with the Rehabilitation Act of 1973, the Americans with Disabilities Act/Civil Rights Act of 1991 and the 2001 NAACLS STANDARDS.

Medical Laboratory Science students who are otherwise qualified to participate in the clinical year must be able to perform the following essential functions:

VISUAL FUNCTIONS:

Sufficient visual acuity to be able to:

1. observe procedures performed in the clinical laboratory
2. identify microscopic structures, cells, and organisms, including intracellular detail
3. read charts, graphs and instrument printouts, complete report forms and enter and manipulate computer data with timeliness and accuracy
4. identify patients and observe status and reactions
5. inspect specimens for suitability
6. operate equipment and analytical instruments appropriately and safely
7. read safety instructions, MSDS and other guidelines for handling potentially dangerous materials
8. identify color reactions and discriminate staining reactions on cellular elements
 - Color blindness does not preclude enrollment in the professional curriculum, but may require compensation and additional work on the part of the student, especially in areas where color characteristics are used in test interpretation.

SPEAKING AND HEARING FUNCTIONS:

Sufficient speaking and hearing skills to be able to:

1. communicate effectively and sensitively, both orally and in writing, with patients and personnel, both in person and on the phone
2. respond to audible instrument alert signals

MOTOR FUNCTIONS:

Sufficient fine motor/psychomotor skills to be able to:

1. collect blood specimens and perform manual, semi-automated and automated analysis on laboratory specimens
2. manipulate reagents, materials, instruments and analytical equipment according to established procedures and standards, safely and with speed, accuracy and precision
3. handle potentially hazardous substances and follow safety guidelines

INTERACTIVE FUNCTIONS:

Sufficient interactive/communication skills to:

1. assess non-verbal communication and be able to adequately transmit information to all members of the health care team.
2. maintain a cooperative and productive working relationship with patients and health care professionals
3. exhibit empathy, compassion, integrity and concern for others
4. follow written and oral instructions
5. accept constructive criticism and implement suggestions to improve performance
6. maintain ethical standards and honesty at all times
7. manage time, organize workload and meet deadlines
8. practice discretion and confidentiality in regard to laboratory and patient reports

Sufficient emotional health skills to:

1. exercise good judgment in responding to emergency situations with patients or peers
2. function effectively in stressful workload situations
3. adapt to changing environments

INTELLECTUAL/CONCEPTUAL AND QUALITY FUNCTIONS:

Possess the capacity to:

1. review, analyze, calculate, appropriately interpret, synthesize, evaluate and explain laboratory results
2. prepare reagents and materials to meet the needs of the laboratory and the variable requirements of laboratory procedural standards with speed, accuracy and precision
3. review, synthesize, and appropriately evaluate and apply QC (quality control) statistics
4. insure adequate problem solving skills to make critical judgments and initiate corrective action to assure accuracy and reliability of test results
5. develop and exhibit organizational and problem solving skills
6. complete assignments in a timely manner and meet deadlines
7. read, understand and interpret assignments of scientific readings and literature

My signature indicates that I have read and can perform these technical standards as required.

Signature

Date