

The background features a dark blue vertical bar on the left, a large white curved shape in the center, and an orange horizontal bar at the bottom. The text is positioned in the white area.

A Career Framework for POCT staff: a Welsh perspective

Lee Peters – Hywel Dda university health board



Background

Background

The outcome didn't match the original aim of the T&F group.

T&F formed to create POCT education for nursing students (still to do!).

- POCT staff development was included though!

COVID got in the way

Task and Finish group

Expert panel methodology

Made up of:

- POCT co-ordinators/managers
- Service managers
- Training/education colleagues

Process

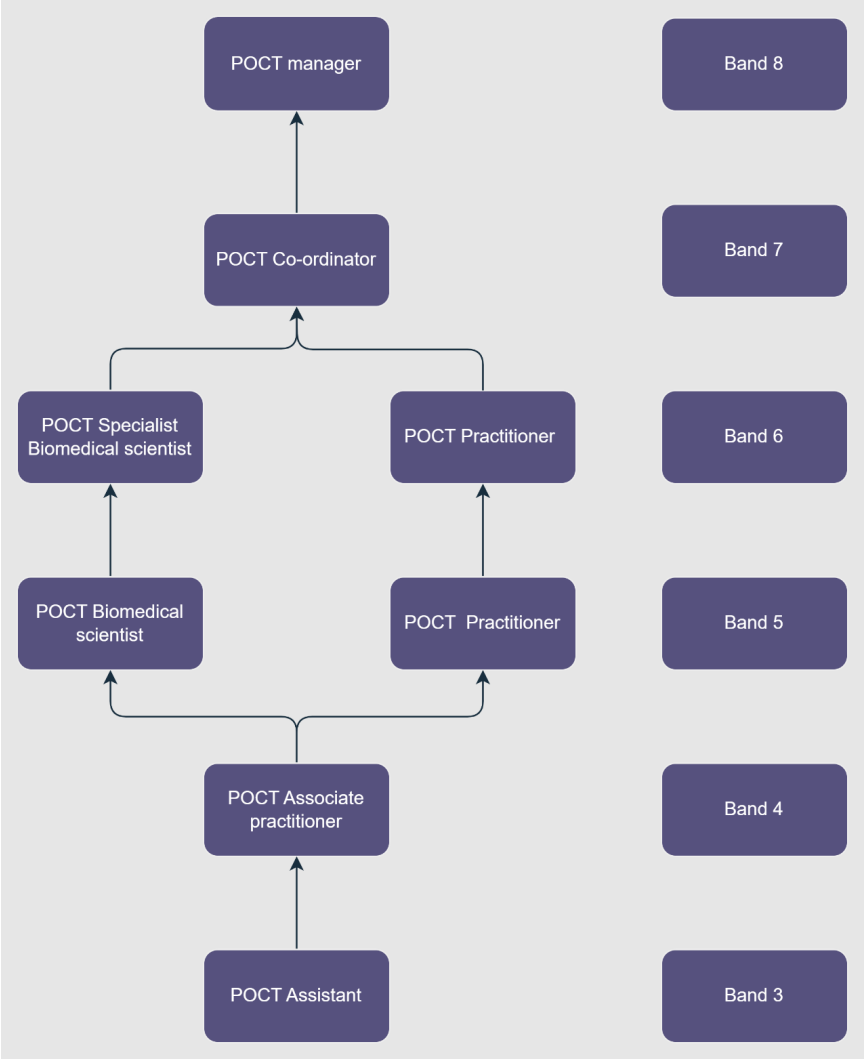
Expert panel reviewed:

