

## Standards of Practice for Medical Laboratory Assistant/Technicians

Standards of Practice define the expected level of performance which forms the framework for Medical Laboratory Assistant/Technician (MLA/T) practice and against which competency is evaluated.

The Standards of Practice provide the minimum standards and expectations for practice and professionalism for MLPAO certified MLA/Ts. Employers may use these standards to establish responsibilities for MLA/Ts in the workplace.

The [MLPAO Competency Guidelines](#) define the scope of practice for MLPAO certified MLA/Ts. The Medical Laboratory Assistant/Technician must demonstrate knowledge of the theory, technique and clinical application of the various procedures performed, and must be skilled in the performance of those procedures. The Medical Laboratory Assistant/Technician must demonstrate professionalism in all their actions.

### **Standard 1 – PROFESSIONAL CONDUCT AND ACCOUNTABILITY**

The Medical Laboratory Assistant/Technician shall be accountable for their professional practice and meet the ethical and legal requirements of their professional practice.

- Take responsibility for their work and their professional conduct
- Practice within the ethical and legal framework that governs the practice of medical laboratory technology
- Practice within the scope of their professional competence and seek assistance when a task is beyond their competence
- Display professional conduct that is appropriate to the situation

### **Standard 2 - KNOWLEDGE AND SKILL**

The Medical Laboratory Assistant/Technician shall possess the knowledge and skills related to performing their role and remain current with evolving practices in laboratory medicine.

- Demonstrate knowledge of the theoretical and practical items in the MLPAO Competency Guidelines
- Apply the laws and regulations governing medical laboratory technology to their practice
- Follow current safety legislation, guidelines, and infection control practices
- Follow policies, processes, and procedures for laboratory tasks, including specimen collection under the Quality Management System
- Maintain and improve skills and knowledge to remain current with evolving practices

**Standard 3 - COMPETENT PRACTICE**

The Medical Laboratory Assistant/Technician shall competently apply their knowledge and skill to current practice.

- Demonstrate competence in tasks outlined in the MLPAO Competency Guidelines
- Apply knowledge and skills to meet desired outcomes for optimal patient care and lab operations
- Be proficient with the use, operation, and maintenance of laboratory equipment
- Be proficient with the use and operation of the Laboratory Information System
- Apply institutional policies, processes, and procedures to laboratory tasks, including specimen collection
- Apply quality management system policies, processes and procedures to daily activities
- Apply health and safety measures to ensure the safety of patients, co-workers and themselves, and for the protection of the environment
- Recognize issues and initiate corrective action within the scope of practice
- Adapt to changing requirements within the clinical environment

**Standard 4 – COMMUNICATION AND COLLABORATION**

The Medical Laboratory Assistant/Technician shall communicate and collaborate effectively with patients, colleagues, and other healthcare providers.

- Protect and maintain the confidentiality of all patient information
- Communicate effectively to meet the needs of patients, colleagues, and other healthcare professionals
- Show courtesy, consideration, and professionalism when dealing with patients, colleagues, and other healthcare providers
- Respect the diversity and values of patients, colleagues, and other healthcare professionals
- Cooperate with other members of the healthcare team to provide safe, effective patient care
- Promote their contribution to the practice of laboratory medicine by maintaining high standards in their work and through active support of the MLPAO