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| **Entry -to -Practice Competencies** | 2020 |
| ***“Optimal investment of human resources ... An absolute priority and the basis for success” Civil Service Bureau Belief.*** | **Medical laboratory Technologist& Assistant** |

 ***Civil Service Bureau***

***ديوان الخدمة المدنية***

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**Introduction**

Complementing the efforts of the Bureau to meet its vision in developing the professions and employee in civil cervices and raising the capacity building to reach to excellence in leading human resources to protect public. Bureau has developed **Medical Laboratory Framework: Competencies & Indicators** to build entry -exams for lab technician and assistant in civil services, provide framework to managers in civil sectors to build job description, provide guidance to lab technicians and assistance regarding their professional obligations, and provide a framework to assess professional performance and address incompetence among them.

This framework developed by reviewing educational curriculums, best possible evidences of international and regional models and frameworks of laboratory technician competencies that are relevant, comprehensive and have global applications and reviewing feedback provided by lab technician in a variety of civil settings and reviewed by Bureau and MOH.

**Classification of the Medical laboratory staff**

* **Medical laboratory Technician**

Person who completes Bachelor degree of Medical Laboratory, graduated from an accredited education program, and licensed to practice by Ministry of Health under the public health law

* **Medical laboratory Assistant:**

Person who completes diploma degree of Medical Laboratory graduated from an accredited education program, and licensed to practice by Ministry of Health under the public health law.



**The Framework consists of three categories of competencies:**

**Generic Health Competencies (GHC):** The competencies that are shared with all health profession in civil services that focus on provision of general health ethical legal care, health safety and quality practices, commination and therapeutic relationship, system based practice, evidence based practice and health informatics

**Professional Medical Lab Competencies (PNMLC):** The competencies that promote professional safe, and regulated care environment for Medical and assistance lab technician by promoting professional responsibilities and maintain quality in laboratory practices

**Specific Practice Medical Lab Competencies (SPMLC):** The competencies that are most marketable for the entry to practice of medical lab profession that focus on different scope of medical laboratory fields, procedures, analytical and cultural tests to include hematology procedures , immunology tests , clinical chemistry tests, blood bank services, Histology analytical tests, clinical microbiology and other body fluid analysis.

**Professional and Specific Practice Competencies Model for Medical Laboratory**



**Tables of detailed content for Medical Laboratory Technician &Assistants**

**Competencies& Indicators**

| **7.Generic Health Competencies** |
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| **Domains** | **Subdomains** | **Indicators** |
| **7.1 Safe and Effective Health Care Environment**  | **7.1.1 Health regulations in Jordan Laws , Bylaws and Policies of MOH**  | 7.1.1.1 Identify legislation governing health professions in Jordan 7.1.1.2 Understand MOH laws, policies and standards 7.1.1.3 Choose the appropriate actions that show awareness of legal implications for health practices |
| **7.1.2 Ethics**  | 7.1.2.1 Identify MOH code of conduct principles 7.1.2.2 Recognize ethical dilemmas and take appropriate action7.1.2.3 Able to Provide appropriate care adhered to code of conduct |
| **7.1.3 Quality Improvement** | 7.1.3.1 Identify human factors and basic safety design principles that affect safety7.1.3.2 Identify factors that create a culture of safety (such as, opencommunication strategies and organizational error reporting systems)7.1.3.3 Describe how patients, families, individual clinicians,health care teams, and systems can contribute to promoting safety and reducing errors |
| **7.2 Communication**  | **7.2.1 Therapeutic Relationship** | 7.2.1.1 Identify principles of effective communication through various means7.2.1.2 Able to provide care that reflects the whole person7.2.1.3 Able to provide physical comfort and emotional support. 7.2.1.4 Select practices for reducing pain and suffering. 7.2.1.5 Mention practices for reducing fear and anxiety. |
| **7.2.2 Interdisciplinary Collaboration**  | 7.2.2.1 Apply basic group skills, including communication, delegation,and time management7.2.2.2 Ability to reach information to those who need it at theAppropriate time.7.2.2.3 Coordinate care processes to ensure continuity of the care Provided.7.2.2.4 Ability to resolve conflicts with other members of the team.7.2.2.5 Understand what each health team member uniquely provides interms of patient care |
| **7.Generic Health Competencies** |
| **Domains** | **Domains** | **Domains** |
| **7.3 Utilize Health Information**  | **7.3.1 Evidence-Based Practice** | 7.3.1.1 Name reliable sources for locating evidence reports andclinical practice guidelines7.3.1.2 Understand the Value of continuous improvement in clinical practice based on new knowledge7.3.1.3 Discriminate between valid and invalid reasons for modifying evidence-based clinical practice based on clinical expertise or patient/family preferences7.3.1.4 Seek clinical expert consultation before deciding to deviate from evidence-based protocols |
| **7.3.2 Health Informatics**  | 7.3.2.1 Recognize the importance of information and technology skills in patient care safety 7.3.2.2 Identify essential information that must be available in a Common database to support patient care7.3.2.3 Understand the value of technologies that support clinical decision-making, error prevention and care coordination in electronic health records7.3.2.4 Ability to Protect confidentiality of protected health information |