- Current staffing
- Job roles
- Training and education

- Mapped role to qualifications

- Draft report send to T&F group for comments

- Sent to PWEG for wider comment



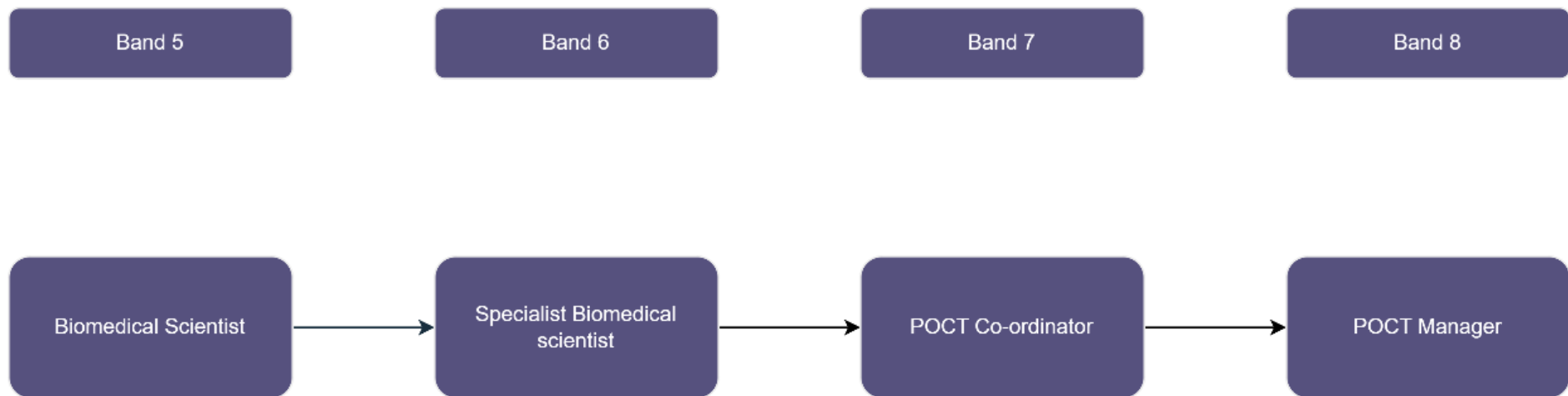
Band 3

Band 4

POCT Assistant

POCT Associate practitioner

- A-Level
- Pearson BTEC Level 4 Diploma in Healthcare Science
- IBMS Certificate of Achievement part 2



- **Agree national job descriptions with standardised nomenclature.**
- **Liaise with professional bodies and academic partners to develop suitable POCT support staff qualification to meet service requirements.**
- **Develop bridging pathway between bands 4 and 5 when HCPC/NMC registration is not required.**
- **Support development of a POCT specific IBMS specialist portfolio to help develop POCT BMS staff.**
- **Raise awareness of Certificate of expert practice in POCT with pathology management teams to include in POCT staff development reviews.**
- **Liaise with HEIW to include appropriate courses in its commissioning.**
- **Task and finish group to be set up to review and discuss education gap with HEIW for band 5 to 6 progression.**
- **Support and develop an all-Wales CPD program for POCT staff.**

Recommendations

Recommendation 2

Liaise with professional bodies and academic partners to develop suitable POCT support staff qualification to meet service requirements.

Support work qualification

- Pearson level 4 support worker already in place in Wales
- Range of mandatory modules
- Optional modules
 - 30 credit discipline specific modules
 - 5-credit optional model POCT

Support work qualification

Unit 16:

Point-of-care Testing

Level:

4

Unit type:

Optional (General Healthcare Science)

Credit value:

5

Guided learning hours: 40

Learning outcomes and assessment criteria

To pass this unit, learners need to demonstrate that they can meet all the learning outcomes for the unit. The assessment criteria outline the requirements that the learner is expected to meet to achieve the learning outcomes and the unit.

