

### MEDICAL LABORATORY TECHNOLOGIST III

This is specialized, professional work in a medical laboratory with a considerable amount of time in the performance of specialized procedures, quality control, education, and/or lead worker functions. Tests are performed to aid in the diagnosis of disease and treatment of patients and animals. These positions are located throughout state agencies and universities. Employees in this class will spend the majority of the time in one or a combination of the above functions. This level is distinguished from the Medical Laboratory Technologist II by the amount of time spent in a specialty role(s), and the scope and impact of work on an on-going basis. Work may include other related work as determined by management. Work is supervised by a facility administrator or higher level medical laboratory personnel.

#### I. DIFFICULTY OF WORK:

Variety and Scope - At this level specialized procedures, quality control, education, and/or lead worker functions typically have a laboratory-wide scope and impact. Due to the specialty roles, work is frequently subject to technical program and/or administrative change. In the performance of specialized, complex procedures, employees research and adapt new methodology to the laboratory, provide consultation to clinicians regarding the work area, interpret test results, and assist with the application of this information to the clinical situation. Employees in the educational role coordinate student, staff, and/or physician educational programs. Work includes: preparing or participating in the preparation of goals and objectives, curriculum, work schedules and assignments to students; conducting orientations, lectures, and demonstrations of procedure(s); monitoring work performance; assisting other staff with training; and completing follow up with the appropriate program or school. The quality control role involves: the development or participation in the development of a quality control program; performance and/or monitoring of a preventive maintenance program; troubleshooting procedure and equipment problems related to quality control; and calculation and interpretation of statistics, and initiation of corrective action. The lead role is similar to the Technologist II, except there is input into staff selection, performance evaluation, and overall laboratory planning, budget, and management. Employees may also assign and review all work.

Intricacy - Employees are responsible for performing complex procedures which requires researching and modifying laboratory protocol to achieve, resolve, and interpret accurate test results, and to implement test procedures into the laboratory system. Work requires the employees to apply a broad base of theoretical knowledges, skills, and abilities in the performance of these procedures. In the educational role, employees must possess knowledge of the educational process and expected instructional curriculum goals and objectives in coordinating the clinical rotation. Theoretical knowledge of procedure application in relation to the pathophysiological process and its alternatives are applied. Employees developing and maintaining a quality control program must be aware and understand current accreditation standards, laboratory-wide procedures and instrumentation, and the ever changing problems associated with the troubleshooting process in order to integrate these into the quality control program.

Subject Matter Complexity - Work requires a complete understanding of the theoretical application of procedures and instruments utilized in the work area, the clinical interface, pathophysiological processes, and the laboratory operational policies and procedures. The specialized procedure role requires more in-depth knowledge of the work area. All roles require expertise in the procedures performed.

Guidelines - The procedures and instrumentation guides are available in the laboratory procedure manual. Employees are expected to utilize appropriate textbooks, manuals, and resource personnel to resolve technical and administrative problems. Research and development of new and existing procedures utilizing professional journals is also required of these employees.

## II. RESPONSIBILITY:

Nature of Instructions - Overall work assignments and operational goals are generally planned in conjunction with the supervisor. Employees independently perform daily work assignments and seek technical and administrative advice when needed. Employees may also establish priorities based on new medical services, daily workload, and goals and objectives.

Nature of Review - Technical review is provided upon request by higher-level laboratory personnel. Requests are usually to review abnormal or unusual test results, to troubleshoot procedure, quality control or test results, or to seek advice on administrative problems.

Scope of Decisions - Employees perform and supervise the performance of laboratory tests on hospital patients, local health department clients, students, or animals. The technologists' performance, supervision, and accurate interpretation of results directly affect these individuals. Employees in educational roles have a direct impact upon those being trained.

Consequence of Decisions - Inaccurate test results could result in an inappropriate, or lack of, treatment for the patient, or death. The impact is increased substantially at this level due to the clinical interface, laboratory-wide scope, and/or lead worker responsibilities. Supervisory errors could result in staff shortage, workflow problems, and delay of services.

## III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Work contacts are usually with laboratory personnel, students, and clinicians. There will be contact with the patients if technologists gather specimens.

Nature and Purpose - Interactions with laboratory personnel and students are to receive, convey, and resolve work assignments and problems, and to provide instruction. Interactions with clinicians are to instruct and discuss test results and their significance, and to recommend further laboratory studies.

## IV. OTHER WORK DEMANDS:

Work Conditions - Work is performed in a medical laboratory where conditions are generally agreeable.

Hazards - Employees may be exposed to infectious organisms, dangerous chemicals, high voltage electrical equipment, fumes, and odors.

## V. RECRUITMENT STANDARDS:

Knowledges, Skills, and Abilities - Considerable knowledge of the variety of laboratory procedures applicable to the area(s) of work. Considerable knowledge of laboratory equipment, instrumentation, and terminology. Considerable knowledge of the basic pathophysiological processes being monitored and how the medical laboratory science is applied. Considerable knowledge of quality control standards and procedures. General knowledge of laboratory operational policies and procedures. Skill in the use of laboratory equipment and in the performance of procedures. Ability to make accurate observations and written reports of test results. Ability to understand and follow oral and written instructions. Ability to supervise the work of others and to participate in work planning. Ability to research and develop procedures, methods, and training materials, and to implement necessary changes.

Minimum Education and Experience - Bachelor's degree in medical technology from an appropriately accredited institution and two years of medical laboratory experience; or Bachelor's degree in related biological science or chemistry with related laboratory coursework from an appropriately accredited institution and two years of medical laboratory experience; or Associate's degree in medical technology from an appropriately accredited institution and three years of medical laboratory experience; or completion of a certified laboratory assistant course in medical technology or a comparable course from an appropriately accredited institution and five years of medical laboratory experience; or an equivalent combination of education and experience.