

COLLECT AND HANDLE
DATA AND SPECIMENS

B

Verify that relevant information is on the requisition.	Provide information to the client on specimen collection, transportation, and storage as applicable.	Confirm the identity of the patient, and perform venipuncture and capillary blood collection to obtain appropriate samples for laboratory analysis.	Adhere to established protocol for collection and chain of custody of specimens with legal implications.	Adhere to established protocol for labeling and traceability of specimens.	Deliver specimens appropriately, taking into account priority and stability.																		
B1	B2	B3	B4	B5	B6																		
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Assess suitability of the specimen for testing.	Verify that the pertinent data on the specimen and requisition correspond.	Accession specimens into Laboratory Information System (LIS).	Adhere to established protocol with existing guidelines for specimen retention, storage, transportation, and disposal.	Prepare specimens for analysis.	Identify, document, and initiate corrective action for pre-examination (pre-analytical) errors.																		
B7	B8	B9	B10	B11	B12																		
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Adhere to aseptic techniques.																							
B13																							
1	2	3	4																				

APPLY ANALYTICAL
PROCESSES

C

Use and maintain a bright field microscope.	Use and maintain a phase contrast microscope.	Use and maintain a fluorescence microscope.	Use and maintain a polarizing microscope.	Use and maintain an inverted microscope.	Use and maintain a digital microscope.														
C1	C2	C3	C4	C5	C6														
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Use and maintain an electron microscope.	Apply the physical and chemical principles of staining.	Assess and document the quality of the staining and initiate corrective action.	Apply principles of light measuring systems used in common instruments including, but not limited to, absorption spectrophotometry, reflectometry, and turbidimetry.	Assess results obtained using light measuring systems, identify sources of interference, and initiate corrective action.															
C7	C8	C9	C10	C11															
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4

APPLY ANALYTICAL PROCESSES

C
 (continued)

Apply principles of electrochemical systems used in common instruments including, but not limited to, ion selective electrodes and conductance electrodes.	Assess results obtained using electrochemical systems, identify sources of interference, and initiate corrective action.	Apply principles of electrophoresis and chromatography.	Assess results obtained using electrophoresis and chromatography, identify sources of interference, and initiate corrective action.	Apply principles of osmometry.											
C12	C13	C14	C15	C16											
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4

Assess osmometric results obtained, identify sources of interference, and initiate corrective action.	Apply principles of immunoassays.	Assess immunoassay results obtained, identify sources of interference, and initiate corrective action.	Apply principles of mass spectrometry.	Assess results obtained from mass spectrometry, identify sources of interference, and initiate corrective action.	Apply principles of particle analysis used in common flow cytometry and hematology instrumentation.										
C17	C18	C19	C20	C21	C22										
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Assess results obtained from particle analysis, identify sources of interference, and initiate corrective action and/or follow up testing.	Apply the principles of hemostasis to perform coagulation testing.	Assess results of coagulation testing, identify sources of interference, and initiate corrective action and/or follow up testing.	Perform qualitative and quantitative biochemical analyses.	Assess results obtained from biochemical analyses, identify sources of interference, and initiate corrective action and/or follow up testing.	Prepare blood, body fluids, and other clinical specimens for microscopic examination.										
C23	C24	C25	C26	C27	C28										
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Perform manual counting procedures for clinical specimens.	Identify and evaluate the morphology of cellular and non-cellular elements in microscopic preparations.	Differentiate between clinically significant and insignificant findings when evaluating the morphology of cellular and non-cellular elements.	Assess results obtained from morphology, identify sources of interference, and initiate corrective action and/or follow up testing.	Apply principles of immunology to the detection of antigens and antibodies.	Identify common red blood cell antigens and antibodies.										
C29	C30	C31	C32	C33	C34										
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4

Ensure proper storage of blood products.	Evaluate the quality of blood products.	Evaluate the appropriateness of the blood product for the patient's clinical situation.	Assess proper transportation procedures of blood products.	Train hospital staff in in-house transport procedures.	Describe and investigate the adverse effects of transfusion according to established protocol, and initiate follow-up action.														
C41	C42	C43	C44	C45	C46														
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Perform analyses to detect and identify common clinically significant microorganisms.	Select appropriate culture media and environment for isolation.	Describe common clinically significant organisms according to body site.	Confirm identification using staining techniques, biochemical, and serological tests instrumentation.	Apply the principles of instrumentation to the detection of microorganisms.	Perform appropriate antimicrobial susceptibility analyses according to established protocols.														
C47	C48	C49	C50	C51	C52														
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4

APPLY ANALYTICAL PROCESSES

C
(continued)

Assess results obtained from antimicrobial susceptibility analyses, identify sources of error, and initiate corrective action and/or follow up testing.	Apply molecular diagnostic principles to identify nucleic acid sequences.	Assess results obtained from molecular diagnostics, identify sources of interference / error, and initiate corrective action and/or follow-up testing.	Perform tissue preparation techniques including, but not limited to, grossing.	Perform tissue preparation techniques including, but not limited to, processing.	Perform tissue preparation techniques including, but not limited to, embedding.														
C53	C54	C55	C56	C57	C58														
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Perform tissue preparation techniques including, but not limited to, sectioning (paraffin and frozen).	Assess the quality of the tissue preparation and initiate corrective action and/or follow up.	Perform techniques to demonstrate cellular and non-cellular components in tissue and body fluids.	Assess quality of the technique to demonstrate cellular and non-cellular components, and initiate corrective action and/or follow up.	Operate standard laboratory equipment / instruments.	Maintain standard laboratory equipment / instruments.														
C59	C60	C61	C62	C63	C64														
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Operate laboratory point-of-care testing and perform analyses.	Apply middleware rules (automated or manual).	Assist with the collection of cellular therapy products / bone marrow for diagnosis and transplantation.	Process and store cellular therapy products / bone marrow for diagnosis and transplantation.																
C65	C66	C67	C68																
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4				

