



cap  
Advancing Excellence

# Is Your Lab's Competency Assessment a Competent Assessment?

Every  
number  
is a life.

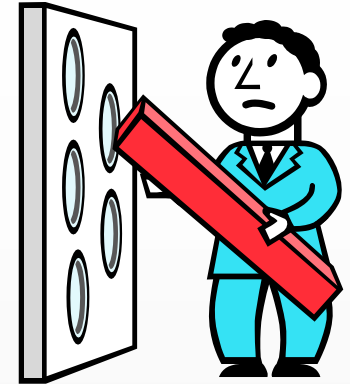
Presented by  
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College of American Pathologists

# Objectives...

- Define “Competency Assessment”
- Differentiate Competency assessment from “Training” and “Education”
- Understand CAP’s requirements
- Answer...
  - When must Competency be assessed?
  - What must be assessed?
  - Who must be assessed?
  - How must we assess competency?
  - Why must we assess competency?

# What is Competency Assessment?

- “Competency” =
  - Well qualified, capable, fit
  - Sufficient, adequate
- “Assessment” =
  - To estimate or determine the significance, importance or value of
  - Evaluate



## Differentiate ...

- Training = "To instruct so as to make proficient or qualified"



- Education = "To train or **develop** the knowledge, skill, mind, or character of"

# What Are the Requirements?

GEN.55500 = The competency of each person to perform his/her assigned duties is assessed.

**Evidence of Compliance:**

Records of competency assessment for new and existing employees reflecting the specific skills assessed, the method of evaluation

GEN.57000 = If an employee fails to demonstrate satisfactory performance on the competency assessment, the laboratory has a plan of corrective action to retrain and reassess the employee's competency.

**Evidence of Compliance:**

Records of corrective action to include evidence of retraining and reassessment of competency

GEN.58500 = There is documentation of retraining and reassessment for employees who initially fail to demonstrate satisfactory performance on competency assessment.

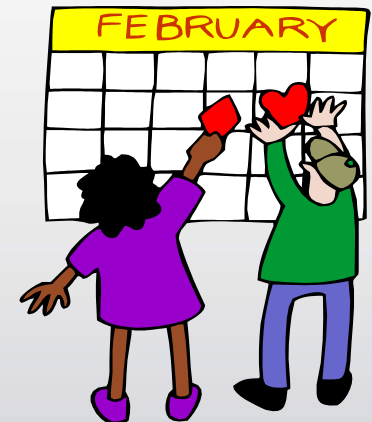
## Requirements - POC

POC.06900 = There is a documented program to ensure that each person performing POCT maintains satisfactory levels of competence.



# WHEN must competency be assessed?

- The competency of each person to perform the duties assigned must be assessed following training before the person performs patient testing. Thereafter, during the first year of an individual's duties, competency must be assessed at least semiannually.



Every number is a life.

## WHAT must be assessed?

- *Direct observations*
  - *Maintenance*
  - *Test performance*
- *Monitoring test results,*
- *Review of QC, PT and Maintenance*
- *Unknowns*
- *Troubleshooting*



## WHO must be assessed?

- All “testers” ...
  - Bench techs
  - POCT testers
  - Physicians (unless credentialed)
  - Working supervisors
- Who assesses the assessors?



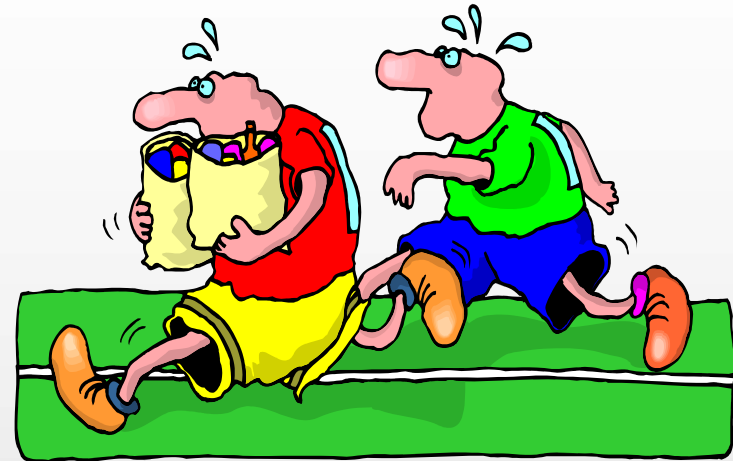
## HOW must we assess competency?

- I said **you** would be able to answer that question – not that I would give you the answer! ....
- Three kinds of programs:
  - Home grown
  - Commercially available
  - Hybrid



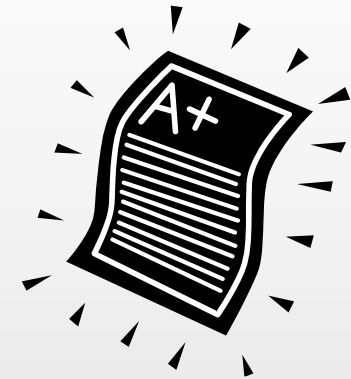
# Home Grown

- This is okay...if it's comprehensive and trackable.
  - Quizzes
  - Observation
  - Record review
  - Demonstration
  - Trouble-shooting



## Question for YOU...

What do you consider “passing” for competency assessment?





## RECAP...

- Did we master all of the objectives?



- Oh, right...WHY must we assess?

# WHY must we assess?

## BECAUSE....



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number  
is a life.

## Every number is a life.

Thank you for your hard work on  
behalf of those who do not know all  
that you do for them...your  
patients!



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## QUESTIONS?



Please feel free to type in your questions  
in "Chat"

You can also phone in and pose your  
questions...remember to use your code...





...To all the laboratorians who work tirelessly to provide the best testing possible daily. No one understands, except another laboratory professional, how much goes into ensuring those quality results. From those who do, on behalf of your patients...THANK YOU!