

Seeking the Social Justice for the Lab Professionals

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Abstract:

Enculturation is the process by which people learn the dynamics of their surrounding culture and acquire values. Profession is a word it is constant record of professional's life, which is not a label you give yourself, it is a description for individual specific identity in professions by the society apply you. In India almost 99% of the competent qualified paramedical, allied health sciences, basic medical sciences graduates are made to be lab technician irrespective of their educational background who supposed to be called as medical Laboratory professionals as similar to all parts of the world. Fate and final decision of poor future is written by themselves during the selection of Institute by 3 categories, which can be modified and eliminate by establishing the council for Paramedical sciences, especially for medical lab professionals. This council should look forward to empowering lab professional's life as compared to the nurses, and the pharmacists. Council should frame the rules like eligibility for DMLT is UG graduation or it can be B.Sc. MLT, all medical lab technology institutes should be affiliated only under the DME, Govt. of Tamil Nadu and no other private affiliated institute should not have right to conduct the course. All Diplomas, and the degree related to the MLT should be registered under the council and practice with the registered No. Every registration should be renewed every three years with the supportive qualification and on job competency certificate. Still, lakhs and Lakhs of Lab Professionals are expecting the Messiah to clear the darkness and initiate the proper, regulated, council for paramedical Sciences.

Key words: DMLT, DME, Lab Professionals, Lab Technician, Paramedical, Unrecognized

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I. INTRODUCTION:

LAB PROFESSIONAL:

The lab professional is an honorable term and the designation one should get in the laboratory, but almost the employee working in the lab never realizes that they are the true lab Professionals because they are supposed to be made as slave named as Technicians. Internationally there is no designation called as Lab Technicians but called by different names, like Phlebotomist, scientific officers, Lab Technologist, Lab Scientist and Consultants [1,2]. They always respect each other's by their qualification, competency, inbuilt skills and the contribution to the field. But in India almost 99% of the competent qualified paramedical, allied health sciences, basic medical sciences are made to be lab technician's irrespective of their educational background. We strong oppose it's an ignorance of the field and the bureaucracy of the medical fraternity. Only the medical degree people has been involved in the Lab are holding the position called Lab professionals.

WHO ARE THEY? HOW THEY ARE MADE? WHAT THEY DO

Medical Laboratory technologist is an allied healthcare professionals, their main task is to diagnose the disease in the given specimen which is received from the patient who referred by Physician. To become a medical laboratorian, India one must study, DMLT (Diploma in medical Laboratory Technology), B.Sc., MLT (Medical Laboratory Technology). It can be said to be paramedical course or preclinical course.

INEVITABLE PERSONNEL IN THE DIAGNOSTIC FIELD

Medical laboratory technologists are normally employed in diagnosticclinical laboratories, and they work in the field of diagnostic laboratory medicine. They conduct medical laboratory tests and apply

knowledge and methodology from various scientific disciplines of Medical Laboratory Science in India includes: Phlebotomy, Hematology, Clinical Biochemistry, Immunology, Endocrinology, Molecular Biology, Molecular Genetics, Medical Microbiology, Serology, Virology, Cytology, Histopathology, Immunohistochemistry, and blood transfusion medicine and to contribute doctors treatment starts with the observation of symptoms in patients and based on diagnosis of the disease used in medical and pathology laboratories under the direction of medical laboratory Technologist and operate diagnostic and monitoring equipment used in support of Laboratory professionals makes the correct diagnosis and sends the report back to the Doctor.

CLASSIFICATION BEGINS DURING THE SELECTION OF INSTITUTE:

Category I: The one who completed higher secondary education then they opted for DMLT (2 Years) under Department of Medical Education, Government of Tamil Nadu, which is the only recognized board which proved paramedical Education through King Institute for preventive Medicine, Guindy, Chennai. Under this institute there are 40 medical colleges and few approved institutes admit 40 candidates in each Institute ~ 1600-2000 candidates will be made. These are the only candidates who will be considered for the government jobs/ post through a Medical Recruitment Board (MRB) in Tamil Nadu Govt. The fees are nominal; the quality of the education, lab exposure, patient interaction, will be in great professional standards. The one who has the awareness, the one who has the family background of medical health care worker will be joining these Institutes.

