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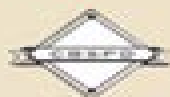
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Learning Objectives

1. To define competency
2. To identify levels of competency
3. To describe development of a competency assessment list

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Competencies in Sterile Processing

by Nancy Chobin, RN, AAS, ACSP, CAPDM

Verifying competencies in Sterile Processing is an important task for the Manager/Supervisor. Why is there so much attention given to competency?

- It is a requirement of The Joint Commission;
- The continued occurrence of medical errors; many of which are attributed to improper or inadequate training;
- It is our job in healthcare to protect the public; competency verification is one way to do this;
- The continued sophistication of devices and equipment being used in healthcare challenge effective reprocessing. The benefits to competency testing include:
- Provides for the establishment of levels of competency for safe and effective practice;
- Encourages improved performance in the job for each employee;
- Provides opportunities for career growth for employees within the healthcare facility.

These are some definitions that are used with competency verification.

Competence - is a standardized requirement for an individual to properly perform a specific job. It encompasses a combination of knowledge, skills and behavior utilized to improve performance. More generally, competence is the state or quality of being adequately or well qualified, having the ability to perform a specific role. (Wikipedia 2008).

Competency - is an individual's actual performance in a particular situation.

Experience - is skills or knowledge gained through practice.

Cognitive skills - are a person's ability to learn, plan and act based upon knowledge or perceptions. They are also known as critical thinking skills.

An individual may have the skills necessary to start a sterilizer but does the employee have the experience to know what to do when the steam safety valve blows? It is the experience that enhances the cognitive skills to make the individual competent. There is an assumption that the only way we know how someone thinks is by observing their behavior. Therefore,

you should ask your staff members to explain why they are doing things to clarify intent.

There are five (5) levels of competency for sterile processing:

- **Novice** - This would be a new employee without any sterile processing experience. The novices require close supervision, assistance and education. They need rules (policies and procedures) to guide their actions. It is a good idea to provide a copy of each policy and procedure as it is described to help guide their actions.
- **Advanced beginner** - The advanced beginner is independent in some but not all aspects of practice. They may need help with establishing priorities; however they still need frequent monitoring and continuing education (CE) to develop.
- **Competent** - A competent employee has the ability to apply experience and judgment to new situations; they are able to set priorities, manage most complex situations; and make good logical decisions. Competent employees still require CE to remain current.
- **Proficient** - The proficient employee's performance is skilled and efficient. Their decision making is less labored; they can mentor other employees and can manage all situations effectively. Proficient employees still require ongoing continuing education to remain current.
- **Expert** - The expert has an intuitive grasp of special techniques; they are masterful at problem solving; can anticipate problems, and can assist others to become mentors. The expert also requires ongoing CE needed to remain current.

How to assess competency

Competency assessments in sterile processing begin with the Job Description. All job descriptions should be competency-based and identify the knowledge, skills and behaviors necessary for competent performance.

When developing competencies they need to be written with a specific goal in mind. What are you trying to verify? If it

Self Study Series Competencies In Sterile Processing

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Sterile Processing for Pharmacy Technicians Karen Davis, AAHCA, BS, CPhT, 2013-09-27 Covering aseptic technique and how to prepare sterile products Sterile Processing for Pharmacy Technicians ensures safety accuracy and correctness of medications Reflecting American Society of Health System Pharmacists ASHP competencies this comprehensive book provides principles and guidelines laboratory exercises and hands on practice with actual institutional orders Written by expert pharmacy technician educator Karen Davis Sterile Processing for Pharmacy Technicians also provides checklists that map to ASHP competencies Complete coverage of USP 797 guidelines basic aseptic manipulations and working with IVs prepares you for institutional externships and for practice Unique ASHP competency checklists allow accurate documentation of competencies Lab activities allow you to perform basic hands on aseptic manipulations in the lab Tech Notes provide hints that you can use on the job Tech Alerts provide safety warnings and help you avoid common errors Guidelines and objectives are consistent with the ASHP Model Curriculum for Technician Training Student resources on an Evolve companion website help you review and apply what you have learned with quizzes syringe calculations and critical thinking exercises **National Library of Medicine Audiovisuals Catalog** National Library of Medicine (U.S.),

