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Criteria for National Registration Requirements – Anesthesia Technologist

Criteria	Anesthesia Technologist
Definition	<p>The Anesthesia Technologist is an individual who holds a current valid license issued under a national authority or board that authorizes them to practice their profession and use the title Anesthesia Technologist.</p> <p>Anesthesia Technology is an allied health profession specifically focused on clinical procedures which assist the anesthesia provider in the safe and efficient care of patients.</p>
Practice Settings	<p>Anesthesia Technologists may provide services in a variety of settings including but not limited to;</p> <ul style="list-style-type: none"> • Operating rooms (OR) • Catheterization Laboratory • Emergency room (ER) • Obstetric suites (OB) • Endoscopy areas • Interventional and Diagnostic Radiology (DI) • Dental suites Magnetic resonance imaging (MRI) • Post Anesthesia Care Unit (PACU) • Ambulatory surgery suites • Intensive Care Unit (ICU)
Education	<ul style="list-style-type: none"> • Bachelor's degree in Anesthesia Technology • B. SC in Nursing plus one-year Anesthesia Diploma from recognized Anesthesia education institute / University <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> • Associate's degree or 2 years Diploma in Anesthesia technology
Scope of Practice	<p>The Anesthesia Technologist is an important member of the operating theatre team. The Anesthesia Technologist will carry out the following tasks:</p> <ul style="list-style-type: none"> • Consults Operating Room schedule to determine supply and equipment needs for procedures • Sets up, tests, calibrates and operates complex physiologic monitors such as anesthesia workstations, intubation/airway devices, fiber optic endoscopes, physiologic monitors and infusion devices • Troubleshoots anesthesia equipment malfunctions, routing non-functional equipment to the proper department for repair • Supports anesthesia providers using aseptic or sterile technique with non-invasive and invasive patient procedures including peripheral and/or central intravenous and/or arterial line placement; airway management techniques including mask, endotracheal and/or emergency methods and regional anesthesia techniques • Inserts peripheral intravenous catheters after validating competency • Leads in the preparation of the patient for surgery and performs pre-operative assessments as requested by the anesthesiologist • Ensures anesthesia providers have physiologic monitoring of patients notifying the anesthesia provider(s) of abnormal changes in vital signs and/or physical appearance of the patient • Supports intra-hospital patient transport, insuring integrity of all monitoring and/or circulatory support devices



	<ul style="list-style-type: none"> Participates in the operating room infection control programs by performing duties such as maintaining cleanliness in anesthetic equipment in accordance with quality assurance programs Ensures strict adherence to established procedures to minimize operating room pollution Maintains appropriate supplies and equipment in supply carts, report needs/usage to supervisor as required Obtains supplies and equipment as requested by anesthesia providers. Assists with patient laboratory tests and results including, but not limited to, ABG's, ACTs and other point of care tests Obtains blood products and pharmaceuticals assisting with preparation and delivery. Maintains immediate availability to assist in routine and emergency procedures Participates in patient education programs Develops and sustains (maintains) own knowledge, clinical skills (mandatory training) and professional (portfolio or profile) awareness and maintains a professional profile. Provides documented evidence of performance and maintenance of skills consistent with position
Licensure	The Anesthesia Technologist must apply for certification through Department of Healthcare Professions (DHP) and must be eligible to be licensed in State of Qatar.
Experience	<ul style="list-style-type: none"> Overseas candidates: <ul style="list-style-type: none"> Candidates with bachelor's degree in Anesthesia, 2 years' experience Candidates with a Bachelor SC Nursing plus one-year diploma in Anesthesia, 3 years post-graduation experience as an anesthesia technologist Candidates with 3 years Diploma in Anesthesia, 2 years post-graduation experience as Anesthesia Technologist Candidates with 2 years diploma in Anesthesia Technology a minimum of 4 years' experience post qualification as an anesthesia technologist <p>For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020</p>
Competency validation	<ul style="list-style-type: none"> Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa//en/Documents/Qualifying%20Examination%20Policy.pdf <p>Verification of the educational qualifications and relevant graduate clinical experience.</p>
Other Requirements for Evaluation & Registration	(Refer to the DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	(Refer to the DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
<p>Note: Applicant with break from practice please see the DHP “Break from Practice Policy” at the following link: https://dhp.moph.gov.qa//en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	

