

TECHNICAL PERFORMANCE STANDARDS/ESSENTIAL FUNCTIONS

For MTIMPM Hospital-Based Clinical Practicum Programs 06/2018

These Technical Performance Standards/Essential Functions represent the non-academic requirements that students must possess, with or without a reasonable accommodation to successfully participate in MTIMPM Hospital-Based Clinical Practicum Programs. Applicants **MUST** be able to affirm their ability to comply with the following:

1. MANUAL DEXTERITY:

Possess the gross/fine motor skills and eye-hand coordination to safely manipulate, maneuver, adjust, control, and/or use:

- chemicals
- laboratory equipment/instruments
- specimens
- computers, including keyboard and mouse;
- phlebotomy/culture equipment
- collect valid laboratory specimens from patients

2. VISION:

- a. Characterize the color, clarity, and viscosity of biological specimens, reagents, or chemical reaction products
- b. Discriminate color, shading, and fine structural differences of microscopic specimens using a clinical grade binocular microscope;
- c. Read text, numbers and graphs displayed in print and using laboratory technology
- d. Judge distance and depth accurately

3. HEALTH:

- a. Possess the physical, mental, and emotional health to function effectively during an 8-hour day under the stressful conditions of technical malfunctions, time constraints, and a distracting environment
- b. Move freely and safely around the laboratory and hospital facilities
- c. Possess normal, corrected or aid-able hearing
- d. Posses the ability to:
 - bend, stoop, stand and lift 20 pounds
 - grasp with one or both hands
 - reach laboratory bench tops, shelves and patients lying in beds or seated in a specimen collection chair
 - perform moderately taxing and repetitive tasks, often requiring prolonged standing/sitting over several hours

4. BEHAVIOR:

- a. Possess the ability to be independent, flexible, creative and adaptable to change
- b. Possess the willingness to work with sharp objects, hazardous chemicals and infectious/biohazardous materials
- c. Recognize potentially hazardous materials, equipment and situations
 - able to proceed safely in order to minimize risk of injury to patients, self and co-workers
- d. Demonstrates honest, compassionate, ethical and responsible conduct in all actions
 - straightforward about error or uncertainty
- e. Promotes a team approach to learning, task completion, problem solving and patient care
 - supports and advances the activities of fellow students and health care professionals

5. INTELLECTUAL:

- a. Apply complex thought processes to problem solving, troubleshooting and exercising sound judgment
- b. Use reasonable judgment in stressful conditions to recognize and correct performance deviations
- c. Prioritize and perform tasks productively, accurately and within a realistic time allowance
 - with and without direct supervision, as required

6. COMMUNICATION:

All verbal/written communications are in English as the primary language

- a. Follow verbal and written instructions
- b. Read and comprehend text, numbers and graphs in professional and technical materials, e.g., textbooks, journals, instructional technology, Internet and procedure manuals
- c. Independently prepare papers, reports or posters
- d. Deliver oral presentations to fellow students and health care professionals
- e. Take paper, oral, computer and laboratory practical examinations at the post-secondary level
- f. Interact and communicate effectively and confidentially with all patients, hospital staff, administrators and co-workers
- g. Effectively use computer software, instructional technology and the Internet for communication, education and professional purposes

Modified from: Fritsma, G.A., Fiorella, B.J., and Murphey, M. Essential Requirements for Clinical Laboratory Science, Clinical Laboratory Science 1996, Vol. 9, pp. 40-43.