Category I b: The one who is aware during the UG and selects DMLT (2 yrs), DME approved and makes a U turn of their dead end.

Category II: The candidates who are qualified bachelor's degree (Under graduates) in life science core (Such as, Biochemistry, Microbiology, Biotechnology, Medical Physics, Chemistry, Zoology, Home Science, Medical lab technology and Allied Health Science courses) with completion/ with arrears will join DMLT/PGMLT (1 Year) under reputed colleges and Institutes which is not affiliated or recognized by the DME, government of Tamil Nadu. Some institutes will get attached and affiliated with AIMLTA, POMT, BSS, IAPA, IMA paramedical wing and other private institutional certificate which is said to be a government approved. But these candidates are not considered as a qualified candidate in MRB recruitment, and not even eligible to apply also. The syllabus, teaching and the practical sessions will be conducted, some institutes will be attached with nearest and neighbor hospitals and standalone labs for using the clinical samples, some institutes will arrange the internship training in Private hospitals too. The fees will be ~ Rs. 15000- 30000/- depends on the Institute's ambiance. Nearly around 100000 students will be diploma per year.

Category III: They are qualified or failed SSLC, Metric, higher secondary will be encouraged and trapped to do the DMLT. Many private and unrecognized institutes spoil the life of younger generation just for their desire on Money. They never bother about their previous group opted in their higher education. There is a huge data available that many DMLT working in private hospitals are not studied the science group. They never encourage the students to do the regular college for any under graduate; some will do the B.Sc. MLT in the unrecognized universities/ Board since there is no option for these people. None of the university has the paramedical courses in Distance education since all based in live practical. These unrecognized boards approach the Arts and Science colleges provide the commission to the institutes and drag and provide the false promise to the students who are in the final year. That they can spend 2 hrs thrice in a week, and they can complete their DMLT during their third year itself. And there are countless institutes conduct DMLT as weekend classes. All these will be benefited by the owners of the institutes, ultimately all the original culprits who write the fate of the Lab professionals, There is no defined syllabus, only few practical classes, and the fees will be around Rs.15000-Rs. 30000/-. There are nearly 50000 candidates carry this certificate without even knowing how to draw a blood and order of draw.

EDUCATION BACKGROUND AND THE PERCENTAGE OPTED FOR THE COURSE

Category I: SSLC with Science group to higher secondary will be the eligibility; The percentage of the candidates among lab professionals who join per year is about 15-20% only, since the seats are limited with 40 plus medical and recognized Institutes, nearly 2000 students will be able to be selected under DME/ King Institute per year.

Category II: Nearly 30-40% of UG graduates will choose this course for the immediate job opportunity. Any life science graduate, such as Biochemistry, Zoology, Microbiology, Biotechnology etc., can be joined in any private and the government institutes. During the due course of time of final year some colleges will collaborate with some institutes and offer the diploma like DMLT full time/part-time with a board of B.S.S, POMT, IAPA, AIMLTA, IMA, Paramedical wing etc., which is not considered by the MRB during government posting.

Category III: 60-70 % of the higher secondary dropouts, failed candidates, arrear appearing candidates, even SSLC failed, or pass students, and the majority of the candidates are passed with very low percentage of marks

in their public exams. Due to which they all have an inferiority complex that we are not eligible to join in colleges and higher education. Due to the ignorance, and the lack of motivation and lack of guidance the majority of the lab professionals belongs to this category, so these categories of people will never reach their recognized board of institutions as well as degree courses also they have a fear to face a Colleges and entrance exams. So this type of category is targeted and scrutinized by the following unrecognized board of institutions such as B.S.S, POMT, IAPA, AMILTA, IMA, WING etc., with duration of 1 year, but they will provide 2 Yrs DMLT certificates with addition money or 2 years (full time/part time). This board provides private placement assurance to these categories. These categories are did not have a knowledge or guidance to do a degree courses due to irrespective of education qualification. For Example Computer science Group with DMLT, Commerce group with DMLT

