

Standard Statement: The Health Care Practitioner will be competent in the Procedure of Phlebotomy.

A health care Worker who has undertaken a programme of education and training and has been assessed as competent in practice by a suitable qualified practitioner may undertake this procedure unsupervised.

The probationer is expected to be observed collecting blood samples under supervision before being passed as competent. The Trusts recommendation is that this can be achieved in a three month period following classroom based training and supervised practice.

Some practitioners may require a much lengthier period of supervised practice. This will be reviewed and discussed with the individual as part of their ongoing development plan.

The principle reason for phlebotomy is to draw blood for medical examination. This relates to the use of the closed Vacurette blood collection system and a winged infusion device and/or a syringe with an adaptor for children.

CRITERIA FOR ASSESSMENT

Grade	Criteria
Independent	Indicates safe, accurate proficient and consistent practice. Skills are underpinned with a sound knowledge base and the practitioner functions without cuing or assistance from the assessor. The practitioner is able to demonstrate clear links between theory and practice.
Supervised	Indicates safe, accurate and effective practice but may still need occasional cues and support from the assessor
Dependent	Indicates a standard of practice which requires constant and frequent cues and support from the assessor

The health care worker undertaking phlebotomy is expected to reach the level of **Independent Practitioner** to be passed as competent.

All Staff

- To undertake theoretical and practical training
- Be signed off as PGD Competent
- To inform their mentor of any identified training needs in relation to venepuncture
- To recognise the limits of their competence and seek the help of a more experienced practitioner should their experience difficulty performing the procedure.
- Should a practitioner be unsuccessful at obtaining the request sample(s) they are responsible for ensuring that this is communicated to the person who has requested the investigation so they can record this in the patients' health care record?
- To work in accordance with the guidelines and set standards.

Roles

Two staff should be allocated to the phlebotomy room. One health care worker to hold the Child and one to undertake the procedure. The play specialist should also be available.

General Measures

Gloves should be worn when performing venepuncture. The selection of tubes and order of draw must be followed as directed by the relevant laboratory. All collection equipment is for single use. No more than **two attempts** should be made to obtain a blood sample after which a more Senior experienced colleague can have **one attempt** before seeking medical assistant (Refer to escalation policy CPC Cannulation Guidelines).