Clinical Laboratory Technology Program

Essential Functions

The CLT Program of West Georgia Technical College endorses Section 504 of the Rehabilitation Act. In accordance with the Technical College System of Georgia policy, when requested, reasonable accommodations may be provided for individuals with disabilities.

Physical, cognitive, psychomotor affective domains are required in unique combinations to provide safe and effective care within all health science programs. The applicant/student must be able to demonstrate ability to meet the essential functions with or without reasonable accommodations throughout the student's program of learning. Admission, progression, and completion of this program is contingent upon one's ability to demonstrate the required essential functions for the CLT program at West Georgia Technical College with or without reasonable accommodations. The CLT program and or its affiliated clinical agencies may identify additional essential functions. The CLT program reserves the right to amend the essential functions as deemed necessary by changes in the work environment.

The essential functions delineated are those deemed necessary by the CLT program and are required as a functional level of ability to perform the duties required by this program with or without reasonable accommodations. Similarly, any reasonable accommodations made will be determined and applied to the CLT Program and may vary from reasonable accommodations made by healthcare employers.

CLT ESSENTIAL FUNCTIONS:

Standards	CLT Essential Functions	Examples of daily job performance functions
Critical and Analytic Thinking	Critical thinking ability to recognize, correct performance, and problem solve unexpected observations or outcomes of laboratory test procedures. [1,4]	• Recognize problems in pre-analytic, analytic and post analytic testing phases. • Ability to resolve problems detected in the above phases. • Ability to measure, calculate, reason, analyze and synthesize, integrate and apply information.
Motor skills	Gross and fine motor abilities to perform manual laboratory testing and tasks required within the scope of practice in the workplace. [1,4]	• Motor skill ability to collect blood specimens • Finger dexterity to perform pipetting and manual laboratory testing. • Ability to manipulate instruments that require eye-hand coordination • Fine motor ability to perform maintenance on laboratory equipment. • Ability to operate laboratory computers
Mobility	Physical mobility to move around laboratory instrumentation and patient care areas; ability to have full range of motion to perform	• Move within confined spaces, in laboratory, clinic and/or patient rooms • Stand, reach, squat over, around and under equipment which cannot be adjusted for height. • Twist/bend, stoop/squat, reach above and below waist to perform laboratory tasks

	laboratory tasks and patient care testing. [1,2,4]	• Position oneself in the environment to perform laboratory testing or instrument maintenance or render care without obstructing the position of other team members or equipment.
Physical Strength/Stamina	Physical strength and stamina to remain on task for extended lengths of time while standing, sitting, moving, lifting and bending to perform laboratory activities. [3,4]	• Stand/walk/bend/stretch for extended periods of time. • Reach over and into large analyzers; move into and behind instruments while changing reagents. • Use arms/legs to access hard to reach areas. • Independent ability to move or relocate reagents, lab equipment or lab supplies weighing up to 50 pounds.
Visual Observation	Visual ability to observe and perform laboratory testing including color differentiation, detecting variations in visual images and fine agglutination reactions. [1,4]	Independently has: • Visual ability to characterize color, clarity and viscosity of biological samples, reagents and chemical reaction products. • Visual ability to differentiate normal and abnormal cellular components using a binocular microscope. • Visual ability to determine color changes in lab test procedures/results. • Visual ability to distinguish fine agglutination reactions in manual testing.
Auditory Observation	Auditory ability to monitor equipment, alarms, timers and access patient health care needs. [1,2,4]	• Independently monitors and responds to equipment prompts, alarms and emergency signals. • Independently answers phones and converses with health care personnel concerning patient care • Independently has auditory ability to hear normal human speaking voices to respond to patient and colleague questions and cries for help.
Olfactory Observation	Olfactory ability to detect significant biological, environmental and laboratory odors. [1,4]	• Differentiate odor characteristics of microorganisms for identification. • Assess odors in gross examinations of body fluids. • Detect reagent or chemical reaction products.
Tactile Sense	Tactile ability to perform patient physical assessment; detect sensation and temperature. [1,2,4]	• Independently palpitate patients veins for venipuncture • Respond to environmental changes and regulate temperature for laboratory instrumentation requirements.

Communication	Communication ability to use verbal and written professional interactions by means of English as the primary language. [1,2,4]	Independently has: • Communication ability to give and receive verbal directions • Ability to follow written technical procedures in English with accuracy and documents results clearly • Communication ability to communicates critical values to appropriate health care staff and follow TJC "Called to/Read back by" regulation.
Professional Relationships	Interpersonal skills to engage in professional interactions with a diverse population of individuals, families and groups. [2,4]	• Conducts self in composed, respectful manner • Establishes rapport with patients/clients and colleagues • Capacity to engage in successful conflict resolution • Peer accountability
Behavioral/Social Attributes	Emotional health to assume responsibility and accountability for actions; work in a loud and sometimes stressful setting. [1,4]	• Ability to be flexible and functionally independent as problems may arise in the workplace. • Adapt to change and accept criticism • Ability to work, at times, under extreme pressure with samples that may be difficult to handle (smell, appearance) • Ability to handle a noisy environment and stay focused on task
Background Checks and Drug Screens	• Clinical rotation sites require a background check and drug screen prior to the clinical rotation practicum.	
Immunizations	• Clinical rotation sites require proof of immunizations to specific diseases prior to the clinical rotation practicum	

∗ Sources: [1] NAACLS News, Essential Functions, Volume 76, fall (2000); [2] Southern Regional Education Board, Implications for Nursing Education (SREB) (2004); [3] O*Net Online Medical Laboratory Technician and Technologist Job description; [4] Hospital/Clinical Site Job Descriptions.

∗ Completion of clinical rotations is required to graduate from the CLT program.