

**ESSENTIAL FUNCTIONS
MEDICAL LABORATORY TECHNOLOGY PROGRAM
NORTH HENNEPIN COMMUNITY COLLEGE**

* Upon completion of the Program requirements, the student should be able to:

1. Utilize a microscope to identify cells, structures, and organisms.
2. Perform phlebotomy procedures.
3. Perform various pipetting techniques including:
 1. serological
 2. volumetric
 3. micropipettors
 4. repipettors
4. Operate laboratory instruments and perform basic quality control and preventative maintenance on instruments.
5. Perform specified laboratory procedures that require manual dexterity.
6. Prepare blood films for clinical interpretation.
7. Apply basic mathematical calculations to practical lab situations.
8. Read, understand and perform laboratory testing from written procedures.
9. Distinguish color changes in cells and testing pads.

**** Notification of Essential Functions ****

The positions available in the field of medical laboratory technology may entail all or combinations of the following: physical, sensory, and environmental conditions.

KEY: Rare = Less than once or twice a week

Occasional = 0 - 2.5 hours per day

Frequent = Total of 2.5 - 5.5 hours per day

Constant = > 5.5 hours per day

Vision

- Near Vision - Reading 20 inches or less – Constant
- Reading of procedures
- Digital printouts, etc.
- Gradation on syringes and pipettes
- Computer terminals
- Depth Perception – Constant
- Color Vision – Constant
- Far Vision (>20 feet) – Occasional
- Detail Perception – Frequent
- Visual comparisons and discriminations
- Slight differences in shapes and shadings of figures

Hearing and Verbal Communication

- Direct communication - Frequent
- Telephone communication - Occasional
- Hear and locate timers/alarms - Occasional

Large Motor Skills

- Standing - Frequent
- Sitting - Frequent
- Static Neck Position - Frequent
- Walking - Occasional
- Climbing Stairs - Occasional
- Pushing/Pulling - Occasional
- Stooping/Bending - Occasional
- Reaching - Occasional

Small Motor/Manipulative Skills

- Hand/Arm Control - Frequent
- Fingering – Frequent
- Fine Manipulation
- Writing
- Keying/Typing
- Simple Grasping - Frequent

Strength

- Lifting/carrying up to 10 pounds - Occasional

Computational Skills

- Metric Conversions - Occasional
- Algebraic Problem Solving - Occasional

Attentiveness

- Duration (Maintain Alertness) - Constant
- Intensity (Maintain Concentration) - Constant

Memory Skills

- Short Term Memory - Constant
- Long Term Memory - Constant

Reasoning Skills

- Transfer Knowledge - Frequent

- Process Information - Frequent
- Problem Solving - Frequent
- Prioritize Tasks - Frequent
- Evaluate Outcomes - Frequent
- Comprehension - Frequent

Emotional Stability

- Responsibility - Constant
- Adaptability - Frequent
- Accountability - Constant
- Appropriate Response - Constant

Possible Exposure

- Radiation – Rare (dependent upon type of procedures; may be zero)
- Toxic/caustic chemicals – Rare (dependent upon type of procedures; may be zero)
- Fumes/Odors – Rare (noxious smells from various types of body fluids/excretions)
- Mutagenic/Carcinogenic materials – Rare (dependent upon type of procedures; may be zero)
- Blood/Body Fluid Pathogens
- Standard Precautions are incorporated into everything laboratory personnel do to eliminate exposure.
- Airborne Pathogens - Rare
- Noise - Constant

Occupational Factors

- Positions available in the field of medical laboratory technology may entail all or combinations of the following.
- Appearance/Hygiene Policies
- Possible Shift Work, depending on the position
- Customer/Public Interactions
- Working under specific instructions (no independent action or judgment)
- Evaluating Performance of Others
- Performing Multiple Tasks Concurrently
- Working Alone or Apart, in Physical Isolation from Others
- Working under Time Constraints
- Team Work
- Dealing with the Unexpected
- Handling Stressful or Emotional Situations
- Weighing and/or measuring
- Directing, controlling or planning activities of others
- Attaining precise set limits, tolerance and standards (precision)