EXAMINATION AND ASSESSMENT

Category I: 100 % theoretical knowledge by the teaching of qualified staffs, practical knowledge gained by 100% Lab manual methods and social interaction will be gained during the hospital internships. They will get a 70 % lab related works during the study course. Final examination and practical assessment will be conducted as per with the university examinations. Results, Mark sheets and diploma certificate will be issued by the King institute, under the seal of DME.

Category II: The classes will be conducted by qualified teachers, and the lab practical will be very minimal but these people will be put-up in private hospitals for internships in which the candidate will learn about the concepts method and get observational knowledge of the sophisticated instruments. Examinations will be conducted in house and the list of marks will be sending to the affiliated boards. Their exam is not up to the mark in institutes, but it will be conducted well in the colleges. During final assessment the institute itself organizes a practical examination based on the availability of test, and what they taught like to blood grouping, blood glucose estimation.

Category III: Even the theory classes will be minimal; there are some institutes previous year DMLT completed will teach the current year DMLT. If a candidate knows about the blood collection, blood grouping, urine complete analysis will be a great thing. These institutes will never send the students for internship too, and they never motivate students to do such activity because the faculty itself a non-competent person. Their exam and assessment is just for name's sake.

JOB OPPORTUNITY

Category I: The candidates who joined will have an idea or have a goal to be recruited in the Government posts. MRB-Medical Recruitment Board is one and only government placement board for DMLT. Their selection criteria are based on the seniority, Caste based, Rural and urban areas, first graduate, widow, and physical challenged. These categories have a 100% assurance to get a permanent government's post but take some time the recruitment take many years to conduct, any way job is confirmed in Govt. Medical college or hospitals, Primary Health Centers and health care sectors.

Category II: This category has a 100% job opportunity in private hospitals, private standalone diagnostic labs, their also have a limited positions enhancement or specifications in their jobs due to higher educational qualification in depending on the core subject of graduation. But 0% chances to getting government postings since their certificate is not valid to apply for MRB.

Category III: They have a 100% job opportunity in private hospitals, private diagnostic labs, since they are not much aware of the practical knowledge and patient interaction, and less communication skill. These candidates initially will be placed as the trainee in phlebotomy and after the period of probation the candidate will be placed in the Clinical departments, there are many lab professionals has not enough caliber to enhance their skills, so they will be in the phlebotomy throughout the life time. So, they cannot be having a position enhancement or specification as well no chances to getting government jobs due to their irrespective mode of qualification and the unrecognized certificates.

SALARY

Category I : With the facilitate of MRB placement to the government sector the initial salary is Rs.36k-42k/- in rural and city respectively, then the salary enhancement will as per pay commission and increment for every year, within 5 years they will be reaching Rs.65k/-, salary, after 10 years definitely they will reach to Rs.75k-80k without any higher qualification. If they do any degree course or PG in distance education, for example (Psychology, Hospital management) they will be qualified for the promotion even the subject is not relevant to the job. These people will get around 1 Lakh to 1.5 Lakh.

Category II: As these categories have no choice in Govt. job, they will intend to join in the private sector they fix the basic salary as Rs.4.5k- 7k (depends on the appearance, place where they brought up), There is no increment option for three years, after 5yrs of they will reach upto Rs.10k-12k, Salary after 10 yrs Rs. 11k-

18k even though they are graduates. There is no slab for the DMLT and B.Sc., DMLT in the private sectors. There is a huge data that many M.Sc., have also joined for this salary due to their need of job.

Category III: There is no such difference to these category people in salary these people are also falls on the same salary as category II

LIFE SETTLEMENT & UP GRADATION

Category I: Once the candidate is selected through the MRB the life is get settled, if the Candidate is willing to self enhancement by the upgrading of his qualification and the technical skills they will be getting many opportunities to growth in both position and salary. As they have lumped sum salary many Government. lab professionals will start a lab, reagent dealerships, consumable sales, and also associate with private labs after working hours as Tech to consultants.