Training Manual for Health Care Central Service Technicians ASHCSP (American Society for Healthcare Central Services Professionals), 2006-02-17 The Training Manual is the premier reference and review publication for individuals preparing for examinations given by The Certification Board for Sterile Processing and Distribution It is a concise applicable tool that can be used for orientation training and instructional programs in health care facilities and in institutions for learning The Fifth Edition of the manual is the largest and most comprehensive to date *Activity Analysis, Creativity and Playfulness in Pediatric Occupational Therapy* Heather Miller Kuhaneck, Susan Spitzer, Elissa Miller, 2010-10-25 Activity Analysis Creativity and Playfulness in Pediatric Occupational Therapy Making Play Just Right is a unique resource on pediatric activity and therapy analysis for occupational therapists and students This text provides useful information on planning creative and playful activities within therapy sessions This resource contains case studies activity worksheets and a DVD **Schizophrenia Bulletin** , 1969 **Sacred Obligation** United States. Congress. House. Committee on Veterans' Affairs, 2011 **Concept-Based Clinical Nursing Skills - E-Book** Loren Nell Melton Stein, Connie J. Hollen, 2023-02-27 Selected for Doody's Core Titles 2024 in Fundamentals Concept Based Clinical Nursing Skills Fundamental to Advanced Competencies 2nd Edition covers more than 250 nursing skills in an innovative concept based format Unlike any other text Stein and Hollen incorporate an overarching framework of seven critical concepts accuracy person centered care infection control safety communication evaluation and health maintenance to drive home the importance of these key themes in performing nursing skills and developing nursing competencies Every chapter includes a detailed case study with a concept map to help you apply your knowledge to clinical situations involving nursing skills The nursing process is seamlessly

integrated within the skills and Next Generation NCLEX question types strengthen your critical thinking and clinical judgment skills This fully referenced text identifies and applies credible researched based knowledge that comprises the knowledge for nursing practice **Counselor Education Series** ,1949 **Berry & Kohn's Operating Room Technique - E-Book** Nancymarie Phillips,2012-02-29 NEW Over 50 new and revised illustrations reflect the latest perioperative procedures techniques and equipment Updated content ensures you have the latest information on key topics including Computerized documentation Never Events and reimbursement Credentialing and certification Bioterrorism and prion contamination Surgical hand hygiene gowning and gloving Wound healing and hemostasis Surgical instrumentation NEW References throughout the text highlight the importance of evidence based practice Expanded coverage in the Administration of Perioperative Patient Care Services chapter features managerial approaches to TeamSTEPPS and SCIP as well as magnet status Updated physical plant information offers the latest 2011 updates concerning air flow and room size according to AAMI standards **Research Grants Index** National Institutes of Health (U.S.). Division of Research Grants,1973 **Clinical Nursing Skills and Techniques - E-Book** Anne G. Perry,Patricia A. Potter,Wendy R. Ostendorf,Nancy Laplante,2024-01-16 Learn the clinical nursing skills you will use every day and prepare for success on the Next Generation NCLEX Examination Clinical Nursing Skills Techniques 11th Edition provides clear step by step guidelines to more than 200 basic intermediate and advanced skills With more than 1 200 full color illustrations a nursing process framework and a focus on evidence based practice this manual helps you learn to think critically ask the right questions at the right time and make timely decisions Written by a respected team of experts this trusted text is the bestselling nursing skills book on the market Comprehensive coverage includes more than 200 basic intermediate and advanced nursing skills and procedures Rationales for each step within skills explain the why as well as the how of each skill and include citations from the current literature Clinical Judgments alert you to key steps that affect patient outcomes and help you modify care as needed to meet individual patient needs UNIQUE Unexpected Outcomes and Related Interventions sections highlight what might go wrong and how to appropriately intervene Clinical Review Questions at the end of each chapter provides case based review questions that focus on issues such as managing conflict care prioritization patient safety and decision making More than 1 200 full color photos and drawings help you visualize concepts and procedures Nursing process format provides a consistent presentation that helps you apply the process while learning each skill NEW All new Clinical Judgment in Nursing Practice chapter incorporates concepts of the NCSBN clinical judgment model Updated evidence based literature is incorporated throughout the skills NEW End of chapter questions and end of unit unfolding case studies provide optimal preparation for the Next Generation NCLEX NGN Resources in Education ,1998 **Berry & Kohn's Operating Room Technique** Nancymarie Phillips,2016-03-04 For over 50 years Berry Kohn s Operating Room Technique 13th Edition has been the text of choice for understanding basic surgical principles and techniques Highly readable accurate and