1. Professional Medical Laboratory Technician/ Competencies

| **6.16 Professional Medical Laboratory Technologist Competencies** |
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| **Domains** | **Sub domains** | **Indicators** |
| **6.16.1 Professional Responsibility**  | * + - 1. **Ethical Performance**
 | 6.16.1.11. Identify ethical principles 6.16.1.1.2 Inform client/staff members of ethical issue affecting client care6.16. 1.1.3 Understand the confidentiality of healthcare information6.16.1.14 Evaluate outcomes of interventions to promote ethical practice |
| **6.16.2 Safety of practice and risk management**  | **6. 16.2.1 Infection control** | 6.16.2.1.1 ability to use personal protective equipment, e.g. gloves, gowns, mask, face shields, aprons6.16.2.1.2 Apply laboratory hygiene and infection control practices6.16.2.1.3 Ability to minimizes possible dangers from biological specimens, laboratory supplies and equipment6.16.2.1.4 Mention methods of disinfection and sterilization 6.16.2.1.5 Apply spill containment and clean up procedures for biological and other hazardous materials Employ chemical hazard safety and Safety Data Sheets (SDS)6.16.2.1.6 Employ equipment safety (including sharps container for needle disposal) |
| **6. 16.2.2 Reporting of Incidents** | 6.16.2.2.1 Describes processes used in error incidents and allocation of responsibility and accountability6.16.2.2.2 Evaluate response to error/event/occurrence 6.16.2.2.3 Explain the interventions in unsafe practice of health care personnel appropriately 6.16.2.2.4 Reports and documents all incidents related to safety and personal injury |
| **6. 16.2.3 Emergency response** | 6.16.2.3.1 Apply measures in response to laboratory accidents/incidents6.16.2.3.2 Understand immediate response to workplace emergencies |
| **6. 16.2.4 Laboratory quality**  | 6.16.2.4.1 Demonstrate knowledge of quality control for all laboratory procedures 6.16.2.4.2 Determine the procedures for preparation of the all quality controls materials.6.16.2.4.3 Apply laboratory mathematics; and calculate essential indices including mean, standard deviation, and coefficient of variation6.16.2.4.4 Determine the acceptance or rejection of an analysis based on quality control rules 6.16.2.4.5 Demonstrate the knowledge of proficiency Testing & Westgard Rules.  |
| **6.16.3 Professional Laboratory Skills**  | **6.16.3.1 Laboratory****instrumentation, maintenance, and principles of operation** | 6.16.3.1.1Apply the principles of clinical laboratory instrumentation6.16.3.1.2 Use manual laboratory instrumentation (including the use of glassware and pipettes, cleaning and maintenance of instruments) 6.16.3.1.3 Calibrate instruments knowing the difference between technologies requiring calibration versus those requiring only quality control checks 6.16.3.1.4 Describe how to setup, balance, and operate centrifuge knowing durations RPM,,RCF6.16.3.1.5 Explain automated laboratory instrumentation procedure |
| **6.16.3.2 Laboratory** **mathematics** | 6.16.3.2.1 Demonstrate understanding of normal solutions, molar solutions, and percentage solutions (w/w,w/v, v/v) 6.16.3.2.2 Able to calculate the equivalent weights and dilutions for most frequently used solutions in the clinic laboratory 6.16.3.2.3 Demonstrate knowledge of Abbreviations / Designations used for weights and measures. |
| **6.16.3.3 Microscopy** | 6.16.3.3.1 Demonstrate knowledge of microscopy including types of microscopes and parts of binocular microscope.6.16.3.3.2 Determine the procedures for calibration of ocular micrometer. |
| **6.16.3.4 Phlebotomy and** **specimen collection** | 6.16.3.4.1 Identify the procedure for Collecting (including infant collection-heel puncture) and processing of all specimens for analysis6.16.3.4.2 Select the preferred vein puncture site.6.16.3.4.3 Identify the recommended site for capillary puncture site.6.16.3.4.4 Implement the procedures for handling and storage of all type of specimen including body fluids such as CSF..etc6.16.3.4.5 Understand the physiology and composition, physical and chemical examination, microscopic and microbiological examination for certain body fluids including CSF), Amniotic, Synovial, Serous, Semen.6.16.3.4.6 Evaluate the suitability of specimens for analysis.6.16.3.4.7 Determine pre analytical, analytical & post analytical causes of erroneous results.**A. Pre- Analytical:** Knowledge of1) Patient or specimen identification, 2) Sample types and containers 3) Sample preparation, 4) Sample rejection **B. Analytical:** Knowledge of 1) prepare sample for Processing, 2) prepare sample for Handling**C. Post Analytical:** 1) adhere to Sample disposal guidelines2) apply Sample retention and storage procedures3) Ability to Report, Record and document Results.6.16.3.4.8 Discriminate between serum, plasma, and whole blood 6.16.3.4.9 Apply procedures to prevent hemolysis6.16.3.4.10 Recognize the proper order of draw when collecting Blood in multiple types of vacuum tubes 6.16.3.4.11 Apply proper anticoagulants for each analysis and know effects of improper anticoagulant use.6.16.3.4.12 Know how many inversions needed when collecting samples in tubes contain anticoagulant 6.16.3.4.13 Identify length of time in which samples clot.6.16.3.4.14 Apply procedure for blood culture collection 6.16.3.4.15 Apply the procedure for glucose tolerance test. |
|  | **6.16.3.5 Patient Identification** | 6.16.3.5.1 Assure continual accuracy of patient identification (including STAT samples.6.16.3.5.2 List Patient Identification information required e. g. patient name ,DOB, ,registration No.,& other identifies with tests and orders to confirm positive patient identification |

1. **Specific /Practice Medical Laboratory Technologist Competencies**

| **5.16 Specific Medical Laboratory Technologist Competencies** |
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| **Domains** | **Sub domains** | **Indicators** |
| **5.16.1 Hematology**  | **5.16.1.1 General principles**  | 5.16.1.1.1 Define terminology associated with hematology: 5.16.1.1.2 Understand the cellular structures and functions of blood (RBC, WBC, PLT) 5.16.1.1.3 Name the CBC parameters that measured directly 5.16.1.1.4 Demonstrate knowledge of flow cytometry5.16.1.1.5 List the maturation series of erythrocytes, leukocytes, and thrombocytes erythrocyte production and destruction 5.16.1.1.6 Explain the process of preparing and staining of peripheral blood smear and bone marrow slides 5.16.1.1.7 Examine peripheral blood smear and correlate with CBC 5.16.1.1.8 Understand bone marrow aspiration procedure; touch preps from bone biopsies and bone marrow aspirate |
| **5.16.1.2 Erythrocytes procedures**  | * + - 1. 1 Apply manual and automated methods of RBC count

