

MEDICAL LABORATORY TECHNICIAN II

This is technical work in the performance of a variety of routine, and standardized medical laboratory tests, requiring more judgment than Medical Laboratory Technician I in the monitoring of test procedures, quality control, and test interpretation. 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. In small laboratories, employees will typically perform a variety of procedures. In other settings, procedures performed may be limited in variety, but require the employees to apply a knowledge of the basic physiological processes being monitored. Test results require more interpretation than those found at the Technician I level; however, clinical application is usually not expected at this level. 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:

Complexity - Laboratory procedures performed at this level are varied. In a small laboratory, employees perform a variety of tests which cross several of the medical technological areas, increasing the detail and application of knowledges. In a specific medical technological area, the tests performed may be less varied, but the knowledge of the area is more in-depth. In both cases, work is performed independently and the employee has the ability to make accurate determinations and observations for the best possible test results. Test procedures are standardized and test results are typically specific; however, employees are expected to use more judgement in the application of test results and the need for further testing, procedures, or equipment. Procedures may be manual, semi-automated, and/or automated. Daily laboratory operational management functions may be found at this level in a one-person laboratory. Work may also include preparing media and reagents, maintaining and calibrating equipment, and training procedural mechanics to students, physicians, and other health care personnel.

Guidelines - The laboratory procedure manual outlines test procedures and normal test parameters. Resources available include laboratory workshops, reference books, other laboratories and local hospitals, and laboratory professionals. Administrative direction is provided by a facility administrator or higher level medical laboratory personnel.

II. RESPONSIBILITY:

Accountability - Employees in small (one-person) laboratories are responsible for accurately performing the procedures assigned, troubleshooting laboratory equipment and procedures, and relaying test results to clinicians. Employees in other laboratories are also responsible for accurately completing assigned tests and resolving any erroneous test results. Employees' performance of test procedures may reflect on the organization based on the technical quality and reliability of results.

Consequence of Action - Inaccurate test results could result in an inappropriate or lack of treatment for the patient. The test results can either confirm the clinician's diagnosis or provide information to alter the treatment prescribed by the clinician. If test results and diagnosis are not in concurrence, additional testing may be ordered. Some inaccurate test results could deny clients certification for a local health program.

Review - Test results are reviewed by the requesting clinician and/or supervisor. Employees function independently in the performance and quality control of these procedures. Employees receive administrative guidance by either a facility administrator or laboratory supervisor. Employees may receive technical advice from available resources in the laboratory, medical community, or from a resource laboratory.

III. INTERPERSONAL COMMUNICATIONS:

Subject Matter - Employees provide and discuss test results to requesting clinician. The data generated from these tests are relatively understood; however, employees may have to explain acceptable test parameters relating some physiological knowledge employees may also receive or provide instruction and administrative direction from other laboratory personnel which requires a detailed explanation of laboratory systems and procedure mechanics.

Purpose - Discussions with clinicians concern laboratory procedural capabilities, special information needed in performing procedures, collection of specimens, and reporting test results. Contacts with other staff members may be to discuss procedure and equipment troubleshooting, or to provide or receive instruction in the performance of procedures.

IV. WORK ENVIRONMENT:

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

Nature and Potential of Personal Hazards - Employees may be exposed to infectious organisms, dangerous chemicals, fumes, odors, and electrical equipment.

V. RECRUITMENT STANDARDS:

Knowledges, Skills, and Abilities - General knowledge of the variety of laboratory procedures applicable to the area(s) of work. General knowledge of laboratory equipment, instrumentation, and terminology. Some knowledge of the basic physiological processes being monitored and how the medical laboratory science is applied. 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.

Minimum Education and Experience - Associate's degree in medical technology from an appropriately accredited institution or completion of a certified laboratory assistant course in medical technology or a comparable course, and one year of medical laboratory experience; or high school or General Educational Development diploma and three years of medical laboratory experience; or an equivalent combination of education and experience.