Category II: Most of this category is degree holders, but they could not get a guidance to get job in the core subject, so they choose to do DMLT. Even after completion of this course they would not able to get a good salary because of worthless certificates by unrecognized board. Based on the interest and frustration of low salary, worthless certificate, time waste, loss of money, loss of dignity, no hope of government job, they try to starts to improving. Few of them do a part -time job and start doing the PG in their relevant Subject in regular stream -10% Will do distance education UG and PG non - relevant subjects 50% Very few left job and do regular PG, and they achieve even Ph.D., Since the candidate are graduates they are looking for the better opportunities if not they are prefer to do the higher education. There is along history of many M.Sc., Ph.D., Biochemists, Microbiologist, Molecular Biologist is come up form, this categories. These are the only candidates who upgrade their knowledge and reach the heights.

Category III: Most of this category are irrespective educational qualification, even though they know the value of the certificate, but they will not try for up gradation because of they are basic qualification is DMLT, after four year, it's hard to join the UG in regular stream. If they have any UG they will try to join some PG in Distance education that too non - paramedical courses. Part time with relevant Subject in regular stream -10%, or they will do distance education UG and PG non -relevant subjects 50%.

MARRIAGE DESTINY BASED ON LIFE SETTLEMENT AND UP GRADATION:

Making a career as per the best of your good qualification makes you anything can be manageable. To have and to hold the best way of future is created by marriage. Even though the marriage selection criteria is gives a priority based on life settlement and up gradation

Category I:

These people career is well settled due to good salary with permanent position in government sectors, this category is not willing to self enhancement by the upgrading of his qualification likewise they marries the person with same qualities, and they are working in settled government sectors in the same profession or other paramedical professionals

Category II:

These people career is unstable due to poor salary with diminutive position enhancement in private sectors; this category is hard - working to self enhancement by the upgrading of his qualification likewise they marry the well or medium upgrading person working in same field other relevant fields in private sectors. Most of the other professionals always think it's a low grade job, in some cases these people will getting a qualified spouse will a big question mark.

Category III:

These people career is unsettled due to poor salary with no position enhancement in private sectors, this category is not eligible for self enhancement with upgrading of his qualification because of less society involvement, irrespective of educational qualification, less basic knowledge in career, likewise they're marrying person to have a same quality.

POSITION ENHANCEMENT

Category I: Depending on the experience in their field they will be positioned, starting position of all this category are technician they have a major job role that is phlebotomist, After a few years of experience might be reach a position of Senior Technician they keep to maintaining all department in laboratory, After 10 yrs. may have a chance to get a positioned into Supervisor. But they do not have a specification in field.

Category II: Initial role is phlebotomist, after their performance and specification based on the qualification they will be posted in the departments like Microbiology, Biochemistry etc., but should be known the all miscellaneous works for the rotational work process. Depending on the qualification they will try to reach individual specification in their job role but did not get any position enhancement, even though have years of experience in field they common treat as technician.

Category III: Phlebotomist is the first designation, and this may also be the last for many. Depending on the basic performance in departmental work process they will train and maintain all departments, but they did not able to establish any individual specification in the job role and also did not get any position enhancement. Even though have years of experience in their field, they commonly treat as technician.

RESPECT AND FAME:

Category I: Respect is every human being aspect in the work place. In this category of staffs is have a secured job, and have a meaning of the work involvement because of their work is can be archived by co-health care professionals so this category respect and frame screened has like a white-collar worker.

Category II: In this category of staffs is having a respect in individual departments due to department based specified qualification, it cannot be appreciated by co-health care professionals they always dominated by co-health care professionals. They think only they have role in the patient care, they also think Lab professionals are not working, only equipment/automation is releasing the patients reports, so this type of domination are faced by this category. This kind of frustrations and domination are occupies when they're facing a co-health care professionals.