5.16.1.2.2 Apply manual and automated methods of hemoglobin5.16.1.2.3 Recognize interfering substances in hemoglobin measurement 5.16.1.2.4 Apply manual and automated methods of hematocrit5.16.1.2.5 Apply manual and automated methods of reticulocyte.5.16.1.2.6 Calculate red blood cell indices: MCV, MCH, MCHC 5.16.1.2.7 Apply erythrocyte sedimentation rate (ESR) test- Wintergreen5.16.1.2.8 Mention the types of specimens producing falsely-elevated ESR values 5.16.1.2.9 Prepare slides and evaluate for identification of malarial parasites |
| **5.16.1.3** Leukocyte **Procedures** | 5.16.1.3.1 Apply manual and automated methods of WBC count5.16.1.3.2 Apply manual and automated methods of WBC differentials 5.16.1.3.3 Identify Correct leukocyte count for nucleated red blood cells 5.16.1.3.4 Correlate between leukocyte disorders and WBC differential 5.16.1.3.5 Calculate absolute WBC counts.5.16.1.3.6 Differentiate the maturation series between granulocytes (neutrophils, eosinophils, and basophils) and no granulocytes (lymphocytes and monocytes) 5.16.1.3.7 Perform cytochemical staining 5.16.1.3.8 Mention the cytogenetic abnormalities associated with hematologic neoplasms 5.16.1.3.9 Relate between molecular assays and the diagnosis of hematologic neoplasms |
| **5.16.1.4 Thrombocyte Procedures** | 5.16.1.4.1 Identify blood smear for platelets.5.16.1.4.2 Apply manual and automated methods of platelet count5.16.1.4.3 List the sources of platelet counts errors5.16.1.4.4 Apply corrective actions for platelet counts errors  |
| **5.16.2 Coagulation &****Hemostasis** | **5.16.2.1 General** **principles**  | 5.16.2.1.1 Interpret basic medical laboratory terminology related Coagulation & Hemostasis (adhesion fibrinogen, prothrombin, plasminogen5.16.2.1.2 Explain the concepts of Coagulation &Homeostasis (role of platelets, steps of the mechanism of coagulation, intrinsic pathway, extrinsic pathway, role of the coagulation factors.)5.16.2.1.3 Identify uses of prothrombin time(PT) & International normalized ratio (INR) testing for monitoring anticoagulation (e.g., warfarin and heparin) therapy, activated partial thromboplastin time(APTT). |
| **5.16.2.2 Coagulation** **Procedures** | 5.16.2.2.1 Apply prothrombin time (PT), APTT, fibrinogen, and D-dimer tests 5.16.2.2.2 Apply fibrin degradation (FDP) 5.16.2.2.3 Apply heparin assay 5.16.2.2.4 Apply mixing studies; factor testing 5.16.2.2.5 Apply platelet function testing5.16.2.2.6 Apply thrombophilia screening tests. |
| **5.16.3 Immunohematology and Transfusion Services**  | **5.16.3.1 Blood typing**  | 5.16.3.1.1 Identify principles of:* Antigen-antibody reactions,
* chemical structures of the H, A, and B antigens,
* Antigens and antibodies of the ABO system,
* Frequencies of antigen phenotypes,
* and genotypes of the ABO and Rho(D) systems

