

CLINICAL LABORATORY TECHNICIAN ESSENTIAL JOB FUNCTIONS

Position: _____ **Physical Demand:** _____

PHYSICAL TASKS	DEFINITION	FREQUENCY
Standing	Remaining on one's feet in an upright position at a workstation without moving about.	
Walking	Moving about on foot.	
Sitting	Remaining in the normal seated position.	
Lifting	Raising or lowering objects from one level to another (includes upward pulling).	
Carrying	Transporting an object, usually holding it in the hands or arms or on the shoulder.	
Pushing	Exerting force upon an object so that the object moves away from the force (includes slapping, striking, kicking and treadle actions).	
Pulling	Exerting force upon an object so that the object moves toward the force (including jerking).	
Balancing	Maintaining body equilibrium to prevent falling.	
Stooping	Bending the body downward and forward by bending the spine at the waist.	
Kneeling	Bending the legs at the knees to come to rest on the knee or knees.	
Reaching	Extending the hands and arms in any direction.	
Handling	Seizing, holding, grasping, turning, or otherwise working with the hand or hands (fingers not involved).	
Fingering	Picking, pinching, or otherwise working with the fingers primarily (rather than with the whole hand or arm as in handling).	

SENSORIMOTOR TASKS	DEFINITION	FREQUENCY
Talking	Expressing or exchanging ideas by means of the spoken word.	
Hearing	Perceiving the nature of sounds by the ear.	
Vision	Obtaining impressions through the eyes of the shape, size, distance, motion, color, or other characteristics of objects. The major visual functions and definitions are:	
<ul style="list-style-type: none"> • Acuity 	<p>The ability of the eye to perceive the shape of objects in the direct line of vision.</p> <p style="padding-left: 40px;">Far – clarity of vision at 20 feet or more</p> <p style="padding-left: 40px;">Near – clarity of vision at 20 inches or less</p>	
<ul style="list-style-type: none"> • Depth Perception 	Three-dimensional vision. The ability to judge distance and so as to see objects where and as they actually are.	
<ul style="list-style-type: none"> • Field of Vision 	The area that can be seen up and down or to the right or left while the eyes are fixed on a given point.	
<ul style="list-style-type: none"> • Accommodation 	Adjustment of the lens of the eye to bring an object into sharp focus. This item is especially important when doing near point work at varying distances from the eye.	
<ul style="list-style-type: none"> • Color of Vision 	The ability to identify and distinguish colors.	
Feeling	Perceiving such attributes of objects and materials as size, shape, temperature, or texture, by means of receptors in the skin, particularly those of the fingertips.	

COGNITIVE TASKS	DEFINITION	FREQUENCY
Attention Span	The act of focusing on a task for a period of time.	
Goal Setting	The ability to recognize and describe a problem, develop an alternative plan, organize and implement the plan and evaluate the outcomes.	
Problem Solving	The ability to recognize and describe a problem, develop an alternative plan, organize and implement the plan and evaluate the outcomes.	
Learning	Acquiring new skills, concepts, and behaviors.	
Critical Thinking	The ability to use a variety of cognitive skills to evaluate, identify, and respond to information one has gathered and make appropriate decisions based on that information.	

PSYCHOSOCIAL TASKS	DEFINITION	FREQUENCY
Awareness of Others	The ability to respond to another person's feelings or needs.	
Independence	The ability to work on a task without assistance from peers or supervisors.	
Interpersonal Skills	Verbal and nonverbal communication skills used in interactions with others in a variety of settings.	
Time Management	The ability to plan and participate in a variety of activities to complete necessary tasks.	
Coping Skills	Recognizing and managing stress and related factors.	
Ethical	Having a sense of principle that allows one to determine whether an act is correct or proper conduct.	

DEFINITIONS OF PHYSICAL DEMAND (US DEPARTMENT OF LABOR, 2003)

Non-strenuous - Primarily sedentary with some walking, standing, and carrying of light objects.

Moderately strenuous - Often lifts 30 to 50 pounds, walks over uneven surfaces, and/or stands for long periods.

Strenuous - Often lifts more than 50 pounds, climbs high, runs, or defends against physical attack.

Low risk - Adequately lighted, ventilated, and heated area where normal precautions must be observed.

Moderate risk - Requires special mitigating precautions and/or protective gear or clothing due to potential risk from such sources as moving machinery, chemicals, animals, and diseases.

High risk - Extreme temperatures, likelihood of physical attack, or potential exposure to smoke and fire.

DEFINITIONS FOR FREQUENCY

Occasional: 0 – 33% of the work day

Frequent: 34 – 66% of the work day

Constant: 67 – 100% of the work day