

## Medical Lab Technician (Theory & Practical)

Assessable Outcomes	Assessment Criteria for the Assessable Outcomes
1. HSS/ N 0301 (Correctly collect, transport, receive, accept or reject and store blood/urine/stool and tissue samples)	PC1. Identify information by categorizing, estimating, recognizing the differences or similarities, and detecting changes in circumstances or events
	PC2. Have a fair knowledge of blood cell biology
	PC3. Perform phlebotomy effectively
	PC4. Respond to emergencies as they arise
	PC5. Apply the principles of genetics and immunology to transfusion practice
	PC6. Generate or use different sets of rules for combining or grouping things in different ways
	PC7. Be up-to-date technically and apply new knowledge to the job
	PC8. Know how to follow sample acceptance and rejection criteria
	PC9. Know how to pack, transport and store the samples
2. HSS/ N 0302 (Conduct analysis of body fluids/ samples)	PC1. Identify information by categorizing, estimating, recognizing differences or similarities, and detecting changes in components of body fluids/samples
	PC2. Understand how samples of body fluids/ samples are collected and analyzed
	PC3. Know what is implied by the presence of abnormal constituents in body fluids/ samples
3. HSS/ N 0303 (Maintain, operate and clean laboratory equipment)	PC1. Inspect equipment, structures, or materials to identify the cause of errors or other problems or defects
	PC2. Concentrate on a task over a period of time without being distracted
	PC3. Have sound knowledge of the functioning of lab equipment's and protocols for their cleaning and calibration
4. HSS/ N 0304 (Provide information about test results)	PC1. Be responsive to patient request and queries
	PC2. Combine separate pieces of information, or specific answers to problems, to interpret test results
5. HSS/ N 0305 (Prepare and document medical tests and clinical results)	PC1. Process information by compiling, coding, categorising, calculating, tabulating, auditing or verification of data
	PC2. Generate or use different sets of rules for combining or grouping things in different way
	PC3. Concentrate on a task over a period of time without being distracted
6. HSS/ N 0306 (Establish and monitor quality assurance program)	PC1. Identify information by categorising, estimating, recognizing differences or similarities, and detecting changes in circumstances or events
	PC2. Inspect equipment, structures, or materials to identify the cause of errors or other problems or defects
	PC3. Process information by compiling, coding, categorizing, calculating, tabulating, auditing or verification of data
	PC4. Apply general rules to specific problems to produce answers that make sense
	PC5. Combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events)

7.HSS/ N 0307 Supervise and guide other laboratory personnel)	PC1. Inspect equipment, structures, or materials to identify the cause of errors or other problems or defects
	PC2. Generate or use different sets of rules for combining or grouping things in different ways
	PC3. Deal with people at junior levels to effectively direct their work towards optimum output
8.HSS/ N 0308 (Conduct research under guidance	PC1. Identify information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events
	PC2. Inspect equipment, structures, or materials to identify the cause of errors or other problems or defects
	PC3. Apply general rules to specific problems to produce answers that make sense
	PC4. Combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events)
	PC5. Concentrate on a task over a period of time without being distracted
	PC6. Understand the need and importance of research and the protocols for conducting the same
9. HSS/ N 0409 (Assist in fine needle aspiration cytology)	PC1. Swab the skin with an antiseptic solution
	PC2. Prepare the needle of very fine diameter for the process before the procedure is started
	PC4. Prepare the equipment and slides for examining the sample
10. HSS/ N 9610 (Follow infection control policies and procedures)	PC1. Perform the standard precautions to prevent the spread of infection in accordance with organization requirements
	PC2. Perform the additional precautions when standard precautions alone may not be sufficient to prevent transmission of infection
	PC3. Minimize contamination of materials, equipment and instruments by aerosols and splatter
	PC4. Identify infection risks and implement an appropriate response within own role and responsibility
	PC5. Document and report activities and tasks that put patients and/or other workers at risk
	PC6. Respond appropriately to situations that pose an infection risk in accordance with the policies and procedures of the organization
	PC7. Follow procedures for risk control and risk containment for specific risks
	PC8. Follow protocols for care following exposure to blood or other body fluids as required
	PC9. Place appropriate signs when and where appropriate
	PC10. Remove spills in accordance with the policies and procedures of the organization
	PC11. Maintain hand hygiene by washing hands before and after patient contact and/or after any activity likely to cause contamination
	PC12. Follow hand washing procedures
	PC13. Implement hand care procedures
	PC14. Cover cuts and abrasions with water-proof dressings and change as necessary
	PC15. Wear personal protective clothing and equipment that complies with Indian Standards, and is appropriate for the intended use
	PC16. Change protective clothing and gowns/aprons daily, more frequently if soiled and where appropriate, after each patient contact