5.16.3.1.2 Examine ABO forward and reverse typing 5.16.3.1.3 Identify subgroup typing for A, B and AB 5.16.3.1.4 Identify Rh(D) Typing And Du (Weak D) Testing 5.16.3.1.5 Recognize RBC antigen phenotyping and frequency of antigen distribution for provision of antigen-negative blood for transfusion |
|  | **5.16.3.2 Compatibility****Testing Principles & Procedures** | 5.16.3.2.1 Identify compatibility (cross match) methods and requirements5.16.3.2.2 Apply compatibility (cross match) methods and requirements5.16.3.2.3 Interpret compatibility test results5.16.3.2.4 Select Correctly red cells that are antigen negative for patients with antibodies 5.16.3.2.5 Select Correctly ABO-compatible FFP for transfusion 5.16.3.2.6 Select Correctly red blood cells for patients with special needs requirements: CVM-negative and irradiated5.16.3.2.7 Apply indirect anti globin test(IAT), 5.16.3.2.8 Describe direct anti globin test(DAT) ,  |
|  | **5.16.3.3 Blood banking practices**  | 5.16.3.3.1 Apply phlebotomy blood from donors 5.16.3.3.2 Perform quality control on all reagents 5.16.3.3.3 Understand the importance of maintaining proper records of all quality control and blood bank procedures 5.16.3.3.4 Identify the purpose and criteria for therapeutic phlebotomy 5.16.3.3.5 Recognize reasons for special requirements of blood products (e.g. CMV- negative, leukocyte-reduced, irradiated, massive transfusion protocols, and baby units) 5.16.3.3.6 Evaluate blood donor collection requirements and deferrals.5.16.3.3.7 Apply emergent and routine transfusion administration protocols.5.16.3.3.8 Apply blood component preparation:* RBCs
* Plasma
* Platelets
* Cryo precipitate
 |
| **5.16.4 Immunology**  | **5.16.4.1General principles of immunology**  | 5.16.4.1.1 Define terminology associated with immunology and serology5.16.4.1.2 Know principles of immunology (antibody production, antigen-antibody Reaction)5.16.4.1.3 Recall factors affecting antigen-antibody reactions (temperature, pH, incubation time, ionic strength,,,, |
|  | **5.16.4.2 Serological Tests for Syphilis**  | 5.16.4.2.1 Recognize syphilitic stages of infection 5.16.4.2.2 Examine qualitative and quantitative tests for syphilis (VDRL, RPR) |
|  | **5.16.4.3 Analytic Procedures** | 5.16.4.3.1 Apply analytic procedures for * heterophile agglutination (mono) tests
* febrile agglutination tests
* C-reactive protein (CRP) slide tests
* Antistreptolysin screen and titer (ASO) test
* Arthritis (RA) tests
* Systematic lupus erythematosus (SLE or LE) tests
* Antinuclear antibody (ANA) tests
* Antigen detection
* Pregnancy tests
 |
| **5.16.5 Clinical chemistry** | **5.16.5.1 Terminology and Instrumentation** | 5.16.5.1.1 Define clinical chemistry Terminology (spectrophotometry, chromatography, chemiluminescence electrophoresis, enzyme linked immunoassay (ELISA) mass spectrometry,turbidimetry, refractometry& PCR)5.16.5.1.2 Define terminology related to principles of clinical laboratory instrumentation: radiant energy, visual spectrum /wavelength, Beer-Lambert Law, end point reactions, kinetic/rate reactions . |
|  | **5.16.5.2Renal function test**  | 5.16.5.2.1 Mention the name of all tests relating kidney function tests.5.16.5.2.2 Ability to perform common renal function tests (non-protein nitrogen’s), clearance tests, and estimated glomerular filtration rate 5.16.5.2.3 Identify the reference limits5.16.5.2.4 Ability to perform renal function tests and correlate results with pathological conditions affecting kidney function |
|  | **5.16.5.3 Water and electrolytes** | 5.16.5.3.1 Name the electrolytes in body fluids 5.16.5.3.2 Mention common causes of electrolyte imbalances 5.16.5.3.3 Ability to measure electrolytes and interpret abnormal test results to determine type of imbalance 5.16.5.3.4 Apply methodology for measurement and calculate osmolality. |
|  | **5.16.5.4 Hepatic function tests** | 5.16.5.4.1 Perform common hepatic function tests 5.16.5.4.2 Understand different types of bilirubin, jaundice, and formation of bilirubin and urobilinogen 5.16.5.4.3 Identify tests that will elevated in liver disease, obstructive jaundice, and hemolytic jaundice |
|  | **5.16.5.5 Lipids** | 5.16.5.5.1 Define the concepts related to lipids5.16.5.5.2 Understand the metabolism of cholesterol and triglycerides5.16.5.5.3 Able to perform lipid analyses and correlate hyperlipidemia with coronary artery disease5.16.5.5.4 Identify desirable limits for total cholesterol, LDL, and HDL |
|  | **5.16.5.6 Enzymology** | 5.16.5.6.1 Differentiate clinically-significant enzymes (CP, ALP, ALT, AST, CK, GGT, LD, lipase, amylase), Isoenzymes (CK, ALP, LD Pancreatic enzymes)5.16.5.6.2 Ability to Measure enzyme activity 5.16.5.6.3 Differentiate liver diseases based on elevated enzyme indications 5.16.5.6.4 Recognize acid phosphatase and alkaline phosphatase and correlate with disease states 5.16.5.6.5 Identify cardiac enzymes and test results. 5.16.5.6.6 Ability to perform cardiac marker tests: troponin T and I, myoglobin, B natriuretic peptide (BNP), |
|  | **5.16.5.7Endocrinology** | 5.16.5.7.1 Understand endocrinology concepts: * Glands and hormones of the endocrine system
* Function of hormones
* Feedback mechanisms
* Common tests and reference ranges
* Conditions resulting from hypo- and hyper secretion of hormones

5.16.5.7.2 Apply thyroid function tests (thyroxin, TBG, free T3, free T4, TSH) 5.16.5.7.3 Apply tests for reproductive hormones (FSH, LH, estriol, estradiol, estrogen, testosterone, 17-ketosteroids) 5.16.5.7.4 Apply tests for pregnancy hormones (HCG, prolactin) |
|  | **5.16.5.8 Acid –base** **balance**  | 5.16.5.8.1 Define concepts related to acid-base balance; hydrogen ion concentration (pH); regulation of acid-base balance by kidneys and lungs 5.16.5.8.2 Understand the relationships between pH, bicarbonate, and carbonic acid (Henderson-Hasslebach equation)5.16.5.8.3 Describe common acid-base imbalances 5.16.5.8.4 Demonstrate knowledge of tests for acid-base balance |
|  | **5.16.5.9 Protein analysis** | 5.16.5.9.1 Identify the structure and function of plasma proteins; synthesis, distribution, catabolism, and excretion of proteins; protein classification 5.16.5.9.2 Perform tests measuring total protein, albumin, globulin, and immunoglobulin’s; 5.16.5.9.3 Mention the reference limits 5.16.5.9.4 Describe principles of protein electrophoresis; recognize and interpret normal and disease patterns in serum protein electrophoresis 5.16.5.9.5 Perform clinical protein analysis 5.16.5.9.6 Correlate between protein test results with disease states |
|  | **5.16.5.10 Other****Chemistry Procedures** | 5.16.5.10.1 Recognize tumor markers 5.16.5.10.2 Recognize principles of electrophoresis; protein electrophoresis, immune electrophoresis, isoenzyme electrophoresis (LDH, CK, alkaline phosphatase), hemoglobin electrophoresis5.16.5.10.3 Identify principles of therapeutic drug monitoring and toxicological tests 5.16.5.10.4 Perform tests for drugs of abuse 5.16.5.10.5 Perform and interpret tests for specific disease states such as the presence of gout; perform test for uric acid. |
|  **5.16.6 Histology&** **Techniques** | **5.16.6.1 Pre Analytical** | 5.16.6.1.1 Determine specimen identification5.16.6.1.2 Mention sample types and containers 5.16.6.1.3 Ability to perform techniques for sample preparation5.16.6.1.4 Apply techniques of Grossing,5.16.6.1.5 Ability to manage sample rejection |
| **5.16.6.2 Analytical** | 5.16.6.2.1 Able to perform tissue preparation techniques (Grossing Processing , Embedding ,Sectioning5.16.6.2.2 Assess quality of the preparation and initiates corrective action and/or follow up |
| **5.16.6.3 Post Analytical** | 5.16.6.3.1 Ability to manage sample retention and storage 5.16.6.3.2 Ability to adhere to sample disposal policies  |
| **5.16.7 Microbiology**  | **5.16.7.1 General** **Principle of medical and clinical microbiology** | 5.16.7.1.1 Define terminology associated with bacteriology: * bacteria osmosis capsule mesophilic
* autotrophic semipermeable ambient thermophilic
* heterotopic cytoplasm nucleus bacteriophage
* pathogenic cell wall/membrane spore facultative aerobic
* flagella microaerophilic aerobic facultative anaerobic phagocytosis anaerobic Pili