comprehensive it clearly covers the nuts and bolts of surgical techniques in a step by step format that makes it easy to effectively apply basic principles to clinical practice Expert author Nancy Marie Phillips emphasizes the importance of teamwork throughout with practical strategies and examples of how cooperation among perioperative caregivers contributes to positive patient care outcomes With a strong focus on the physiologic, psychologic and spiritual considerations of perioperative patients this updated and expanded new edition gives students the knowledge they need to plan and implement comprehensive individualized care Detailed information on the fundamentals of perioperative nursing and surgical technology roles enhances your understanding of basic surgical principles and techniques Emphasis on teamwork among perioperative caregivers encourages cooperation in attaining positive patient care outcomes In depth discussions of patients with special needs related to age or health status help you learn how to develop a plan of care tailored to the unique care parameters of all patients Focus on the physiologic, psychologic and spiritual considerations of perioperative patients gives you the knowledge you need to plan and implement comprehensive individualized care Content on perioperative patient care for both inpatient and ambulatory procedures highlights key considerations for each setting as well as for individual surgical procedures Chapter outlines with page numbers, chapter objectives and key terms and definitions help you quickly find important information and focus your study time New illustrations reflect new and changing perioperative procedures and provide you with key safety information like how to maintain a sterile field, gown and glove Enhanced TEACH manual and extensive Evolve resources maximize classroom learning All Evolve materials are highlighted within the text Step by step coverage of the foundations of surgical techniques enables you to effectively apply basic principles to practice Additional and updated tables and boxes call attention to the most important concepts from the text References highlight the evidence based practice approach used throughout the text Enhanced A strong safety focus includes increased coverage of malignant hyperthermia, bullying and zero tolerance policies, airway fire, verbal orders, medications, patient identification, pharmacology for bariatric patients, calculating blood loss, National Patient Safety Goals and more NEW Pros and Cons boxes provide the positive and negative aspects of specific perioperative practices allowing nurses to better understand their choices in patient care Improved Emphasis on quality gives you the most current information on magnet status, performing an effective 5 minute assessment, the nurse practitioner as first assistant, accurately marking specimens, patient positioning, surgical conscience and working with outsiders inside the OR environment NEW Coverage of new equipment including sponge counting machines, Lapra TY silver infused dressings, neat suture books and more NEW Body Spectrum added to Evolve site to help you review anatomy and physiology

Third International Handbook of Lifelong Learning Karen Evans, Wing On Lee, Jörg Markowitsch, Miriam Zukas, 2023-03-21 The Third edition of this well received and widely used Handbook brings together an entirely new set of chapters to reflect progress and new themes in the ten years to 2022 Building on the established structure of the first two Handbooks the four sections focus in turn on philosophy, history and theory, development, fresh

perspectives on policy and policy development emerging programs and new approaches and re imagining lifelong learning for future challenges The Handbook stimulates readers with fresh and timely insights while exploring anew some enduring themes New topics and themes introduced in all sections address lifelong learning challenges associated with climate change the digital world the rise of populism migration and precarious living The Handbook features learning innovations and evolving pedagogies such as intergenerational learning art as pedagogy to promote public mindedness neuroscience enhancing learning effectiveness and lifelong learning for sustainability Policy responses to lifelong learning for work and well being are debated In state of the art contributions authors from around the globe focus readers attention on multifaceted processes issues and decisions that must be better understood and enacted if inclusive development and fair access to lifelong learning are to become realities for us all

Second Generation QSEN, An Issue of Nursing Clinics

Jane Barnsteiner, Joanne Disch, 2012-09-28 This issue of Nursing Clinics of North America Guest Edited by Joanne Disch PhD RN FAAN and Jane Barnsteiner PhD RN FAAN will focus on Second Generation Work with QSEN with article topics including Second Victim Interprofessional education for QSEN The Quality Burden New technologies for teaching quality and safety Creating Academic Clinical Partnerships Incorporating QSEN into Pre Licensure Programs Innovative Strategies for Embedding QSEN Gaining Senior Level Support for QSEN and Nursing Internships to Promote Quality and Safety

Studies. Series VI. Student Personnel Work American Council on Education, 1946 Handbook of Competence and Motivation, First Edition Andrew J. Elliot, Carol S. Dweck, 2013-10-15 This important handbook provides a comprehensive authoritative review of achievement motivation and establishes the concept of competence as an organizing framework for the field The editors synthesize diverse perspectives on why and how individuals are motivated in school work sports and other settings Written by leading investigators chapters reexamine central constructs in achievement motivation explore the impact of developmental contextual and sociocultural factors and analyze the role of self regulatory processes Focusing on the ways in which achievement is motivated by the desire to experience competence and avoid experiencing incompetence the volume integrates disparate theories and findings and sets forth a coherent agenda for future research *Second Annual Society Lecture Series on Frontiers of Science and Society, Volume 13, Issue 11/12* John B. Wachtman, 2009-09-28

This volume is part of the Ceramic Engineering and Science Proceeding CESP series This series contains a collection of papers dealing with issues in both traditional ceramics i e glass whitewares refractories and porcelain enamel and advanced ceramics Topics covered in the area of advanced ceramic include bioceramics nanomaterials composites solid oxide fuel cells mechanical properties and structural design advanced ceramic coatings ceramic armor porous ceramics and more

Veterans at Risk United States. Congress. House. Committee on Veterans' Affairs. Subcommittee on Economic Opportunity, 2011 **Surgical Technology - E-Book** Joanna Kotcher Fuller, 2020-12-18 Selected for Doody's Core Titles 2024 in General Surgery Prepare to deliver the best patient care before during and after surgery with this approachable

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