Learning outcomes		Assessment criteria		Evidence type	Portfolio reference	Date
1	Understand the advantages and disadvantages of point-of-care testing	1.1	Describe different examples of diagnostic investigations that might be used at the point of care			
		1.2	Explain the use of innovative technology for point-of-care testing and the potential benefits this brings			
		1.3	Explain the advantages and disadvantages of point-of-care testing			
		1.4	Explain how quality standards can be maintained for point-of-care testing			
		1.5	Explain the procedure for reporting and responding to problems identified with point-of-care equipment			

Support work qualification

Unit number	Mandatory units	Level	Credit	Guided learning hours
23	Laboratory Practice in the HFEA-licensed Reproductive Science Laboratory	4	3	25
24	Principles and Organisation of Services in the HFEA-licensed Fertility Clinic	4	3	25
25	Reproductive Sciences: Human Body Systems – Biological Basis of Reproductive Systems	4	4	30
26	Prepare Culture Systems for Gametes and Embryos in the HFEA-licensed Reproductive Science Laboratory	4	5	40
27	Prepare Documents for the Transport of Gametes and Embryos to and from Other Fertility Clinics	4	5	40
28	Semen Assessment	4	5	40
29	Clinical Biochemistry in Practice <i>Learners taking this unit must also take Unit 19: General Laboratory Practice</i>	4	30	240
30	Haematology in Practice <i>Learners taking this unit must also take Unit 19: General Laboratory Practice</i>	4	30	240
31	Clinical Immunology in Practice <i>Learners taking this unit must also take Unit 19: General Laboratory Practice</i>	4	30	240

Support work qualification

- T&F group reviewed POCT module
- Compared against disciplined specific modules
- Draft 30 credit module created and submitted to HEIW
- Hopefully launched early 2025

- **Agree national job descriptions with standardised nomenclature.**

- **Liaise with professional bodies and academic partners to develop suitable POCT support staff qualification to meet service requirements.**

- **Develop bridging pathway between bands 4 and 5 when HCPC/NMC registration is not required.**

- **Support development of a POCT specific IBMS specialist portfolio to help develop POCT BMS staff.**

- **Raise awareness of Certificate of expert practice in POCT with pathology management teams to include in POCT staff development reviews.**

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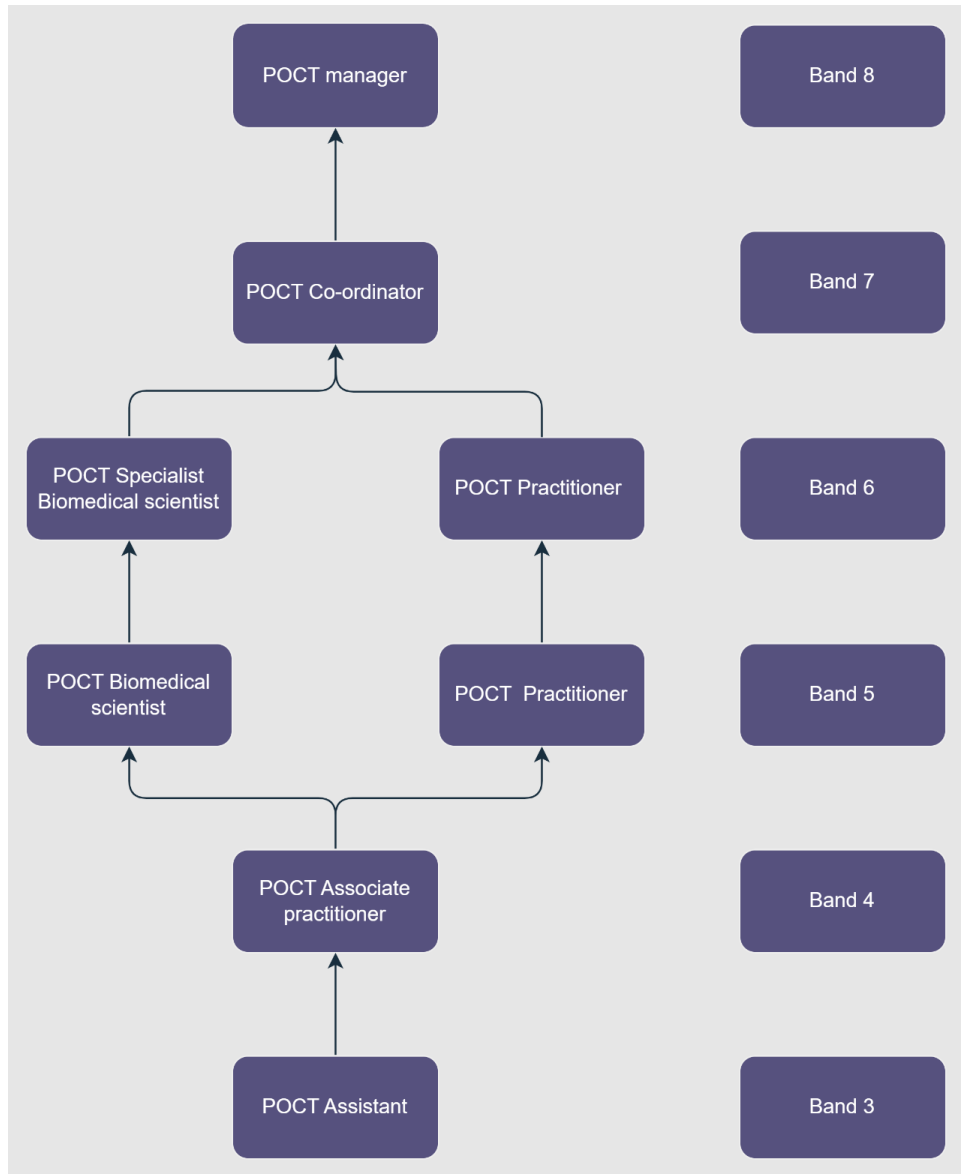
- **Task and finish group to be set up to review and discuss education gap with HEIW for band 5 to 6 progression.**

