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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

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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

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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

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