5.16.7.1.2 Identify shapes and arrangements of bacteria; know growth curves 5.16.7.1.3 Apply staining procedures 5.16.7.1.4 Interpret/identify structures through microbiological slide preparations 5.16.7.1.5 Apply quality control procedures based on standards of the Clinical and Laboratory Standards Institute (CLSI) |
| **5.1.7.2 Bacteriology**  | 5.16.7.2.1 List various methods of bacterial identification 5.16.7.2.2 Able to examine stained smears 5.16.7.2.3 Able to examine smears for acid-fast bacilli 5.16.7.2.4 Mention various systems of bacterial identification (API, automated systems, biochemical and carbohydrate systems) 5.16.7.2.5 Perform bacterial identification using biochemical and carbohydrate systems  |
| **5.16.7.3 Media Quality Control, Techniques, and Cultures** | 5.16.7.3.1 Name the additives used in media preparation 5.16.7.3.2 Prepare bacterial smears and stains (Gram's, acid-fast, and other stains) 5.16.7.3.3 Explain the uses of bacterial culture methods: selective and differential media, enrichment procedures, anaerobic media and techniques, living host cells, candle jars  5.16.7.3.4 Able to prepare specimens and identify rejection criteria  5.16.7.3.5 Ability to culture clinical specimens: blood, urine, stool (feces), sputum, throat, spinal fluid, upper respiratory, wound, abscess, other body fluids/tissue specimens, urethral/cervical/gynecological, catheter tip (intravenous), and intrauterine devices (IUD) 5.16.7.3.6 Apply proper processing and planting of Specimens.5.16.7.3.7 Able to prepare gram stain and result interpretation5.16.7.3.8 Interpret morphological characteristics 5.16.7.3.9 Isolate, identify, and differentiate microorganisms 5.16.7.3.10 Identify normal flora from cultures 5.16.7.3.11 Recognize pathogens from cultures 5.16.7.3.12 Understand the policies for proper collection and rejection of specimens for the clinical microbiological laboratory 5.16.7.3.13 Ability to concentrate and culture sputum for acid-fast bacilli.5.16.7.3.14 Ability to perform multi-drug resistant tuberculosis (MDR-TB) tests 5.16.7.3.15 Able to perform quality control on media based on standards of the Clinical and Laboratory  |
| **5.16.7.4 Special Tests** | 5.16.7.4.1 Recognize streptococcal testing: rapid enzyme immunoassay test (or other antigen detection kits) from throat swabs; cultures for beta hemolysis screening; bacterial identification5.16.7.4.2 Apply Helicobacter pylori screening; shiga toxin test 5.16.7.4.3 Apply antimicrobial susceptibility testing (Kirby Bauer, MIC, and automated systems)5.16.7.4.4 Able to perform fecal occult blood and immunochemical test5.16.7.4.5 perform molecular assays in bacteriology |
| **5.16.7.5 Bacterial Identification** | 5.16.7.5.1 Mention various methods of bacterial identification5.16.7.5.2 Examine stained smears 5.16.7.5.3 Examine smears for acid-fast bacilli 5.16.7.5.4 List various systems of bacterial identification (API, automated systems, biochemical and carbohydrate systems) 5.16.7.5.5 Able to perform bacterial identification using biochemical and carbohydrate systems 5.16.7.5.6 Isolate, identify, and differentiate gram-positive cocci5.16.7.5.7 Isolate, identify, and differentiate gram-positive bacilli  5.16.7.5.8 Isolate, identify, and differentiate gram-negative cocci and coccobacilli5.16.7.5.9 Isolate and identify gram-negative Enter obacteriaceae and differentiate genera and species 5.16.7.5.10 Isolate, identify, and differentiate gram negative bacilli: Brucella; Bordetella; Pseudomonas; Campylobacter; anaerobic bacteria, bactericides group, antinomies, Clostridium difficile**)** 5.16.7.5.11 Demonstrate understanding of MRSA5.16.7.5.12 Understand the emergence and significance of multi-drug resistant organisms (MRDO) 5.16.7.5.13 Recognize the significance of vancomycin-resistant Enterococcus. |
| **5.16.7.6 Mycology& Viruses** | 5.16.7.6.1 List types, descriptions, and classifications of mycological organisms 5.16.7.6.2 Able to prepare clinical specimens for mycological studies (KOH and fungal cultures) 5.16.7.6.3 Identify mycological organisms in clinical specimens5.16.7.6.4 Apply of laboratory procedures for specimen submitted for diagnostic evaluation of viruses |
| **5.16.7.7 Parasitology** | 5.16.7.7 .1 Differentiate types, descriptions, and classifications of parasites5.16.7.7.2 Able to prepare clinical specimens for parasitological studies 5.16.7.7.3 Able to perform examination for parasites in clinical specimens5.16.7.7.4 Identify parasites in clinical specimens |
| **5.16.8 Urine Analysis & Body Fluid** | **5.16.8.1 General****Knowledge**  | 5.16.8.1.1 Perform of specimen collection, handling, preservation, and processing for random, midstream, catheterized, and timed (2, 12,24-hour) specimens5.16.8.1.2 Understand renal function; formation of urine; renal anatomy and physiology 5.16.8.1.3 Examine physical and chemical properties of urine |
| **5.16.8.2 Urinalysis Procedures** | 5.16.8.2.1 Able to perform physical examination of urine (color, clarity, specific gravity)5.16.8.2.2 Able to perform chemical examination of urine: Chemical tests (pH, glucose, nitrate, urobilinogen, protein, ketones, bilirubin, blood, leukocyte esterase)5.16.8.2.3 Able to perform Confirmatory tests (Clingiest, Ictuses®, Acutest®, sulfosalicylic acid (SSA) 5.16.8.2.4 Able to perform microscopic examination of urine; identify microscopic structures found in urine5.16.8.2.5 Correlate complete urinalysis results with normal and disease states. |
| **5.16.8.3 Special tests**  | 5.16.8.3.1 Ability to perform manual testing (refractometer, myoglobin, glucose, bilirubin, acetone, stool and gastric secretions for occult blood)5.16.8.3.2 Ability to perform body fluid counts and semen analyses |