	PC17. Demarcate and maintain clean and contaminated zones in all aspects of health care work
	PC18. Confine records, materials and medicaments to a well-designated clean zone
	PC18. Confine records, materials and medicaments to a well-designated clean zone
	PC19. Confine contaminated instruments and equipment to a well-designated contaminated zone
	PC20. Wear appropriate personal protective clothing and equipment in accordance with occupational health and safety policies and procedures when handling waste
	PC21. Separate waste at the point where it has been generated and dispose of into waste containers that are color coded and identified
	PC22. Store clinical or related waste in an area that is accessible only to authorized persons
	PC23. Handle, package, label, store, transport and dispose of waste appropriately to minimize potential for contact with the waste and to reduce the risk to the environment from accidental release
	PC24. Dispose of waste safely in accordance with policies and procedures of the organization and legislative requirements
	PC25. Wear personal protective clothing and equipment during cleaning procedures
	PC26. Remove all dust, dirt and physical debris from work surfaces
	PC27. Clean all work surfaces with a neutral detergent and warm water solution before and after each session or when visibly soiled
	PC28. Decontaminate equipment requiring special processing in accordance with quality management systems to ensure full compliance with cleaning, disinfection and sterilisation protocols
	PC29. Dry all work surfaces before and after use
	PC30. Replace surface covers where applicable
	PC31. Maintain and store cleaning equipment

## Soft Skills and Communication Theory

Assessable Outcomes	Assessment Criteria for the Assessable Outcomes
<b>Part 1</b>	
<b>1. Attitude</b>	
HSS/ N 9603 (Act within the limits of one's competence and authority)	PC1. Adhere to legislation, protocols and guidelines relevant to one's role and field of practice
	PC2. Work within organisational systems and requirements as appropriate to one's role
	PC3. Recognise the boundary of one's role and responsibility and seek supervision when situations are beyond one's competence and authority
	PC4. Maintain competence within one's role and field of practice
	PC5. Use relevant research based protocols and guidelines as evidence to inform one's practice
	PC6. Promote and demonstrate good practice as an individual and as a team member at all times
	PC7. Identify and manage potential and actual risks to the quality and safety of practice

