

READING HOSPITAL SCHOOL OF HEALTH SCIENCES

ESSENTIAL FUNCTIONS FOR MEDICAL LABORATORY SCIENCE STUDENTS

The Essential Functions have been established as a tool for realistically informing students of the minimum requirements needed, with or without reasonable accommodation to successfully participate in the Program. Applicants should carefully review the Essential Functions and ask questions if not familiar with the activities or functions listed.

The duties of a Medical Laboratory Scientist require the performance of complex laboratory techniques and the operation of complex laboratory equipment in a safe and effective manner without endangering patients, self, or other health care workers.

In order to be admitted into the Program, the MLS applicant must affirm in writing their ability to comply with the following:

I. PHYSICAL REQUIREMENTS

The Student Medical Laboratory Scientist must possess:

A. Sufficient strength, agility, mobility and motor function to safely:

- Move about the laboratory and through patient areas in order to perform phlebotomy
- Reach equipment and supplies on shelves higher than eye level and lift 20 pounds
- Perform moderately taxing and repetitive tasks, often requiring prolonged sitting or standing positions
- Manipulate equipment, instruments, and computers requiring good hand-eye coordination to accurately perform laboratory procedures

B. Fine motor coordination sufficient to safely hold and manipulate laboratory equipment with dexterity, such as:

- Pipettes, glass slides, and tubes
- Plating media and cover slips

C. Adequate vision to:

- Read text, numbers, and graphs in print, on instrument panels and on computer screens.
- Use a microscope to distinguish elements (whether stained or unstained) as to size, shape, structure, color and intensity
- Distinguish colors, hue, shading or intensity, clarity, and viscosity of biological specimens, reagents, and chemical reactions.

D. Sufficient hearing to:

- Answer and respond to phones, beepers, timers, and alarms
- Give and receive verbal communications

E. Functional use of smell and tactile sensation

II. INTERPERSONAL/COMMUNICATIONS SKILLS

The Student Medical Laboratory Scientist must be able to:

- Work in a professional manner with patients of all ages, races, creeds, and physical condition while maintaining and respecting patient confidentiality according to HIPAA regulations
- Interact with other members of the health care team in a polite, professional manner
- Use effective and efficient oral and written communication in English, allowing the student to communicate with all members of the healthcare team
- Demonstrate LEGIBLE printing/handwriting in order to accurately report results and communicate information

III. INTELLECTUAL ABILITY AND EMOTIONAL STABILITY

The Student Medical Laboratory Scientist must:

- Be able to comprehend, calculate, measure, synthesize, integrate, analyze, and apply information
- Work calmly and efficiently in changing, distracting, and/or stressful situations
- Work independently, in small groups and as a member of a team of peers
- Use sufficient judgment to problem solve unexpected observations or outcomes of laboratory procedures
- Use good time management and prioritizing in order to complete tasks within a realistic time frame
- Recognize emergency situations
- Be able to meet the academic expectations of the program

IV. ENVIRONMENTAL REQUIREMENTS

Laboratory work involves risks that require special safety precautions, additional safety education, health risk monitoring, working with sharps, hazardous chemicals and infectious/biohazardous materials.

The Student Medical Laboratory Scientist must be able to:

- Recognize potentially hazardous materials, equipment and situations and proceed safely to minimize risk to self or others
- Use personal protective equipment or clothing, such as masks, goggles, gloves, and lab coats or aprons
- Be in sufficient health that participation in program activities does not endanger self or others

V. ETHICAL STANDARDS/BEHAVIORAL SKILLS

- The student must perform his/her responsibilities with a professional demeanor and maintain standards of ethics
- The student must possess the ability to be independent, flexible, creative, and adaptable to change
- The student must be honest and compassionate
- The student must be able to admit her/his mistakes and to question when uncertain
- The student must be able to accept constructive criticism