

Essential Functions to Satisfy Program Requirements

Completion of the Master's Degree in Clinical Sciences – Pathologists' Assistant Program signifies that the holder has obtained minimum competencies in all areas of the Anatomic Pathology laboratories, and it follows that the graduates must have the knowledge and skills to function in a wide variety of laboratory situations and to perform a wide variety of procedures. The mission of the PA Program is to graduate allied health professionals, qualified by academic and practical training, to assist in providing service in anatomic pathology under the direction of an Anatomic Pathologist. It is the responsibility of the Department's Admissions Committee to select applicants who are appropriately qualified and prepared to complete the required training to become skilled, competent, and effective Pathologists' Assistants.

Candidates for the M.Cl.Sc. Program must have sufficient ability to carry out the activities described in the sections that follow. They must be able to consistently, accurately, and efficiently integrate all information received by the applicable sense(s) employed, and they must have the intellectual ability to learn, integrate, analyze, and synthesize data.

A student of this program must have and demonstrate skills of observation, communication, motor, conceptual, integrative, quantitative, behavioral, and social abilities. Many disabilities can be accommodated and with ease in certain areas, but a student should be able to perform in a reasonably independent manner. The purpose of this document is to act as a guideline for the capabilities and skills needed in a student for this program. The essential requirements presented in this document are pre-requisite for admission, academic advancement, and graduation from the Master of Clinical Sciences Pathologists' Assistant Program. For admission, progression, and graduation from this program, the student should have the ability to meet the Program's Essential Requirement Functions, without accommodation or with reasonable accommodation.

Observation: A student must be able to observe, identify, and describe anatomical features and appearance of tissue in normal and pathological states. The student must be able to observe demonstrations and participate in examinations, experiments, dissections, and processing of surgical specimens and during post-mortem examinations.

Communication: A student must be able to communicate effectively with members of the healthcare team such as physicians, faculty, fellow students, staff, patients, and families. They must be able to describe characteristics and the appearance of tissues in a clinical setting and make appropriate entries into medical records, documents, and reports in a complete and timely manner while working alone or collaborating with others. The student must be able to generate the necessary communication to ensure safety in a clinical or laboratory facility.

Sensory and Motor Coordination and Function: A student must be able to adhere to laboratory protocols and procedures, work with standard laboratory materials, and put on and remove personal protective equipment. The student must be able to complete all procedures and phases of the post-mortem examination and dissection of surgical specimens, as well as utilize a variety of tools, equipment, and chemicals to consistently and accurately prepare and examine specimens. A student must possess the functional ability to operate safely and adeptly within a laboratory and clinical setting.

Intellectual, Conceptual, Integrative and Quantitative Attributes: A student must be able to measure, calculate, reason, analyze, integrate, and synthesize data in a timely manner. Problem-solving, a critical skill of the PAs, requires all of these abilities. A student must be able to identify significant findings from autopsy or surgical pathology and retain, recall, and apply the concepts in an accurate and timely manner. In addition, the student must be able to comprehend three-dimensional relationships and to understand and assess the spatial relationships of structures. The student needs to be able to obtain information, process it, and prioritize activities effectively and collaboratively. The student must have the ability to assimilate, learn, and communicate complex, technically-detailed information in a timely manner.

Behavioural and Social Attributes: A student must possess the emotional maturity and health required for full use of their intellectual abilities, the exercise of good judgment, self-control, and the awareness of the importance of the responsibilities of a Pathologists' Assistant. The candidate is expected to behave and develop relationships in a mature, sensitive, and professional manner with patients, families, and members of the health care team. A student is expected to accept appropriate suggestions and criticism and to take corrective or remedial measure as required. A student must act with integrity and concern for others and maintain respect for the dignity of the profession. They must be able to adapt to dynamic environments, deal with demanding workloads, and effectively prioritize their time and responsibilities. Compassion, integrity, concern for others, interpersonal skills, interest, and motivation are all personal qualities that will be assessed during the admissions and educational process.

Applicants with Disabilities and Enrolled Students with Disabilities

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) seeks to remove barriers and achieve accessibility for persons with disabilities in a number of key areas. Under the AODA, the Province of Ontario requires public sector organizations in Ontario to meet certain standards for customer service, information and communications, employment, transportation and the design of public spaces. For Western, the expectations of the AODA are very consistent with Western's commitment to creating and maintaining a barrier-free community for all who come to Western to learn, work, visit, or access services. By law, Western leaders, faculty, staff, contractors, and volunteers are required to complete an accessibility learning program. This will help to ensure that our interactions and practices meet the accessibility standards.

More information on the AODA can be found under: [AODA & Standards](#)

The Program will provide reasonable accommodation to applicants with disabilities and to enrolled students with disabilities. An effort will be made to work out potential difficulties as long as this does not compromise the well-being of patients, other students, faculty, other health care team members, or the candidate themselves. The Program is not required to make, nor will it make, modifications that would fundamentally alter the nature of the admissions process or the educational program or provide auxiliary aids that present an undue burden on the Program. A student must be able to perform all of the Essential Requirements with or without reasonable accommodations to enroll, continue, or graduate in the program. Requests for accommodation should be made in writing to:

Program Director, M.Cl. Sc. Pathologists' Assistant Graduate Program, Department of Pathology and Laboratory Medicine, Dental Sciences Building, Room 4044, Western University, London, Ontario N6A 5C1

Master of Clinical Sciences Pathologists' Assistant Program

Essential Functions Signature Page

I have read the attached Pathologists' Assistant Program Essential Functions and I believe that I am able to accomplish these functions as a student in the Department of Pathology and Laboratory Medicine, Western University, Master of Clinical Sciences Pathologists' Assistant Program.

Signature

Date

Print name