

## Essential Functions for MLT Practice

These essential functions/technical standards describe the tasks and functions necessary to demonstrate proficiency as a Medical Laboratory Technician (MLT).

Functional Ability	Standard	Examples of Required Activities
Gross motor skills, fine motor skills and mobility	Gross motor skills for safe and effective laboratory activities. Physical ability to sufficiently move around and maneuver in small spaces; full range of motion to twist/bend, stoop/squat, reach above shoulders and below waist and move quickly; manual and finger dexterity; and hand-eye coordination to perform laboratory activities.	<ul style="list-style-type: none"> <li>• Move within confined spaces in laboratory, clinic and/or patient rooms</li> <li>• Standing, reaching, squatting over, around, under equipment, which cannot be adjusted for height</li> <li>• Move around in work area and treatment areas. Position oneself in the environment to perform laboratory testing or instrument maintenance or to render care without obstructing the position of other team members or equipment</li> <li>• Ability to maneuver over cords, under analyzers, over counters and in tight passages</li> </ul>
Physical endurance and strength	Physical stamina sufficient to remain continuously on task for up to a 12- hour clinical shift while standing, sitting, moving, lifting, and bending to perform laboratory activities	<ul style="list-style-type: none"> <li>• Stand/walk/bend/stretch for extended periods of time</li> <li>• Ability to reach over and into large analyzers, move into and behind instruments while changing reagents, etc.</li> <li>• Ability to use arms and legs to access hard to reach areas</li> <li>• Ability to move or relocate reagents, lab equipment or lab supplies weighing up to 50 pounds</li> <li>• Ability to reach and operate overhead equipment, and lift to overhead storage shelves.</li> <li>• Maneuver compressed air tanks and attach to a CO2 incubator</li> </ul>
Hearing	Auditory ability sufficient for physical monitoring of alarms, equipment, timers. Assessment of client health care needs	<ul style="list-style-type: none"> <li>• Hear normal speaking level sounds</li> <li>• Hear instrument alarms and normal function sounds</li> <li>• Hear auditory signals (timers, fire alarms, etc.)</li> </ul>
Visual	Normal or corrected visual ability sufficient for accurate observation and performance of laboratory testing, including color differentiation	<ul style="list-style-type: none"> <li>• See objects up to 20 feet away</li> <li>• Visual acuity to read reagent, sample, and control labels</li> <li>• Interpret color change end point testing</li> </ul>
Smell	Olfactory ability sufficient to detect significant environmental and laboratory odors	<ul style="list-style-type: none"> <li>• Detect odors from instruments (burning or smoke)</li> <li>• Detect smell of small amounts of certain chemicals (spill)</li> </ul>

Emotional/ Behavioral	Emotional stability and appropriate behavior sufficient to assume responsibility/ accountability for actions. Must be able to measure, calculate, reason, analyze and synthesize, integrate, and apply information.	<ul style="list-style-type: none"> <li>• Establish rapport with clients, instructors, and members of health care team</li> <li>• Ability to work, at times, under extreme pressure with samples that may be difficult to handle (smell, appearance)</li> <li>• Use sufficient judgment to recognize and correct performance and problem solve unexpected observations or outcomes of laboratory procedures</li> </ul>
Professional attitudes, communication, and interpersonal skills	Professional appearance, demeanor and communication. Oral and written communication skills to read, write and speak in English effectively and sensitively. Follow instructions and safety protocols.	<ul style="list-style-type: none"> <li>• Maintain a composed, respectful manner</li> <li>• Give and receive verbal directions</li> <li>• Follow written technical procedures accurately and document results clearly</li> <li>• Remain calm and professional during emergency and high stress situations</li> </ul>
Numerical Abilities	Ability to solve math problems	<ul style="list-style-type: none"> <li>• Requires ability to determine time, weight, and to perform practical applications of fractions, percentages, ratio, and proportion, as well as, basic addition, subtraction, multiplication, and division operations commonly employed in clinical measurements, e.g., solute concentrations, titers, dilutions, pH, pO<sub>2</sub>, pK expressions, etc.</li> </ul>
Safety	Ability to wear Personal Protective Equipment (PPE).	<ul style="list-style-type: none"> <li>• Wear Personal Protective Equipment (PPE) to include gloves, face masks, protective eyewear, gown, and shoe covers</li> </ul>

- I acknowledge that I have read the and essential functions for the MLT Program provided by Horry-Georgetown Technical College.
- I acknowledge that if I am unable to demonstrate any of the technical standards and essential functions, it is my responsibility to contact the Office of Disability Services immediately upon submission of program application at (843) 349-5249 and initiate the process for requesting reasonable accommodations, if needed.
- I acknowledge that demonstrating proficiency in these technical standards is essential to success in clinical/affiliate sites and that I must independently demonstrate proficiency in clinical/affiliate sites to complete my certificate, diploma, or degree.

Student

Name \_\_\_\_\_ H# \_\_\_\_\_ Date \_\_\_\_\_