



Wallowa County Health Care District

JOB TITLE: Medical Laboratory Technician

FLSA STATUS: Non-Exempt - Union

DEPARTMENT: Laboratory

DATE: March, 2023

REPORTS TO: Laboratory Director

APPROVED BY: Laboratory Director

JOB SUMMARY:

Performs various tests to obtain data for use in diagnosis and treatment of diseases. Receives or obtains specimens for laboratory analysis in the following areas; bacteriology, hematology, serology, chemistry, blood banking and makes some morphological examinations. Records laboratory test results and performs any related duties.

MISSION, VISION & VALUES:

The successful candidate(s) must share and demonstrate through job performance (and will be evaluated on) the ability, willingness and successful application of support for the Mission, Vision and Values of the District:

Mission: To provide premier Health Care

Vision: To be a recognized leader in mission focus, quality care, and fiscal strength Values: Compassion, Respect, Integrity, Quality, Stewardship, and Family

ESSENTIAL DUTIES & RESPONSIBILITIES:

Includes the following and other duties may be assigned. Nothing in this job description should be inferred to condone an employee acting out of their scope of license. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Responsible for accuracy of examinations and analysis in order to assist physicians to make correct diagnosis of patient's disease.
- Careful handling of infectious material to protect all laboratory personnel.
- Collection of blood and other specimens under aseptic conditions.
- Accurate recording of test results.
- Operation of clinical laboratory during absence of Laboratory Manager.
- Care of expensive scientific laboratory instruments.
- Willingness to work with realization that errors may have serious consequences for the patient.
- Ability to work under emergency conditions.
- Attention to details at all times.
- Alertness during all phases of work since errors may result in incorrect diagnosis or treatment.
- Considerable initiative involved in adapting techniques and procedures for special tests and in scheduling and planning various work phases.
- Accuracy in use of laboratory instruments and equipment, and when working with minimal amounts of material. Works with limited supervision.
- Follows standard laboratory methods and procedures.
- Has a working knowledge of quality control methods and procedures that ensures good lab practice.
- Understands use and limitations of laboratory equipment and apparatus and is familiar with standard laboratory methods and techniques.
- Has a basic knowledge of various fields of specialty laboratory work.
- Is capable of collecting, processing, typing, testing and storing blood.
- Is capable of performing Arterial Blood Gasses.



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PHYSICAL DEMANDS:

Specific vision abilities required by this job include; close vision, distance vision, color vision, depth perception, and ability to adjust focus. A required eye test is a regulation to show that the individual has color vision.

QUALIFICATIONS & EXPERIENCE:

- Completion of two year course at an approved school for Medical Laboratory Technicians.
- Graduation from an approved school or a two (2) year college degree from an accredited school in Physical Sciences.
- Current certification or ability to obtain within six (6) months from a professional affiliation such as ASCP, AMT or an equivalent thereof.

CORE COMPETENCIES:

- Compassion – Welcomes, mentors and receives new team members. Shows concern for the welfare of others.
- Respect – Manages conflict with respect and dignity for others. Attempts to address issues before escalating.
- Integrity – Owns professional development and seeks self-development. Uses good judgment in resolving job problems. Generates and evaluates alternative solutions and makes effective and timely decisions.
- Quality - Pays close attention to detail. Strives to achieve excellence in all things.
- Stewardship – Careful and responsible management of WCHCD resources. Finds productive work to keep busy during slack periods.
- Family – Creates and participates in a team environment. Applies effective interpersonal and problem- solving skills when responding to coworkers, patients and visitors.

POSITION SPECIFIC COMPETENCIES:

- Biology — Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.
- Chemistry — Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.
- Quality Control Analysis — Conducting tests and inspections of products, services, or processes to evaluate quality or performance.
- Perceptual Speed — The ability to quickly and accurately compare similarities and differences among sets of letters, numbers, objects, pictures, or patterns. The things to be compared may be presented at the same time or one after the other. This ability also includes comparing a presented object with a remembered object.
- Speed of Closure — The ability to quickly make sense of, combine, and organize information into meaningful patterns.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those that an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts, fumes or airborne particles, and toxic or caustic chemicals. The noise level in the work environment is usually moderate



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WCHCD CODE of CONDUCT & CONFIDENTIALITY STATEMENT:

As an employee of Wallowa County Health Care District (WCHCD) you must agree to abide by the following code of Conduct/Confidentiality Statement.

I understand and agree that in the performance of my duties I must hold medical information in confidence. I understand that any violation of the confidentiality of medical information may result in punitive action. I will at all times protect the safety of our patient/residents understanding that they are our “customers” and the reason for our employment. I will avoid any and all personal conflicts of interest as it relates to my position at this facility. I agree to abide by the dress code for WCHCD. I will not use any of the assets of WCHCD for personal use. I will abide to all rules and regulations of the State of Oregon and the United States in relation to the operation of a medical facility. I will treat my co-workers at all times in a professional & courteous manner. I will strive to always work as a team player with my co-workers. I agree to report any perceived medical/facility operation noncompliance issues immediately through the compliance reporting process.

I have read and understand the above job description.

Employee Signature

Date