INTERPRET AND
REPORT RESULTS

D

Recognize the relationship between analyses, diagnoses, clinical information, and treatment by assessing results on the basis of: <ul style="list-style-type: none"> • specimen integrity • reference values • critical values • method limitation (e.g., dynamic ranges, interferences, specificity, sensitivity) 													Report results that meet quality control criteria to the appropriate client in a timely and efficient manner.				Identify unexpected or implausible results and take appropriate action prior to reporting.							
D1													D2				D3							
1			2				3			4			1	2	3	4	1	2	3	4				
Recognize critical values and respond according to established protocols.				Document results accurately.				Ensure that all ordered analyses have been accounted for.																
D4				D5				D6																
1	2	3	4	1	2	3	4	1	2	3	4													

MANAGE QUALITY

E

Work within quality systems essentials (QSE).				Follow established protocols as defined in policy, process, and procedure manuals.				Prepare and use calibrators, standards, and quality control materials.				Assess quality control and calibration data.				Use statistics to monitor and track the acceptability of quality control results.				Identify, document, and report deficiencies that may affect the quality of testing.			
E1				E2				E3				E4				E5				E6			
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Perform and document preventative maintenance according to established protocols.				Recognize malfunctions in equipment / instruments.				Initiate and document appropriate corrective action related to equipment / instrument malfunctions.				Participate in continuous quality improvement activities.				Participate in internal and external quality assurance activities (e.g., proficiency testing, audits, accreditation).				Manage inventory.			
E7				E8				E9				E10				E11				E12			
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4

MANAGE QUALITY

E
(continued)

Demonstrate information management skills including, but not limited to, computers, Laboratory Information Systems (LIS), and related technology.				Perform environmental monitoring.				Maintain competency and training record.				Follow validation protocols.			
E13				E14				E15				E16			

1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
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**DEMONSTRATE
CRITICAL THINKING**

F

Use change management strategies to adapt to rapidly changing situations (e.g., respond appropriately to critical situations, apply existing skills to new situations). F1				Anticipate that change initiated in one area will impact other areas of healthcare services. F2				Recognize the implications of laboratory findings and initiate appropriate follow up. F3				Engage in reflective practice and draw conclusions to improve future practice. F4				Organize work to accommodate priorities. F5			
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Maximize efficient use of resources (e.g., time, equipment, personnel). F6				Demonstrate effective problem solving / troubleshooting strategies and initiate appropriate follow up. F7				Contribute to implementation strategies that integrate timelines, resource management, and communication related to projects or research / studies. F8				Practice evidence informed decision-making skills such as literature review, data analysis, and research methodologies / studies. F9				Demonstrate risk management. F10			
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4

COMMUNICATE

G

Use effective active listening skills with colleagues, patients, students, clients, and other health professionals. G1				Demonstrate effective verbal communication skills with colleagues, patients, students, clients, and other health professionals. G2				Interpret non-verbal communication when working with colleagues, patients, students, clients, and other health professionals. G3				Use effective verbal and written comprehension skills when interacting with colleagues, patients, students, clients, and other health professionals. G4				Use appropriate medical terminology when communicating with colleagues, patients, students, clients, and other health professionals. G5				Demonstrate effective written communication skills with colleagues, patients, students, clients, and other health professionals. G6			
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4				
Demonstrate conflict resolution skills when interacting with colleagues, patients, students, clients, and other health professionals. G7				Identify barriers to effective communication with colleagues, patients, students, clients, and other health professionals. G8				Use technology appropriately to facilitate communication with colleagues, patients, students, clients, and other health professionals. G9				Demonstrate effective teamwork skills. G10				Demonstrate interdisciplinary / interprofessional skills including, but not limited to, collaboration and role clarification. G11				Demonstrate adaptive skills when interacting with patients / clients. G12			
1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4				

**DEMONSTRATE
PROFESSIONALISM**

H

Maintain confidentiality of healthcare information.				Comply with legislation governing medical laboratory technology.				Recognize own limitations of competence and seek appropriate action to resolve.				Obtain informed consent prior to procedure and respect a patient's right to refuse.				Recognize potentially dangerous situations and understand the technologist's right to refuse.				Take responsibility and be accountable for own actions.			
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DEMONSTRATE PROFESSIONALISM

H
(continued)

Recognize the need for and participate in continuing education and training. H7	Promote the image and status of the profession of Medical Laboratory Science as a member of the healthcare team. H8	Demonstrate ethical behaviour. H9	Recognize how ethical issues in the healthcare environment affect the Medical Laboratory Technologist and clients. H10	Identify the laboratory's role within the healthcare system. H11	Demonstrate knowledge of the determinants of health and their implications for the laboratory system. H12
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Respect the diversity, dignity, values, and beliefs of patients / clients and colleagues. H13	Recognize signs of individual and group stress. H14	Recognize signs of patient stress. H15	Exhibit empathy when assisting patients and colleagues. H16	Promote composure in stressful situations. H17	
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	

USE TECHNOLOGY

I

Comply with computer use and security policies. I1	Use presentation software. I2	Use spreadsheets. I3	Use email. I4	Use internet. I5	Use search engines / web browsers. I6
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Use word processing. I7	Use databases. I8	Use analyzer specific software and middleware. I9	Use Laboratory Information Systems (LIS). I10	Troubleshoot. I11	Maintain equipment. I12
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Follow data storage protocols. I13	Use etiquette. I14				
1 2 3 4	1 2 3 4				