Category III: They are identifying as a blue-collar worker because of the irrespective qualification and without specifications in their field. They always dominated by co-workers because the few co-workers have specifications, so they used to have this category. They also dominated by co-health care professionals. Some time they are insisting not to wear lab coats. This kind of frustrations and domination are occupies in whole life term.

NO ONE IS THERE TO LIFT THE FIELD

Category I: This category is will be lifted by DME/King institutes via if take a step to change the educational qualification from DMLT into degree. Under the MRB recruitment also change the criteria for job posting for DMLT into degree holders. This type of changes might lift this category into become a degree holder in the near future. Already some medical colleges are changed the DMLT in to B.Sc., MLT.

Category II: This category is may be lift by life science colleges might be guide to teach types job opportunities in core subject and motivate to do PG; they may not deviate from the core to DMLT and also banning of unrecognized board of institutions conduction DMLT will pave a health path way for the future life science.

Category III: This category is lift by create awareness among Hr. Sec students not to opt the diploma like DMLT, they have to do any degree which helps in the future since the paramedical courses especially the medical lab technology is not regulated or rectified with recognized board. As well that recognized board to be change educational qualification from DMLT into degree holders. If it is possible this category is also might be reaching the future career development.

DESIGNATION DESTINY:

It is a difficult dilemma. Professionals holding a different qualification qualities example: Nurses will be named if the candidate is ANM, GNM, B.Sc., Nursing, M.Sc., Nursing likewise Pharmacist name recognized if a candidate is D. Pharm, B. Pharm and M. Pharm. But the Lab professionals will be mentioned as lab technicians even they are highly qualified with several degrees CMLT, DMLT, B.Sc., MLT, M.Sc. MLT., PGDMLT. There is no Govt. Council for Medial laboratory technology field similar to pharmacy and nursing who have council's and registration numbers for practice which ultimately recognized at all places.

WHY IS THIS CATEGORIZATION

Root cause of the fates. 1. Educational boards and institutes are not get recognized by the government of Tamil Nadu, under DME. 2. Until now there is no proper regulated council for Lab professionals like Pharmacy, Nursing professionals, 3. No continuous monitoring of the professionals through upgradation of their profiles, registrations and renewals of certificates.

The fate can be rewritten by the slight modification.

1. Initiation of council for Lab professionals like other states in India and other countries like USA, Canada and Australia.
2. Regulating the private colleges to get affiliated under the paramedical council or DME. If not possible elimination or cancel to run the private paramedical colleges.
3. Registered and qualified candidates are allowed to run a lab like pharmacies. Rules to be regulated as Paramedical related qualified, competent, and experienced candidates with higher qualification can be

- upgraded this rule surely help to save the Lab professionals from under estimating by the health care professionals
4. License renewal should be formulated with the supportive educational certificates, and field relevant experiences
 5. Professional exams can be conducted for an enhancement of positions which eliminated the fake lab personnel

II. DISCUSSION

If you are planning for a year, sow rice; if you are planning for a decade, plant trees; if you are planning for a lifetime, educate people” — Chinese, Proverb, meaning of this proverb is there are many ways you can make an impact on the world. But there is no greater impact that you can make than spreading education, and empowering people who’ll empower and teach people, who, in turn, will empower and teach more. This study is focusing on the empowerment of the Lab professional’s and unveil the screen to bring out the lab faces from bitter dark to the better light. Creating awareness during the higher education, regarding how to choose the collegiate education and selection of degree, what is the duration of the course, what is council, what is register No, How to validate our certificate, what is employment registration, what are the job opportunity available, how to approach for the job, salary prospects and career development and life settlement by the educational qualification is establish as a one of the unit in the core subject , or special class like skill development course if it is possible to teach it might be helpful eradicate as Lab professionals fate become query. Flawless life empowerment of lab professionals explains below.

