**THE JOINT COMMISSION**

**HOSPITAL ACCREDITATION STANDARDS**

- **HR.01.06.01** “Staff are competent to perform their responsibilities”
  - EP1 – The hospital defines the competencies it requires of its staff who provide patient care, treatment or services
  - EP2 – The hospital uses assessment methods to determine the individual’s competence in the skills being assessed

**WHAT COMPETENCIES SHOULD I MEASURE?**

- Routine but multi-stepped tasks – i.e. the operation of a sterilizer
- New devices, equipment, procedures in the department
- High risk/low volume devices, equipment, or procedures
- Complex tasks – i.e. cleaning an endoscope or robotic instruments
- Issues identified during quality checks

**TWO LEVELS OF COMPETENCY ASSESSMENT**

- **Initial Competency Assessment**
  - Upon installation of new equipment, delivery of new device or change in process or procedure
  - Assessed by trainer from the providing company or department manager or educator
- **Annual Competency Assessment**
  - Assessed by manager, educator or other qualified staff member “Super-user”
  - Must be documented and retained in employee file

**AAMI STANDARDS AND RECOMMENDED PRACTICE**

- **AAMI ST79 (2012)**
  - 4.2.2 Sterile Processing Personnel
  - The responsibility for Sterile Processing should be assigned to qualified individuals who have demonstrated competence in all aspects of sterile processing...
- **AAMI ST58 (2013)**
  - The responsibility for performing chemical high-level disinfection and sterilization processes should be assigned to qualified individuals who have knowledge of all aspects of disinfection and sterilization procedures and safety precautions...

**YOU AREN’T ALONE...**

- Many companies have developed competency assessment tools for their equipment or devices – just ask!
- Share competencies with colleagues at an IAHCSMM local chapter meeting – everyone comes away with more than they had!
- Have “super-users” help develop competencies – no one knows the process better than those who do it everyday!

**HOW DO I DOCUMENT STAFF COMPETENCY?**

- Customize the method to the task and to your facility – for example:
  - Testing – develop a test (multiple choice or fill-in-the-blank will work) to determine staff knowledge of a complex concept such as sterilization load monitoring
  - Return Demonstration – use a checklist to ensure each step in followed while a technician cleans an endoscope
  - Observe – a technician to ensure he/she is following established procedure for assembling an instrument tray

**STERILE PROCESSING ANNUAL COMPETENCY ASSESSMENT**

- **Records Retention**
  - All performance tests are accurately documented and retained in employee file

- **Standards of Performance**
  - Steam sterilizers operated according to policy
  - Vaporized H2O2 sterilizers are operated according to policy
  - ETO sterilizer temperature are properly maintained and documented
  - Monitoring and evaluation of sterilization processes are properly maintained

- **Comments**

- **TAKING THE GUESS-WORK OUT OF STAFF COMPETENCIES ENSURES A SAFER ENVIRONMENT FOR OUR PATIENTS**