**(A) Professional Medical Laboratory Assistants Competencies**

**(B)Specific /Practice Medical Laboratory Assistants Competencies**

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| **6.17 A .Professional Medical Laboratory Assistants Competencies** |
| **Domains** | **Sub domains** | **Indicators** |
| **6.17.1 Professional Responsibility**  | **6.17.1.1 Ethical Performance** | 6.17.1.1.1 Identify ethical principles 6.17.1.1.2 Inform client/staff members of ethical issues affecting client care6.17.1.1.3 Understand the confidentiality of healthcare information6.17.1.1.4 Evaluate outcomes of interventions to promote ethical practice |
| **6.17.2 Safety of practice and risk management**  | **6.17.2.1 Infection control** | 6.17.2.1.1 Ability to use personal protective equipment, e.g. gloves, gowns, mask, face shields, aprons6.17.2.1.2 Apply laboratory hygiene and infection control practices6.17.2.1.3 Ability to minimizes possible dangers from biological specimens, laboratory supplies and equipment6.17.2.1.4 Mention the methods of disinfection and sterilization 6.17.2.1.5 Apply spill containment and clean up procedures for biological and other hazardous materials6.17.2.1.6 Employ chemical hazard safety and Safety Data Sheets (SDS)6.17.2.1.7 Employ equipment safety (including sharps container for needle disposal) |
| **6.17.2.2 Laboratory quality**  | 6.17.2.2.1 Recognize quality control for all laboratory procedures 6.17.2.2.2 Determine the procedures for preparation of the all quality controls materials.6.17.2.2.3 Apply laboratory mathematics; understand and calculate essential indices including mean, standard deviation, and coefficient of variation |
| **6.17 A .Professional Medical Laboratory Assistants Competencies** |
| **Domains** | **Sub domains** | **Indicators** |
| **6.17.3 Professional Laboratory Skills** | **6.17.3.1 Laboratory instrumentation, maintenance, and principles of operation** | 6.17.3.1.1 Apply the principles of clinical laboratory instrumentation6.17.3.1.2 Use manual laboratory instrumentation (including the use of glassware and pipettes, and the cleaning and maintenance of instruments) 6.17.3.1.3 Able calibrate instruments knowing the difference between technologies requiring calibration versus those requiring only quality control checks  6.17.3.1.4 Understand all the processes related to centrifuge e. g. Setup, balance, operate and durations RPM,RCF6.17.3.1.5 Apply automated laboratory instrumentation |
| **6.17.3.2 Laboratory mathematics** | 6.17.3.2.1 Able to perform laboratory mathematics6. 17.3.2.2 Understand essential indices including mean, standard deviation, coefficient of variation, and related calculations.6.17.3.2.3 recognize abbreviations/designations used for weights and measures |
| **6.17.3.3 Microscopy** | 6.17.3.3.1 Define microscopy including types of microscopes and parts of binocular microscope.6.17.3.3.2 Determine the procedures for calibration of ocular micrometer |
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| **6.17 A .Professional Medical Laboratory Assistants Competencies** |
| **Domains** | **Sub domains** | **Indicators** |
| **6.17.3 Professional Laboratory Skills** | **6.17.3.4 Phlebotomy and specimen collection** | 6.17.3.4.1 Understand the procedure for Collecting (including infant collection-heel puncture) and processing of all specimens for analysis6.17.3.4.2 Identify the preferred vein puncture site.6.17.6.4.3 Mention the recommended site for capillary puncture site.6.17.6.4.4 Understand the procedures for handling and storage of all type of specimen including body fluids such as CSF.etc6.17.3.4.5 Discriminate between serum, plasma, and whole blood 6.17.3.4.6 Employ procedures to prevent hemolysis6.17.3.4.7 Employ proper order of draw when collecting blood in multiple types of vacuum tubes 6.17.3.4.8 Employ proper anticoagulants for each analysis and know effects of improper anticoagulant use.6.17.3.4.9 Know how many inversions needed when collecting samples in tubes contain anticoagulant 6.17.3.4.10 Identify length of time in which samples clot.6.17.3.4.11 Know procedure for blood culture collection 6.17.3.4.12 Understand the procedure for glucose tolerance test. |
| **6.17.3.5 Patient Identification** | 6.17.3.5.1 Assure continual accuracy of patient identification (including STAT samples.6.17.3.5.2 List Patient Identification information required e. g. patient name ,DOB, ,registration No.,& other identifies with tests and orders to confirm positive patient identification |