Anesthesia Technologist - Scope of Practice

INTRODUCTION

The Anesthesia Technologist scope of practice is based on a competency framework that comprises professional ethics, clinical practice, leadership and management, learning and management and research domains intrinsic to the role of the Anesthesia Technologist. The scope also describes the professional roles and activities and practice settings for the Anesthesia Technologist profession. This document sets out the standards of proficiency required for safe and effective practice in the Anesthesia Technologist profession. They are the threshold standards necessary to protect members of the public. Once on the Qatar Council for Health Professionals Register the licensed professional must continue to meet the standards of proficiency which relate to the areas in, he/she works. Periodic updating of the scope of practice statement and standards of proficiency will be necessary as technology and perspective change.

STATEMENT OF PURPOSE:

The purpose of this document is to define the Anesthesia Technologist's scope of practice in Qatar by:

- (a) Describing the services offered by qualified Anesthesia Technologists.
- (b) Defining the professional accountability, required competencies, and scope of ethical and legal practice of the Anesthesia Technologist in relation to patients, families and other members of the multidisciplinary team, community and society.
- (c) Serving as a reference for license regulating authorities and professionals governing healthcare.

DEFINITION OF ANESTHESIA TECHNOLOGIST:

The Anesthesia Technologist is an individual who holds a current valid license issued under a national authority or board that authorizes them to practice their profession and use the title Anesthesia Technologist.

Anesthesia Technology is an allied health profession specifically focused on clinical procedures which assist the anesthesia provider in the safe and efficient care of patients.¹

PROFESSIONAL ROLES AND ACTIVITIES:

The following information defines the scope of practice for the Anesthesia Technologist and is validated through the national certification examination¹.

Airway Management and Ventilation

Anesthesia Technologists are required to demonstrate knowledge, comprehension and support of the application of anesthetic principles and guidelines in relation to both basic and advanced airway management techniques during patient care.

Fluids, Whole Blood and Blood Component Management

Anesthesia Technologists are required to:

- Demonstrate knowledge, comprehension and practical assistance with relation to fluid, whole blood, salvaged blood and blood component management during patient care.
- Demonstrate knowledge and understanding of ABO, Rh typing.
- Demonstrate knowledge and complies with the proper procedure for checking blood and blood products.



Pharmacology

Anesthesia Technologists are required to demonstrate:

- Knowledge of pharmaceuticals and their practical use by the anesthesia provider during patient care include all currently used agents.
- Knowledge and basic comprehension of medications in sequence and doses as mandated by the National guidelines.
- Ability to identify potential drug interactions and has knowledge of alternative medications.
- Ability to identify adverse drug reactions.

Pathophysiology and Anesthesia Management

Anesthesia Technologists are able to demonstrate:

- Knowledge, comprehension and ability to practically apply the following factors in relation to pathophysiology and anesthesia management during patient care.
- Collaborates in the development and implementation of an anesthesia care plan for patients with various/concomitant disease states.
- Uses pathophysiological knowledge, comprehension and its application to all age groups.

Utilization of Biotechnology and Monitoring Equipment

Anesthesia Technologists are knowledgeable and can practically apply both invasive and noninvasive monitoring.

Critical Events Management in Anesthesia

Anesthesia Technologists demonstrate knowledge, practical application and participation in critical event management during patient care in addition to the utilization of Basic Life Support, and crisis management knowledge, comprehension and application to all age groups.

It is furthermore recommended that the Anesthesia Technologist also assist in treating patients according to the standards and guidelines for Advanced Life Support.

Anesthesia Technologists may work in the following and other specialty areas:

All area where pre-assessment, Anesthesia and Sedation services delivered.

