

**CAROLINAS COLLEGE OF HEALTH SCIENCES
POLICY AND PROCEDURE**

ACADEMIC

SUBJECT: EMPLOYMENT/NON-EMPLOYMENT OF STUDENTS DURING CLINICAL EXPERIENCES

REVIEWER(S): Provost *
Program Chair, Clinical Laboratory Sciences
Program Chair, Radiologic Technology

POLICY

Assigned clinical and precepted hours are considered student hours and the student will not be considered an employee of the facility during those hours.

PROCEDURE

- A. During school hours, the student in a clinical setting is under the supervision of faculty or preceptors and is not considered an employee of the clinical facility and must not be substituted for regular staff. After demonstrating competency in various skills, the student may become employed in a clinical facility at some level.
- B. Employment in a clinical setting outside school hours is noncompulsory and may not conflict with school hours; credit toward graduation will not be granted. Neither the college nor the program assumes responsibility for related work performed by students.
 - 1. The employment agreement is strictly between the student and the clinical affiliate or other healthcare facility.
 - 2. The student's professional liability and Workers' Compensation insurance are not in effect while the student is functioning as an employee of a non-Atrium Health clinical affiliate.
 - 3. The program accepts no responsibility for student preparedness for employment.
 - 4. Employment of a student is solely at the discretion of the clinical affiliate or other healthcare facility.
 - 5. Students are prohibited from functioning as an employee of the clinical affiliate or other healthcare facility during class/lab or clinical practicum hours.
 - 6. The student's hours of employment will not count toward fulfillment of the program's clinical objectives, clinical practicum hours or make-up time.
 - 7. Students must not wear their college-provided radiation monitoring device while functioning as an Atrium Health or non-Atrium Health facility, if applicable.
 - 8. Students must not wear the college issued student ID while functioning as an employee of an Atrium Health or non-Atrium Health facility.
 - 9. The employment must not affect the student's attendance or punctuality in class/lab or clinical practicum.
 - 10. The employment must not interfere with the student's ability to be physically, emotionally, and mentally prepared for class/lab and clinical practicum.
 - 11. A student who is terminated from an Atrium Health position at the time of enrollment may not be eligible for clinical access. Losing access to a clinical facility may jeopardize their ability to remain in the program and may be dismissed from the college.
- C. At the discretion of the clinical preceptor, students who demonstrate proficiency may be permitted to perform procedures under qualified supervision.
- D. The Employment/Non-Employment of Students During Clinical Experiences policy and procedure will be reviewed bi-annually.

REFERENCES

Related 2021 JRCERT Standard:

Standard 4 Curriculum and Academic Practices

- 4.4 The program provides timely, equitable, and educationally valid clinical experiences for all students.

Related NAACLS Standard:

Standard V Operational Policies – Fair Practices

- E. Service work by students in clinical settings outside of academic hours must be noncompulsory.
- F. Students may not be substituted for regular staff during their student experiences.