	PC8. Evaluate and reflect on the quality of one's work and make continuing improvements
HSS/ N 9607 (Practice Code of conduct while performing duties)	PC1. Adhere to protocols and guidelines relevant to the role and field of practice
	PC2. Work within organisational systems and requirements as appropriate to the role
	PC3. Recognise the boundary of the role and responsibility and seek supervision when situations are beyond the competence and authority
	PC4. Maintain competence within the role and field of practice
	PC5. Use protocols and guidelines relevant to the field of practice
	PC6. Promote and demonstrate good practice as an individual and as a team member at all times
	PC7. Identify and manage potential and actual risks to the quality and patient safety
	PC8. Maintain personal hygiene and contribute actively to the healthcare ecosystem
<b>2. Work Management</b>	
HSS/ N 9602 (Ensure availability of medical and diagnostic supplies)	PC1. Maintain adequate supplies of medical and diagnostic supplies
	PC2. Arrive at actual demand as accurately as possible
	PC3. Anticipate future demand based on internal, external and other contributing factors as accurately as possible
	PC4. Handle situations of stock-outs or unavailability of stocks without compromising health needs of patients/ individuals
HSS/ N 9605 (Manage work to meet requirements)	PC1. Clearly establish, agree, and record the work requirements
	PC2. Utilize time effectively
	PC3. Ensure his/her work meets the agreed requirements
	PC4. Treat confidential information correctly
	PC5. Work in line with the organization's procedures and policies and within the limits of his/her job role
<b>Part 2</b>	
<b>1. Team Work</b>	
HSS/ N 9604 (Work effectively with others)	PC1. Communicate with other people clearly and effectively
	PC2. Integrate one's work with other people's work effectively
	PC3. Pass on essential information to other people on timely basis
	PC4. Work in a way that shows respect for other people
	PC5. Carry out any commitments made to other people
	PC6. Reason out the failure to fulfill commitment
	PC7. Identify any problems with team members and other people and take the initiative to solve these problems
	PC8. Follow the organization's policies and procedures
<b>2. Safety management</b>	
HSS/ N 9606 (Maintain a safe, healthy, and secure working environment)	PC1. Identify individual responsibilities in relation to maintaining workplace health safety and security requirements
	PC2. Comply with health, safety and security procedures for the workplace
	PC3. Report any identified breaches in health, safety, and security procedures to the designated person
	PC4. Identify potential hazards and breaches of safe work practices
	PC5. Correct any hazards that individual can deal with safely, competently and within the limits of authority
	PC6. Promptly and accurately report the hazards that individual is not allowed to deal with, to the relevant person and warn other people who may get affected

	PC7. Follow the organization's emergency procedures promptly, calmly, and efficiently
	PC8. Identify and recommend opportunities for improving health, safety, and security to the designated person
	PC9. Complete any health and safety records legibly and accurately
<b>3. Waste Management</b>	
HSS/ N 9609 (Follow biomedical waste disposal protocols)	PC1. Follow the appropriate procedures, policies and protocols for the method of collection and containment level according to the waste type
	PC2. Apply appropriate health and safety measures and standard precautions for infection prevention and control and personal protective equipment relevant to the type and category of waste
	PC3. Segregate the waste material from work areas in line with current legislation and organisational requirements
	PC4. Segregation should happen at source with proper containment, by using different colour coded bins for different categories of waste
	PC5. Check the accuracy of the labelling that identifies the type and content of waste
	PC6. Confirm suitability of containers for any required course of action appropriate to the type of waste disposal
	PC7. Check the waste has undergone the required processes to make it safe for transport and disposal
	PC8. Transport the waste to the disposal site, taking into consideration its associated risks
	PC9. Report and deal with spillages and contamination in accordance with current legislation and procedures
	PC10. Maintain full, accurate and legible records of information and store in correct location in line with current legislation, guidelines, local policies and protocols
<b>4. Quality Assurance</b>	
HSS/ N 9611: Monitor and assure quality	PC1. Conduct appropriate research and analysis
	PC2. Evaluate potential solutions thoroughly
	PC3. Participate in education programs which include current techniques, technology and trends pertaining to the dental industry
	PC4. Read Dental hygiene, dental and medical publications related to quality consistently and thoroughly
	PC5. Report any identified breaches in health, safety, and security procedures to the designated person
	PC6. Identify and correct any hazards that he/she can deal with safely, competently and within the limits of his/her authority
	PC7. Promptly and accurately report any hazards that he/she is not allowed to deal with to the relevant person and warn other people who may be affected
	PC8. Follow the organisation's emergency procedures promptly, calmly, and efficiently
	PC9. Identify and recommend opportunities for improving health, safety, and security to the designated person
	PC10. Complete any health and safety records legibly and accurately