Implication solitary Council/Committee for Lab professional(State Councils)

Many leaders who is apprising and continuing base for each lab have enhancement in quality but their regulating people life to be quality there is no option in anywhere so this lab regulating professionals life quality is may be regulated by the Lab professional’s councils. Like other professions such as nurses and pharmacist have councils with rules and regulations, with register number, and regular certificate renewal. If this people had to be regulated likewise might be change the future, Lab professionals fate but past and present lab professionals fate become query. In compared with other states this Lab professionals all have a council, and Register number, and proper renewal. If these professionals also be get a one of the considerations in health service it may be helpful to be getting an outreach in the health care society so this society views are helpful to initiate specific council for Lab professionals. Even councils are available for layman and uneducated peoples like drainage cleaners, housekeeping, barbers , etc., even though the councils have register number, and they are supporting under council people’s grievance. But compared with Lab professionals there be no such council so their grievance are did not address. Here all the three category of professionals out view concern is very diminishable in society.

Implementation of mandate of all private institutes producing certificates under Employment registration and medical recruitment board

In Tamil Nadu all the educational and vocational training certificates should be registered into Government Employment registration panel. This panel selects the student for recruitment by the seniority level in the relevant professions only disadvantage its take more time but possible to get government job. These panels also have regulations for registration such as eight standard to higher secondary level only state board/ CBSE certificate is eligible, and for Graduations only eligible by university affiliation certificate, even vocational training national/state council certificate is eligible. But compared with Lab professionals (cat II & III) certificate are not eligible for registration since it was obtained from the unrecognized boards. Medical recruitment board selects only the students completed the course under DME (cat I). If possible to follows the rules and regulation in employment registration, and medical recruitment board such as implication, and annual verification of all private institutes producing certificates whether checked and signed by employment and recruitment board as authorized signatory or authorized signatory under DME. It may raise the level of student’s employment registration as well as increasing job opportunities in government institution likewise increased confident level of the certificate for career development. Or implementation of the paramedical board for Lab professionals they also might be getting eligible and valuable certificates. Miserable point of view in Lab professional did not have a capability to identify the value of the certificate during education, but after completion of the course and it happen only during the job search. If private institutes were regulated and fake institutes evacuation by the Govt. will pave the healthy path way. **Entailment of educational affiliation under medical grants commission for Lab professional’s education system**

Even distance education, NIOS (National Institute of Open Schooling), are regulated under affiliation comparing with the patient handling Lab professionals did not have an affiliation still. Without affiliation Lakhs of Lab professionals are produced everywhere on the one who is not **considering as one of the professionals in health care system**. This system blindness to this profession is incurable and virtue as a slave, they cannot be expose to the outside society, and they are dominated everywhere. If it is possible to get affiliation they easily get the vision among the health care system. Affiliations are even available for Arts and science colleges under the universities, that universities also regulated by the university grant commission for appropriate state. However, Laboratory profession is a patient handling profession, but unfortunately did not have any affiliations still. If it is have any possibility to enclose the Laboratory professional course under the affiliation of universities or DME and regulated directly with the medical council or medical grant commission it might be act as a backbone for these professions. Because of other University grant commission is conducting state and national level eligibility testing for arts and science colleges that are help to highlights the student's knowledge in the education that is also help for higher education, position enhancement, even lot of job opportunity and also provides a lot of scholarships and funds for student's higher education, etc., and also, they regulate mandates of education eligibility.

Keep track of exam assessment during course to be prevent Lab profession malpractice

Laboratory profession is the one of the patients handling profession in health care system. But more professionals (Category II & III) did not know the proper practice of blood collection still they get training during the job opportunity. This blood collection malpractice is followed by the private institutes because they providing 50% practical knowledge in their education system, as well as they did not be monitor anywhere compared with category I. If it is possible to change as a **one Tamil Nadu one DME exam assessment** will be reveals all the laboratory professionals' course conducting by private institutions should be registered under DME and mandatory of government recognized registered number and proper registration renewals for every year with the conducting assessment/ audit specifically for paramedical courses institutions, and teaching staffs (proper qualified staff) and also monitor the 100% practical and theoretical exam assessment should be recorded to the DME.