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| **5.17 B Specific Medical Laboratory Assistants Competencies** |
| **Domains** | **Sub domains** | **Indicators** |
| **5.17.1 Hematology**  | **5.17.1.1 General principles**  | 5.17.1.1.1 Define terminology associated with hematology: 5.17.1.1.2 Know functions and cellular structures of blood (RBC, WBC, PLT) 5.17.1.1.3 Examine peripheral blood smear and correlate with CBC  |
| **5.17.1.2 Erythrocytes procedures**  | 5.17.1.2.1 Apply manual and automated methods count of RBC 5.17.1.2.2 Apply manual and automated methods of hemoglobin test 5.17.1.2.3 Address interfering substances in hemoglobin measurement 5.17.1.2.4 Apply manual and automated methods hematocrit 5.17.1.2.5 Apply reticulocyte counts and calculations 5.17.1.2.6 Able to calculate red blood cell indices: MCV, MCH, MCHC 5.17.1.2.7 Apply erythrocyte sedimentation rate (ESR) –Wintergreen test 5.17.1.2.8 Recognize types of specimens producing falsely-elevated ESR values 5.17.1.2.9 Prepare slides and evaluate for identification of malarial parasites |
| **5.17.1.3 Leukocyte Procedures** | 5.17.1.3.1 Apply manual and automated methods of WBC count 5.17.1.3.2 Able to perform WBC differentials test  |
| **5.17.1.4 Thrombocyte Procedures** | 5.17.1.4.1 Able to use manual and automated methods of platelet count  |
| **5.17.1.5 Automated Instrumentation** | 5.17.1.5.1 Recognize which CBC parameters are measured directly 5.17.1.5.2 Interpret patient data using WBC/RBC histogram or cytogram5.17.1.5.3 Ability to perform QC and investigate QC failures  |
| **5.17.2 Coagulation & Hemostasis** | **5.17.2.1 General principles**  | 5.17.2.1.1 Interpret basic medical laboratory terminology related Coagulation & Hemostasis (adhesion, fibrinogen, prothrombin, plasminogen)5.17.2.1.2 Identify uses of prothrombin time(PT) & international normalized ratio (INR) testing for monitoring anticoagulation (e.g., warfarin and heparin) therapy, activated partial thromboplastin time(APTT) |
| **5.17.2.2 Coagulation Procedures** | 5.17.2.2.1 Apply prothrombin time (PT), APTT, fibrinogen, and D-dimer tests  |
| **5.17 B Specific Medical Laboratory Assistants Competencies** |
| **Domains** | **Sub domains** | **Indicators** |
| **5.17.3 Immunohematology and Transfusion Services** | **5.17.3.1 Blood typing**  | 5.17.3.1.1 Identify principles of:* Antigen-antibody reactions,
* chemical structures of the H, A, and B antigens,
* Antigens and antibodies of the ABO system,
* Frequencies of antigen phenotypes,

5.17.3.1.2 Examine ABO forward and reverse typing 5.17.3.1.3 Identify subgroup typing for A ,B and AB 5.17.3.1.4 Identify Rh (D) Typing And Du (Weak D) Testing 5.17.3.1.5 Recognize RBC antigen phenotyping and frequency of antigen distribution for provision of antigen-negative blood for transfusion |
| **5.17.3.2 Compatibility Testing Principles and Procedures** | 5.17.3.2.1 Understand compatibility (crossmatch) methods and requirements 5.17.3.2.2 Interpret compatibility test results 5.17.3.2.3 Select red cells that are antigen negative for patients with antibodies Correctly5.17.3.2.4 Select ABO-compatible FFP for transfusion Correctly5.17.3.2.5 Select red blood cells Correctly for patients with special needs requirements: CVM- negative and irradiated |
| **5.17.3.3 Blood banking practices**  | 5.17.3.3.1 Ability to draw blood from donors  |
| **5.17.4 Immunology**  | **5.17.4.1 General principles of immunology**  | 5.17.4.1.1 Define terminology associated with immunology and serology |
| **5.17.4.2 Serological Tests for Syphilis**  | 5.17.4.2.1 recognize qualitative and quantitative tests for syphilis (VDRL, RPR)  |
| **5.17.4.3 Analytic Procedures** | 5.17.4.3.1 Understand of C-reactive protein (CRP) slide tests 5.17.4.3.2 Identify antistreptolysin screen and titer (ASO) 5.17.4.3.3 Identify rheumatoid arthritis (RA) tests 5.17.4.3.4 Select pregnancy tests |
| **5.17 B Specific Medical Laboratory Assistants Competencies** |
| **Domains** | **Sub domains** | **Indicators** |
| **5.17.5 Clinical chemistry** | **5.17.5.1 Terminology & Instrumentation**  | 5.17.5.1.1 Define clinical chemistry terminology (spectrophotometry, chromatography, chemiluminescence electrophoresis, enzyme linked immunoassay (ELISA) mass spectrometry, turbidimetry, refractometry). |
| **5.17.5.2 Renal function test**  | 5.17.5.2.1 Name all tests relating kidney function test |
| **5.17.5.3 Water and electrolytes** | 5.17.5.3.1 Recall the electrolytes in body fluids 5.17.5.3.2 Mention common causes of electrolyte imbalances  |
| **5.17.5.4 Hepatic function tests** | 5.17.5.4.1 Able to perform common hepatic function tests 5.17.5.4.2 Identify types of bilirubin and types of jaundice, and understand the formation of bilirubin and urobilinogen5.17.5.4.3 Recognize differentiate tests that are elevated in liver disease, obstructive jaundice, and hemolytic jaundice |
| **5.17.5.5 Lipids** | 5.17.5.5.1 Define the concepts related to lipids5.17.5.5.2 Understand the metabolism of cholesterol and triglycerides |
| **5.17.5.6 Enzymology** | 5.17.5.6.1 Understand enzymology concepts: Clinically-significant enzymes (CP, ALP, ALT, AST, CK, GGT, LD, lipase, amylase),Isoenzymes (CK, ALP, LD Pancreatic enzymes |
| **5.17.5.7 Endocrinology** | 5.17.5.7.1 Recognize thyroid function tests (thyroxin, TBG, free T3, free T4, TSH)  |
| **5.17.5.8 Protein analysis** | 5.17.5.8.1 Able to perform tests measuring total protein, albumin, globulin, and immunoglobulin’s |
| **5.17.6 Histology& micro techniques.** | **5.17.6.1 Pre- Analytical** | 5.17.6.1.1 Demonstrate knowledge of Patient or specimen identification5.17.6.1.2 Identify Sample types and containers 5.17.6.1.3 Select techniques for sample preparation5.17.6.1.4 Determine techniques of Grossing,5.17.6.1.5 Manage sample rejection |
| **5.17.6.2 Analytical** | 5.17.6.2.1 Able to perform tissue preparation techniques (Grossing Processing, Embedding , Sectioning5.17.6.2.2 Assess quality of the preparation and initiates corrective action and/or follow up |
| **5.17.6.3 Post Analytical** | 5.17.6.3.1 Manage sample retention and storage Sample disposal laws and regulations |
| **5.17 B Specific Medical Laboratory Assistants Competencies** |
| **Domains** | **Sub domains** | **Indicators** |
| **5.17.7 Microbiology**  | **5.17.7.1 General Principle of medical and clinical microbiology:** | 5.17.7.1.1 Define terminology associated with bacteriology: * bacteria osmosis capsule mesophilic
* autotrophic semipermeable ambient thermophilic
* heterotopic cytoplasm nucleus bacteriophage
* pathogenic cell wall/membrane spore facultative aerobic
* Flagella microaerophilic aerobic facultative anaerobic
* phagocytosis anaerobic Pili