Strategies/activities of Anesthesia Technologist practice include but are not limited to:

The Anesthesia Technologist is an important member of the operating theatre team. The tasks of the Anesthesia Technologist include:

- Consults the operating room schedule to determine supply and equipment needs for procedures
- Sets up, tests, calibrates and operates complex physiologic monitors such as anesthesia workstations, intubation/airway devices, fiber optic endoscopes, physiologic monitors and infusion devices
- Troubleshoots anesthesia equipment malfunctions, routing non-functional equipment to the proper department for repair.
- Supports anesthesia providers using aseptic or sterile technique with non-invasive and invasive patient procedures including peripheral and/or central intravenous and/or arterial line placement; airway management techniques including mask, endotracheal and/or emergency methods and regional anesthesia techniques.
- Inserts peripheral intravenous catheters after validating competency.
- Leads in the preparation of the patient for surgery and performs pre-operative assessments as requested by the anesthesiologist.
- Ensures anesthesia providers have physiologic monitoring of patients notifying the anesthesia provider(s) of abnormal changes in vital signs and/or physical appearance of the patient



- Supports intra-hospital patient transport, insuring integrity of all monitoring and/or circulatory support devices.
- Participates in the operating room infection control programs by performing duties such as maintaining cleanliness of anesthetic equipment in accordance with quality assurance programs.
- Ensures strict adherence to established procedures to minimize operating room pollution.
- Maintains appropriate supplies and equipment in supply carts, report needs/usage to supervisor as required.
- Obtains supplies and equipment as requested by anesthesia providers.
- Assists with patient laboratory tests and results including, but not limited to, ABG's, ACTs and other point of care tests.
- Obtains blood products and pharmaceuticals assisting with preparation and delivery.
- Maintains immediate availability to assist in routine and emergency procedures.
- Participates in patient education programs.
- Develops and sustains (maintains) own knowledge, clinical skills (mandatory training) and professional awareness and maintains a professional profile. Provides documented evidence of performance and maintenance of skills consistent with position.

COMPETENCY FRAMEWORK

1 DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the Anesthesia Technologist in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, and decision-making and for the related outcomes.

Performance criteria:

- 1.1.1 Works within the limits of own competence and the boundaries of personal and professional Scope of Practice.
- 1.1.2 Identifies opportunities for advocacy, health promotion and disease prevention.
- 1.1.3 Provides care without discrimination on any basis, with respect for the rights and dignity of all individuals.
- 1.1.4 Encourages and promotes appropriate stewardship of resources.
- 1.1.5 Avoids any activity that creates a conflict of interest or violates any Qatari laws and regulations.
- 1.1.6 Promotes the growth of the profession and presents a positive image of Anesthesia Technologist to the community.

1.2 Competency Standard: Ethical Practice

Demonstrates integrity, accountability, honors the rights and dignity of all individuals, and pursues a quest for excellence in all professional activities that serve the best interests of the patient, society, and the profession.

Performance criteria:

- 1.2.1 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or clinical decision-making.
- 1.2.2 Acts as patient advocate protecting the **person's** rights in accordance with Qatari law and organization specific terms and conditions.
- 1.2.3 Maintains patient confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.4 Respects the **patient's** (including children and young people and their **parents'**) right to be fully informed, establishing a context for self-determination, assent (children) and informed consent.
- 1.2.5 Acts sensitively and fairly giving due consideration to diversity, including cultural and religious beliefs, race, age,



gender, physical and mental state, and other relevant factors.

- 1.2.6 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality of care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient safety.
- 1.2.7 Demonstrates professional integrity and ethical conduct in matters where a conflict of interest could be construed, i.e. when advising on the use of drugs, products, devices or services (as per organizational approved policy).

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to Anesthesia Technologist practice in Qatar.

Performance criteria:

- 2.3.1 Practices in accordance with agreed policies and procedures that guide Anesthesia Technologist practice.
- 2.3.2 Practices in accordance with relevant State of Qatar laws and regulations that impact Anesthesia Technologist practice.
- 2.3.3 Maintains valid registration and licensure to practice in Qatar.
- 2.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role.
- 2.3.5 Maintains a professional portfolio including evidence of continued competence and improvement.

