



Technical Standards for the Phlebotomy Technician Program

General Job Description: Draw blood from people to be analyzed or donated. To collect blood, phlebotomists place a tourniquet on a patient’s arm, find a vein, and disinfect the puncture area. They insert a needle into the vein and draw blood into a collection bag or tube, and calm patients fears about having blood drawn. Observe strict safety protocols.

PHYSICAL STANDARDS		Expected Level of Performance
LIFT/CARRY:	Equipment and supplies @ 25 lbs.	F
KNEEL/CROUCH:	While remaining in place at patient’s bedside to draw blood.	F
STOOP/BEND/TWIST:	Bend at knee and squat, position patients and clients, perform repetitive tasks; reach above shoulder level; reach equipment, and adjust and plug in electrical equipment	F
BALANCE:	Safely maintain while drawing blood, moving room to room, through small spaces, equipment	C
REACH:	to adjust equipment; to reach supplies from overhead cabinets	C
MANUAL DEXTERITY:	Manipulate, control, and feel tools, equipment, instruments; prepare and use equipment while maintaining sterile technique. Use fingers to grasp, move, or assemble very small objects	C
PUSH/PULL:	Beds, wheelchairs and other equipment. Exert 20-50 pounds of force, (pushing/pulling)	F
WALK/STAND:	For extended periods of at least 8 hours	C
WEAR:	Personal Protective Equipment (PPE) and gloves for extended periods of time	C
TACTILE STANDARDS		
PALPATE	Pulses, muscle contractions, bony landmarks, swelling, skin texture	F
DIFFERENTIATE:	Detect changes in skin temperature; unsafe temperature levels in heat-producing devices used in client care	F
VISUAL STANDARDS		
READ:	Accurately; numbers, letters, cursive writing in fine and other print in varying light levels in English; dials, gauges and other measurement devices	C
DETECT:	Changes in skin color, patient’s facial expressions, swelling, atrophy, forms of non-verbal communication (gestures)	C
OBSERVE:	Observe details of objects that are more than a few feet away. Determine distance between two objects	C
SEE:	Differences between colors, shades, and brightness.	C

COMMUNICATION STANDARDS		Expected Level of Performance
SPEAK:	In English language in clear, concise manner, to communicate with patients, families, health care providers, community	C
RESPOND:	Able to relate well to patients and their families, conveying compassion and empathy. Able to elicit information from patients; accurately describe changes in mood, activity, and posture; and perceive verbal and nonverbal cues. Recognize and appropriately respond to emotions such as sadness, worry, fear, and anger in patients.	F
COMPREHEND:	Oral and written language, including health care terminology in order to communicate with patients staff and supervisors	C
WRITE:	In English, clearly, legibly, for record keeping, computer input of data	C
AUDITORY STANDARDS		
HEAR:	Focus on one source of sound and ignore others. Hear and recognize breath sounds, client distress sounds, machine timer bells and alarms; verbal directions and requests from health care team and clients from a distance of 20 feet	C
MENTAL/COGNITIVE STANDARDS		
Function safely, effectively, and calmly under stressful situations		C
Remain alert to surroundings, potential emergencies; respond to client situations, i.e. falls, burns, pain, change in physical status.		C
Integrate information, and make decisions based on pertinent data, in a collaborative manner		C
Interact effectively and appropriately with patients, supervisors, and co-workers of the same or different cultures with respect, politeness, tact, collaboration, teamwork, discretion.		C
Communicates an understanding of basic principles of supervision, ethics, and confidentiality.		C
Displays effective interpersonal skills necessary to interact in situations requiring close, personal contact.		C
Maintain personal hygiene consistent with close personal contact associated with client care		C
Display attitudes/actions consistent with the ethical standards of the profession.		C
Maintain composure while managing/prioritizing multiple tasks simultaneously.		C
Cope with anger/fear/hostility of others in a calm manner, cope with confrontation, demonstrate a high degree of patience		C
Remain free from alcohol and/or chemical impairment in the clinical and classroom settings.		C

*** O = OCCASIONALLY; F= FREQUENTLY; C = CONSTANTLY**

I certify that I am able to perform the above Technical Standards and that the above information is true and correct. If, at any time, during my enrollment in the program, I am unable to meet the above performance requirements, I will immediately contact the Program Director of my status change:

SIGNATURE OF STUDENT _____ Date _____