Implementation of redraft education provision criteria for Lab professionals

In society views diploma is like higher secondary category and also, it's a short duration course (usually one to two years) that is focus on training only so the education knowledge of diploma holders while compared with degree programs provide extra in-depth knowledge and potentially start you at a higher level. Diploma course give education contained by your given field and get you into the work force sooner so that next level higher education option is gone. Only under graduation is consider as a higher education and also knowledge wise gain to be get only by the degree it cannot be fulfilled by the Diploma. Even under graduation have lots of positive points such as them divides the subject into major and allied subjects as well as languages is mandatory for first two years , and also have internships and projects, skill development classes and presentation, viva voice, proper exam assessments, provisional certificates, and also students competency level is increased . DME has to be changing the educational qualification from Diploma to Degree. It might be irradiated as the Lab professionals are diploma holder, It is a loop hole to be an under graduated holder. Only DME degree holder is lab technologist. In compared with other paramedical professionals course conducting councils take the courses selection criteria that are rejection of (cross majors core subject only eligible) and irrespective mode of qualification , but in paramedical professions there be no proper criteria, If it is have any possibility to rewrite/introduce such as valuable education criteria for to the Lab professional course by DME.

Enmeshment of Lab professional's bonding

Lab professionals bonding between peoples as well as co health care workers and other profession workers become blurred, and individual identities lose importance. Other professional's workers such as Front office and administration, maintenance department even catering and housekeeping service workers bonding between nurses, pharmacist are amiable manner and speech and respect each other. Although Lab professionals (cat -I, II & III) bonding compared with aforementioned other professionals and co health care workers bonding is foe manner, and also speech and respect is very worst. Because they think Laboratory working process is done by the technology not by a technician. But blackhead of this professional cannot be seen by anyone. Lab professionals bonding compared with higher positioned staffs (quality manager, consultants, technical manager) is slave manner because of irrespective mode of qualification (category-III). Even though the slave mannerism starts at during the interview session they are avoid by the outlook, speech, knowledge. Bonding between category-II they are also foe and slave for due to the higher qualification.

Designation name is undeniable still to be change

All the professionals said our profession designation proudly compared with laboratory professionals they feel guilty to say, I am Lab technician. If they said as I am Lab technician in outside other views of Lab technician in are mind as an irrespective profession. But compared with other professions like Nurse and pharmacist they are proudly said their profession and also have good views in society. Even people in this profession to have high qualification (but it is did not get an any consideration for Diploma holders) like under and post-graduation professionals with a good experience and position enhancement but all this cannot be considered for designation name changing. **Lab technician the name and professionals are getting aloof in society.** It cannot be change by anyone. If it is possible to consider the qualification as a one of the factors for changing the designation name it is helpful for Lab professional's growth and motivation.

Initiation of individual professional register number is reputation for field of profession

Even we will be getting small products with have a specific serial number or code with manufacturing date and expiration date with proper description but patient handling Lab professional's people did not have any specification but compared with a nurse and pharmacist have a register number for their profession. Likewise if it's possible to initiation of register number for Lab professionals, when they as become a professional will be got profession registration number, but the transition from student to Lab professionals started when you became a pre-registration trainee. In reality, the preregistration year should have fully prepared for design future role with everyday bringing you initiate to being Lab professionals with confident. It is might be helpful to starts an own diagnostic Lab. Proper renewal of this registration will be regulated professionals field expectations.

III. CONCLUSION

It's a drop of the fate of lab professional's so-called lab technicians. There is an ocean behind the screen and great darkness behind the private and the fake institutes which has to be abolished. Still, all the lab professionals are expecting the messiah to bring them to light from darkness. Until now no one raised or took steps to evaluate and feel the lost value of the human life of lab professionals which can be easily rewritten. Eliminating fake cum unrecognized boards of MLT, initiation of council and registration are the life time will of every lab professional's hope it will be done in the near future which definitely change the fate of our next generation lab professionals.

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