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MEDICAL LABORATORY TECHNOLOGIST II

This is professional work in the performance of a variety of bench procedures in a medical technological area (s), with a significant amount of time being spent in the performance of the more complex procedures within the assigned work area or as a lead worker within the assigned work area. Tests are performed to aid in the diagnosis of disease and treatment of patients and animals. These positions are located throughout State agencies arid universities. Employees at this level spend the remainder of the time performing at the Medical Laboratory Technologist I level. Work requires more in-depth knowledge of the work area or special procedures, and a broader scope of interpretation of test results and clinical interface. Employees at this level are also expected to provide technical support to lower level technicians, technologists, and students. A lead worker has the characteristics of the above, but spends more time in troubleshooting, training, and supervising work operations and results. Work may include related work as determined by management. Work is supervised by higher level medical laboratory personnel or a facility administrator.

I. DIFFICULTY OF WORK:

Variety and Scope - Employees perform a variety of routine and non-routine, more complex test procedures which requires the operation of sophisticated instrumentation. Employees may also serve as a lead worker, supervising subordinates in performing laboratory procedures; troubleshooting any problems associated with these test procedures or instrumentation; training new employees, staff, or clinicians; and ensuring quality control.

Intricacy - Employees receive specimens from a variety of resources. Depending upon the area of assignment, procedural intricacy may vary. Employees examine specimens for acceptability and perform the procedure based upon accepted protocol. Employees supervise the performance of lower level staff and resolve any technical problems. Problems encountered on more complex procedures require the employees to research procedure protocol and troubleshoot instrumentation malfunction. Employees utilize a broad base of knowledge in the interpretation and provide clinical interface on the basic pathophysiological processes as it relates to the test results. Instructing staff and clinicians also requires this broad knowledge base in explaining the procedure's theoretical application.

Subject Matter Complexity - Work requires a complete understanding of the theoretical application of procedures and instruments utilized in the work area. Employees utilize this broad base of pathophysiological and theoretical knowledge in discussing test results with clinicians.

Guidelines - Test procedures and instrumentation guides are available in the laboratory procedure manual. Employees are expected to troubleshoot procedures and equipment by utilizing appropriate textbooks; manuals, and resource personnel. In the performance of complex procedures, employees utilize professional journals to resolve any test result discrepancies.

II. RESPONSIBILITY:

Nature of Instructions - Work assignments are typically made on a daily basis. Work objectives, assignments and deadlines are understood following an orientation to the work area. In larger laboratories, employees rotate through a variety of workbench areas. When new procedures are incorporated into the laboratory, employees may receive on-the-job training on procedure mechanics from higher-level laboratory personnel. Administrative direction is usually provided by a laboratory supervisor or facility administrator. Employees may receive advice on handling problems associated with the performance of subordinate staff.

Nature of Review - Technical review is provided by higher-level laboratory personnel through the review of abnormal or unusual test results, or when needed to troubleshoot procedure, quality control, or test results. Employees receive minimal review in the performance of tests characterized in the Medical Laboratory Technologist I. The more complex procedures are normally performed independently with input from the supervisor on unusual results or problem situations.

Scope of Decisions - Employees perform laboratory tests on hospital patients, local health department clients, students, or animals. The technologists' performance and accurate interpretation of results directly affect these individuals.

Consequence of Decisions - 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. The impact is increased at this level due to the instruction and supervision provided for subordinates, the clinical interface, and discussions surrounding basic pathophysiological processes.

III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Employees discuss and instruct laboratory protocol and procedures with other laboratory staff, nurses, students, and clinicians. Employees also have contact with physicians and nurses to resolve any clinically related problems.

Nature and Purpose - Interactions with laboratory personnel are to receive, convey, and resolve work assignments and problems. Employees discuss test results and their clinical significance and the procedures performed by subordinates with clinicians in addition to recommending 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 theoretical knowledge of the variety of laboratory procedures applicable to the area(s) of work. Considerable theoretical knowledge of laboratory equipment, instrumentation, and terminology. General knowledge of the basic pathophysiological 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. Ability to instruct medical technology students and other health professionals in laboratory procedures and instrumentation. Ability to supervise the work of others; ability to research procedures and methods and implement necessary changes.

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