2 DOMAIN TWO: CLINICAL PRACTICE

As a healthcare profession, Anesthesia Technologist is practiced in partnership with members of the Inter professional team. Anesthesia Technologists are specifically focused on fundamental and advances clinical procedures which assist the Anesthesia provider in safe and efficient care of patients.

2.1 Competency Standard: Provision of Care

Anesthesia Technologist serve a diverse population and may function in one or more of a variety of activities. The practice of Anesthesia Technologist care includes but is not limited to assessment, program planning and intervention to allow service users to participate in everyday life activities and life roles.

Performance criteria:

- 2.1.1 Maintains the provision of Anesthesia Technologist care services that are safe, aseptic, preventative and restorative to the patient.
- 2.1.2 Keeps accurate, contemporaneous, comprehensive and legible records of patient care in accordance with applicable legislation, protocols and guidelines. This includes Qatar Supreme Council for Health requirements and local guidance at a facility level.
- 2.1.3 Provides Anesthesia Technologist services as identified above in section: Strategies/Activities of Anesthesia Technologist
- 2.1.4 Develops and sustains (maintains) own knowledge, clinical skills (mandatory training) and professional(portfolio or profile) awareness and maintains a professional profile. Provides documented evidence of performance and maintenance of skills consistent with position.

2.2 Competency Standard: Patient Centered Care

The Anesthesia Technologist ensures that the service user is at the center of all decisions about care wherever possible.



Performance criteria:

- 2.2.1 Collaborates with the Medical Anesthetist to deliver the appropriate anesthetic plan for each patient.
- 2.2.2 Confirms patient identity, allergy status and procedure
- 2.2.3 Ensures informed consent has been obtained prior to any medical or surgical treatment, investigative or interventional procedure, as appropriate
- 2.2.4 Assists with patient positioning, ensuring their privacy and dignity is maintained throughout the procedure
- 2.2.5 Checks patient for signs of emotional stress and reassures and comforts patient in a timely and effective manner
- 2.2.6 Acts as an advocate for the patient
- 2.2.7 Checks that documentation is correct and readily available
- 2.2.8 Provides support for the safe transportation of the patient
- 2.2.9 Synthesizes information from the service users' occupational narrative/profile in order to plan for future interventions and services.
- 2.2.10 Understands the need to provide service users and/or people authorized to act on their behalf with the information necessary to enable them to make informed decisions.
- 2.2.11 Provides appropriate education and training for service users, families and caregivers.

2.3 Competency Standard: Evidence-Based Practice

Integrates best available evidence, clinical audit and research into practice to ensure quality of provision.

Performance Criteria:

- 2.3.1 Utilizes current evidence-based research and best available evidence to guide Anesthesia Technologist practice.
- 2.3.2 Incorporates credible critically appraised evidence into Anesthesia Technologist practice and when initiating change in practice.
- 2.3.3 Participates in the formulation of evidence-based practice based on best available credible research and/or national and international professional consensus, guidance and audit.
- 2.3.4 Gathers and uses information, including qualitative and quantitative data in order to evaluate outcomes for service users engaged in Anesthesia Technologist care.
- 2.3.5 Is aware of the role of audit and review in quality improvement and quality assurance.
- 2.3.6 Evaluates the efficacy and effectiveness of both new and established interventions and technologies using recognized outcome measures.
- 2.3.7 Participates in generating new evidence to improve quality of care through research, clinical audit and quality improvement programs.

2.4 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed.

Performance Criteria:

- 2.4.1 Establishes relationships of trust, respect, honesty and empathy.
- 2.4.2 Gathers information about disease, but also about a patient's beliefs, concerns, expectations and illness experience.
- 2.4.3 Seeks out and synthesizes relevant information from other sources, such as patient's family, caregivers and other professionals.
- 2.4.4 Delivers information to patients and their families, colleagues, and other members of the healthcare team, in a way that is understandable, and that encourages discussion and participation in decision-making.
- 2.4.5 Demonstrates cultural competence across all patient groups.
- 2.4.6 Consistently and clearly communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.