5.17.7.1.2 Identify shapes and arrangements of bacteria; know growth curves 5.17.7.1.3 Apply techniques of staining procedures 5.17.7.1.4 Interpret/identify structures through microbiological slide preparations  |
| **5.17.7.2 Bacteriology**  | 5.17.7.2.1 List various methods of bacterial identification 5.17.7.2.2 Examine stained smears 5.17.7.2.3 Examine smears for acid-fast bacilli  |
| **5.17.7.3 Media Quality Control, Techniques, and Cultures** | 5.17.7.3.1 Able to use additives used in media preparation 5.17.7.3.2 Ability to prepare bacterial smears and stains (Gram's, acid-fast, and other stains) 5.17.7.3.3 Recognize uses of bacterial culture methods: selective and differential media, enrichment procedures, anaerobic media and techniques, living host cells, candle jars 5.17.7.3.4 Prepare specimens and know rejection criteria 5.17.7.3.5 Ability to culture clinical specimens: blood, urine, stool (feces), sputum, throat, spinal fluid, upper respiratory, wound, abscess, other body fluids/tissue specimens, urethral/cervical/ gynecological, catheter tip (intravenous), and intrauterine devices (IUD) 5.17.7.3.6 Ability to perform proper processing and planting of specimens 5.17.7.3.7 Ability to prepare and interpret gram stain 5.17.7.3.8 Interpret morphological characteristics 5.17.7.3.9 Isolate, identify, and differentiate microorganisms 5.17.7.3.10 Identify normal flora from cultures 5.17.7.3.11 Recognize pathogens from cultures 5.17.7.3.12 Determine criteria for proper collection and rejection of specimens for the clinical microbiological laboratory 5.17.7.3.13 Concentrate and culture sputum for acid-fast bacilli  |
| **5.17 B Specific Medical Laboratory Assistants Competencies** |
| **Domains** | **Sub domains** | **Indicators** |
| **5.17.7 Microbiology**  | **5.17.7.4 Bacterial Identification** | 5.17.7.4.1 Identify various methods of bacterial identification5.17.7.4.2 Examine stained smears  |
| **5.17.7.5 Mycology& Viruses** | 5.17.7.5.1 Identify types, descriptions, and classifications of mycological organisms 5.17.7.5.2 Able to prepare clinical specimens for mycological studies (KOH and fungal cultures) 5.17.7.5.3 Identify mycological organisms in clinical specimens5.17.7.5.4 Apply laboratory procedures for specimen submitted for diagnostic evaluation of viruses |
| **5.17.7.6 Parasitology** | 5.17.7.6.1 Identify types, descriptions, and classifications of parasites5.17.7.6.2 Prepare clinical specimens for parasitological studies 5.17.7.6.3 Able to perform examination for parasites in clinical specimens5.17.7.6.4 Identify parasites in clinical specimens |
| **5.17.8 Urine Analysis & Body Fluid** | **5.17.8.1 General Knowledge**  | 5.17.8.1.1 Apply methods of specimen collection, handling, preservation, and processing for random, midstream, catheterized, and timed (2, 12, 24-hour) specimens5.17.8.1.2 Identify renal function; formation of urine; renal anatomy and physiology 5.17.8.1.3 Recognize physical and chemical properties of urine |
| **5.17.8.2 Urinalysis Procedures** | 5.17.8.2.1 Able to perform physical examination of urine (color, clarity, specific gravity)5.17.8.2.2 Able to perform chemical examination of urine: Chemical tests (pH, glucose, nitrate, urobilinogen, protein, ketones, bilirubin, blood, leukocyte esterase) Confirmatory tests (Clinitest®, Ictotest®, Acetest®, sulfosalicylic acid (SSA) 5.17.8.2.3 Able to perform microscopic examination of urine; identify microscopic structures found in urine5.17.8.2.4 Correlate between complete urinalysis results with normal and disease states |
| **5.17.8.3 Special tests**  | 5.17.8.3.1 Apply manual testing (refractometer, myoglobin, glucose, bilirubin, acetone, stool and gastric secretions for occult blood)5.17.8.3.2 Able to measure body fluid counts and semen analyses |

**The examination competencies and indicators adopted from**

1-American Medical Technologist Certification. Medical Technologist (MT) and Medical Laboratory Technician (MLT) Certification Examination Content Outline

2-Canadian society for medical laboratory science (2015). Competency Profile General Medical Laboratory Technologist

3-Saudi Laboratory Specialist Licensure Examination. (2019). Examination Content Guidelines

4-Valdez, A. P. (2010). Competencies of Career-Entry Medical Technology Graduates of Lyceum of Batangas: Basis for Enhancement of the Internship Training Program. *Online Submission*, *4*, 16-33.