

NO RTEC JOB SPECIFIC SKILLS COMPETENCY

PHLEBOTOMY TECHNICIAN I (Certified)

DOT: 079.364-022 / O*NET-SOC 31-9099.99 SVP 3

Job Description: Draws blood from individuals for clinical laboratory test or examination purposes. *Physical Demands* Mildly active w/light lifting, carrying and moving (up to 20 lbs); *General Educational Development* R3 M2 L3; *Aptitudes* Average General Learning Ability, Verbal, Spatial, Form Perception, Clerical Perception; Above Average Motor Coordination, Finger Dexterity, Manual Dexterity.

Important Note: The California Secretary of State signed new phlebotomy regulations into law on January 9, 2003, with an effective date for implementation and enforcement on April 9, 2003. The new laws create 3 levels of phlebotomy technicians with increasing training requirements:

1. Limited Phlebotomy Technician can only perform skin punctures
2. Certified Phlebotomy Technician I can perform venipunctures as well as skin punctures
3. Certified Phlebotomy Technician II can perform skin punctures, venipunctures and arterial punctures

To get a phlebotomy certificate under the new standards of the regulations, one will need to complete 40 hours of class work (basic and advanced) and 40 hours of practical training (clinical, hands-on training with patients of varying ages and health conditions) and perform 50 venipunctures and 10 skin punctures from a phlebotomy training school that is approved by the California Department of Health Services.* This training is to be completed before application is made to take the written certifying exam.

* Additional qualifiers:

- If you have any on-the-job experience within five years from the effective date of the regulations (April 9, 2003) practical training is not required as long as an employer can verify that the phlebotomist has performed 50 venipunctures and 10 skin punctures.
- In addition, if you have 1040 hours (6 months fulltime) or more of experience on the date you apply for California State phlebotomy certification, you only need 20 hours of advanced instruction.
- If you have less than 1040 hours (6 months fulltime) of experience on the date you apply for California State phlebotomy certification, then you must take the entire 40 hours of classes (basic and advanced).

CORE SKILL COMPETENCIES/INDICATORS:

1. Can pass a Phlebotomy Technician I certification examination administered by a not-for-profit, nationally recognized certifying organization approved by the State of California. (S) *Note: This is a mandatory item and requires achievement documentation, not just rating (Pre-test deficiency = No; Post-test proficiency = Yes)*
2. Can demonstrate basic understanding of anatomy and physiology. (S)
3. Can demonstrate basic knowledge of the circulatory, urinary, and other body systems necessary to perform assigned specimen collection. (S)
4. Can demonstrate knowledge of modes of transmission of infection and methods for prevention. (S)
5. Can demonstrate accepted practices for infection control, isolation techniques, aseptic techniques and methods for disease prevention. (S, T)
6. Can demonstrate ability to properly label biohazardous specimens. (S, T)
7. Can identify the veins of the arms, hands, legs and feet on which phlebotomy is performed. (I, S)
8. Can demonstrate knowledge of the functions of the major constituents of blood, and differentiate between whole blood, serum and plasma. (S)
9. Can demonstrate knowledge of hemostasis, and explain the basic process of coagulation and fibrinolysis. (S)
10. Can demonstrate knowledge of arterial blood, venous blood and capillary blood. (S)
11. Can demonstrate knowledge of the legal and ethical importance of proper patient/sample identification. (S)
12. Can demonstrate knowledge of the types of patient specimens that are analyzed in the clinical laboratory. (S)

13. **Can demonstrate knowledge of the general criteria for suitability of a specimen for analysis, and reasons for specimen rejection or recollection (S, T)**
14. **Can demonstrate knowledge of the importance of timed, fasting and stat specimens, as related to specimen integrity and patient care. (R, S)**
15. **Can demonstrate knowledge of the various types of additives used in blood collection, and explain the reasons for their use. (S, T)**
16. **Can demonstrate knowledge of evacuated tube color codes associated with the additives. (R, S, T)**
17. **Can demonstrate knowledge of substances that can interfere in clinical analysis of blood constituents and ways in which the phlebotomist can help to avoid these occurrences. (S)**
18. **Can demonstrate knowledge of equipment such as needles, disposable containers for needles, blood collection devices, tourniquets, and other items needed for drawing blood, and can assemble for blood collection according to specified procedures. (R, S, T)**
19. **Can demonstrate the ability to identify potential sites for venipunctures and capillary punctures. (I, IN, S)**
20. **Can demonstrate knowledge of the effect of and proper application of tourniquets, hand squeezing and heating pads on capillary puncture and venipuncture. (R, I, IN, S, T)**
21. **Can demonstrate the ability to perform proper needle insertion and withdrawal techniques including direction, angle, depth and aspiration for venipunctures. (R, I, IN, S, T)**
22. **Can demonstrate the ability to perform correct procedure for capillary collection methods on infants and adults. (R, I, IN, S, T)**
23. **Can demonstrate ability to properly label, date, and record specimens obtained. (IN, S)**
24. **Can demonstrate knowledge of frequent causes of phlebotomy complications, including signs & symptoms of physical problems that may occur during blood collection. (I, IN, S)**
25. **Can demonstrate ability to maintain record or database of activities such as patients seen, type and number of specimens obtained, type and number of specimens received, and test results. (IN, S, T)**
26. **Can demonstrate ability to communicate clearly and effectively. (I, IN)**
27. **Can demonstrate ability to work under stress when confronted with emergencies; critical, unusual, or dangerous situations; or in which working speed and sustained attention are important aspects of the task. (R, I, IN, S, T)**
28. **Can demonstrate ability to deal with people beyond giving and receiving instructions. (I)**