

Southern Regional Technical College (SRTC)

CLT PROGRAM ESSENTIAL FUNCTIONS

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 Southern Regional Technical College with or without reasonable accommodations.
- 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 SRTC CLT Program and may vary from reasonable accommodations made by healthcare employers.

Requirements	Standards	Examples (These are general and not meant to be all inclusive)
Critical and Analytic Thinking	Critical thinking ability to recognize and correct performance and problem solve unexpected observations or outcomes of laboratory test procedures	<ul style="list-style-type: none"> • 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.
Mobility	Physical mobility to <i>independently and without assistance</i> move around laboratory instrumentation and patient care areas; ability to have full range of motion to twist/bend, stoop/squat, reach above and below waist to perform laboratory tasks and patient care testing.	<ul style="list-style-type: none"> • Move within confined spaces, in laboratory, clinic and/or patient rooms • Standing, reaching, squatting over, around and under equipment which cannot be adjusted for height. • 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.
Motor skills	Gross and fine motor abilities to <i>independently and without assistance</i> perform manual laboratory testing and tasks required within the scope of practice in the workplace.	<ul style="list-style-type: none"> • Motor skills 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 computers
Physical Strength/Stamina	Physical strength and stamina to <i>independently and without assistance</i> remain on task for extended lengths of time while standing, sitting, moving, lifting and bending to perform laboratory activities.	<ul style="list-style-type: none"> • Stand/walk/bend/stretch for extended periods of time. • Ability to reach over and into large analyzers, move into and behind instruments while changing reagents. • Ability to use arms/legs to access hard to reach areas. • Ability to move or relocate reagents, lab equipment or lab supplies weighing up to 50 pounds.
Visual Observation	Visual ability to <i>independently and without assistance</i> observe and perform laboratory testing including color differentiation, detecting variations in visual images and fine agglutination reactions.	<ul style="list-style-type: none"> • 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. • Ability to determine color changes in lab test procedures/results. • Ability to distinguish fine agglutination reactions in manual testing.
Auditory Observation	Auditory ability to <i>independently and without assistance</i> monitor equipment, alarms, timers and access patient health care needs.	<ul style="list-style-type: none"> • Monitor and respond to equipment prompts, alarms and emergency signals. • Answer phones and converse with health care personnel regarding patient care • Auditory ability to independently and without assistance hear normal human speaking voices to respond to patient and colleague questions and cries for help.

Requirements	Standards	Examples (These are general and not meant to be all inclusive)
Olfactory Observation	Olfactory ability to detect significant biological, environmental and laboratory odors.	<ul style="list-style-type: none"> 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 <i>independently and without assistance</i> perform patient physical assessment; detect sensation and temperature.	<ul style="list-style-type: none"> Ability to palpitate patient veins for venipuncture Respond to environmental changes and regulate temperature for laboratory instrumentation requirements.
Professional Relationships	Interpersonal skills to engage in professional interactions with a diverse population of individuals, families and groups	<ul style="list-style-type: none"> 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 noisy, distracting and sometimes stressful setting.	<ul style="list-style-type: none"> Adapt to change and accept criticism Ability to be flexible and functionally independent as problems may arise in the workplace. Ability to work, at times, under extreme pressure with samples that may be difficult to handle (smell, appearance) Ability to handle a noisy and distracting environment while staying on task
Communication	Communication ability to <i>independently and without assistance</i> use verbal and written professional interactions by means of English as the primary language.	<ul style="list-style-type: none"> Gives and receives verbal directions Follows written technical procedures with accuracy and documents results clearly Communicate critical values to appropriate health care staff and follow TJC "Called to/Read back by" regulation.

Sources: NAACLS News, Essential Functions, Volume 76, Fall (2000); Southern Council on Collegiate Education for Nursing (SCCEN) (2004).

Above is the list of essential functions that are required for Clinical Laboratory Technology. **Please read them carefully to assess your ability to meet these basic requirements.**

- If you are confident of your ability to meet the requirements, sign and return this form to the CLT Program Director, Georgia Smith.
- If you are uncertain about whether you will be able to meet these essential requirements, contact the CLT Program Director, Georgia Smith for assistance in making this assessment.

Do you expect to need accommodation to perform the listed functions? YES / NO

If yes, please contact Dr. Jeanine Long , 15689 U.S Hwy 19 N , Building A, Thomasville, GA 31792, 229-227-2668- or jlong@southernregional.edu .

I have read the requirements for the Essential Functions of Clinical Laboratory Students at Southern Regional Technical College and I believe that I will be able to perform all functions listed.

Signature

Date

Print name here