

December 2009

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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, ACSF, 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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**Peter J. Valletutti, Mary McKnight-
Taylor, Audrey Smith Hoffnung**

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Counselor Education Series, 1949 **Handbook of Competence and Motivation** Andrew J. Elliot, Carol S. Dweck, David S. Yeager, 2017-03-24 Now completely revised over 90% new this handbook established the concept of competence as an organizing framework for the field of achievement motivation With an increased focus on connecting theory to application the second edition incorporates diverse perspectives on why and how individuals are motivated to work toward competence in school work sports and other settings Leading authorities present cutting edge findings on the psychological sociocultural and biological processes that shape competence motivation across development analyzing the role of intelligence self regulated learning emotions creativity gender and racial stereotypes self perceptions achievement values parenting practices teacher behaviors workplace environments and many other factors As a special bonus purchasers of the second edition can download a supplemental e book featuring several notable highly cited chapters from the first edition New to This Edition Most chapters are new reflecting over a decade of theoretical and methodological developments Each chapter now has an applied as well as conceptual focus showcasing advances in intervention research Additional topics self regulation in early childhood self determination theory challenge and threat appraisals performance incentives achievement emotions job burnout gene environment interactions class based models of competence and the impact of social group membership Supplemental e book featuring selected chapters from the prior edition

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practices The chapters depict a wide ranging image of English language teaching and learning in the region encouraging in service teachers TESOL specialists and ELT scholars to critically reassess rethink and relearn teaching and learning as more than a political decision in an educational curriculum Ultimately promoting the practice as dynamic ever changing and culturally situated the book will be highly relevant to researchers academics scholars and faculty in the fields of teacher education educational research EFL and modern foreign languages *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 The Strategic Project Leader Jack Ferraro,2007-10-11 In addition to overseeing projects managers are expected to provide creative input and foster an environment that can respond rather than react to changing parameters and fluctuating objectives Facilitating the development of the skills required to do so The Strategic Project Leader Mastering Service Based Project Lea People Management ,1997 **Encyclopedia of Library and Information Science** Allen Kent,1986-02-28 The Encyclopedia of Library and Information Science provides an outstanding resource in 33 published volumes with 2 helpful indexes This thorough reference set written by 1300 eminent international experts offers librarians information computer scientists bibliographers documentalists systems analysts and students convenient access to the techniques and tools of both library and information science Impeccably researched cross referenced alphabetized by subject and generously illustrated the Encyclopedia of Library and Information Science integrates the essential theoretical and practical information accumulating in this rapidly growing field **U.S. Army Medical Department Journal** ,2010 Comprehensive Perioperative Nursing: Principles Barbara J. Gruendemann,Billie Fernsebner,1995 *STERILE PROCESSING* TERRI. GOODMAN,2015 Essential Competencies for Patient Care Mary Elizabeth Milliken, Gene Campbell,1985 **I Make a Difference** Larry Hudson,1993 A comprehensive text designed to provide health care students and professionals with an understanding of the

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Table of Contents Self Study Series Competencies In Sterile Processing

1. Understanding the eBook Self Study Series Competencies In Sterile Processing
 - The Rise of Digital Reading Self Study Series Competencies In Sterile Processing
 - Advantages of eBooks Over Traditional Books
2. Identifying Self Study Series Competencies In Sterile Processing
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Self Study Series Competencies In Sterile Processing
 - User-Friendly Interface
4. Exploring eBook Recommendations from Self Study Series Competencies In Sterile Processing

- Personalized Recommendations
- Self Study Series Competencies In Sterile Processing User Reviews and Ratings
- Self Study Series Competencies In Sterile Processing and Bestseller Lists
- 5. Accessing Self Study Series Competencies In Sterile Processing Free and Paid eBooks
 - Self Study Series Competencies In Sterile Processing Public Domain eBooks
 - Self Study Series Competencies In Sterile Processing eBook Subscription Services
 - Self Study Series Competencies In Sterile Processing Budget-Friendly Options
- 6. Navigating Self Study Series Competencies In Sterile Processing eBook Formats
 - ePub, PDF, MOBI, and More
 - Self Study Series Competencies In Sterile Processing Compatibility with Devices
 - Self Study Series Competencies In Sterile Processing Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Self Study Series Competencies In Sterile Processing
 - Highlighting and Note-Taking Self Study Series Competencies In Sterile Processing
 - Interactive Elements Self Study Series Competencies In Sterile Processing
- 8. Staying Engaged with Self Study Series Competencies In Sterile Processing
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Self Study Series Competencies In Sterile Processing
- 9. Balancing eBooks and Physical Books Self Study Series Competencies In Sterile Processing
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Self Study Series Competencies In Sterile Processing
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Self Study Series Competencies In Sterile Processing
 - Setting Reading Goals Self Study Series Competencies In Sterile Processing
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Self Study Series Competencies In Sterile Processing

- Fact-Checking eBook Content of Self Study Series Competencies In Sterile Processing
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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