- **Support and develop an all-Wales CPD program for POCT staff.**

Recommendations

Recommendation 1

- Agree national job descriptions with standardised nomenclature.



Job description review

Job description review

- Job titles used in Wales:
 - Associate practitioner, Biomedical support worker, POCT testing assistant and POCT information technician.
 - Specialist biomedical scientist, POCT Biomedical scientist and POCT practitioner.
 - POCT Co-Ordinator, Medical Device and Point of Care Testing Manager, POCT Manager and POCT Lead
- Not just biomedical scientists in band 5/6 roles
- Some similarities but also a lot of historic job descriptions

Job description review

- Started with band 7 POCT Co-Ordinator role.
- Using one HBs JD as a base
- Will review all job roles

- Mirrors new all Wales project for standardised JD in pathology

- **Agree national job descriptions with standardised nomenclature.**

- **Liaise with professional bodies and academic partners to develop suitable POCT support staff qualification to meet service requirements.**

- **Develop bridging pathway between bands 4 and 5 when HCPC/NMC registration is not required.**

- **Support development of a POCT specific IBMS specialist portfolio to help develop POCT BMS staff.**

- **Raise awareness of Certificate of expert practice in POCT with pathology management teams to include in POCT staff development reviews.**

- **Liaise with HEIW to include appropriate courses in its commissioning.**

- **Task and finish group to be set up to review and discuss education gap with HEIW for band 5 to 6 progression.**

- **Support and develop an all-Wales CPD program for POCT staff.**

Recommendations

Recommendation 4

- Support development of a POCT specific IBMS specialist portfolio to help develop POCT BMS staff.

POCT specialist

- Being created by IBMS POCT SAP
- Wales supporting creation (me)
- Nationally hoping to put some of the first candidates through

Task and finish group to be set up to review and discuss education gap with HEIW for band 5 to 6 progression.

- Specialist will cover BMS staff
- What about other staffing groups?
- Have discussed with IBMS

What's next

3. Develop bridging pathway between bands 4 and 5 when HCPC/NMC registration is not required.

- Gap identified in SAP as well as T&F group
- Thoughts?

What's next

8. Support and develop an all-Wales CPD program for POCT staff.

CPD programme

- Aligned to job roles
- Some already in place as part of All Wales meetings

Thanks for listening.

Questions?

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