- 2.4.7 Understands how communication affects engagement of service users.
- 2.4.8 Able to modify means of communication to take into account important variables such as age, capacity, learning and physical ability.
- 2.4.9 Shows awareness of verbal and non-verbal communication and how this can be affected by factors such as age, culture, ethnicity, gender, socio-economic status and spiritual or religious beliefs.
- 2.4.10 Participates in building consensus and or resolving conflict in the context of patient care and the multi-professional team.
- 2.4.11 Engages proactively in teamwork and the team-building processes.
- 2.4.12 Works effectively with other professionals to prevent, negotiate and resolve inter-professional conflict.

3 DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities required for the provision of safe, effective Anesthesia Technologist care. This domain includes concordance with the Code of Ethics and Professional Conduct and the healthcare organization's Code of Behavior as the operating frameworks.

3.1 Competency Standard: Leadership

Exhibits leadership qualities and manages Anesthesia Technologist care safely, efficiently and ethically.

Performance Criteria:

- 3.1.1 Applies clinical reasoning, critical thinking and problem-solving skills in the provision, management and evaluation of care.
- 3.1.2 Manages self and, where appropriate, assists others, to ensure effective workload prioritization and time management.
- 3.1.3 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own practice, the team and/or on the organization.
- 3.1.4 Advocates for and contributes to the creation and maintenance of a positive working environment and team working.
- 3.1.5 Participates in the mentorship and coaching of others maximizing the effectiveness of Anesthesia Technologist interventions, the provision of quality health care and the profession.
- 3.1.6 Acts as a role model for colleagues, students and other members of the healthcare care team by treating all with respect, trust and dignity.
- 3.1.7 Fosters the advancement of Anesthesia Technologist autonomy and accountability.
- 3.1.8 Promotes and maintains a positive image of Anesthesia Technologist.
- 3.1.9 Assumes leadership responsibilities, as appropriate, in the delivery of Anesthesia Technologist care.

3.2 Competency Standard: Quality Improvement and Safety

Ensures Anesthesia Technologist practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

Performance criteria:

- 3.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence based best practice.



- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of occupational care.
- 3.2.3 Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed participating in triage and coordination of care for patients.
- 3.2.4 Implements quality assurance and risk management strategies.
- 3.2.5 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislation and workplace health and safety principles.
- 3.2.6 Acknowledges limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.2.7 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports, and acts to access and/or provides support to ensure remediation of deficiencies.
- 3.2.8 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.9 Adheres to and implements infection control policies and procedures.
- 3.2.10 Communicates and records safety concerns to the relevant authority and documents response.

3.3 Competency Standard: Delegation and Supervision

Delegates and provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Delegates to others, activities commensurate with their abilities and scope of practice.
- 3.3.2 Uses a range of supportive strategies when supervising aspects of care delegated to others.
- 3.3.3 Maintains accountability and responsibility when delegating aspects of care to others.

4 DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

4.1 Competency Standard: Education and Facilitation

Demonstrates commitment to the development of other members in the healthcare team, as well as patients, families, community and society.

Performance criteria:

- 4.1.1 Shares and disseminates professional knowledge and research findings with others.
- 4.1.2 Acts as a resource person for others.
- 4.1.3 Contributes to the formal and informal education and professional development of students and colleagues facilitating and where appropriate coordinating learning opportunities.
- 4.1.4 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and updating to undertake the roles.
- 4.1.5 Takes opportunities to learn together with others in order to contribute to health care improvement.

4.2 Competency Standard: Lifelong learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.



- 4.2.2 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.3 Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.4 Maintains a record of learning and professional development activities and accreditation commensurate with the Ministry of Public Health continuing professional development standards
- 4.2.5 Understands the value of case discussion, clinical supervision and other methods of reflecting and reviewing practice.

4.3 Competency Standard: Promotion of health and patient education

Enable and provide information on maintaining and optimizing health and maximizing self-care to service users as appropriate.

Performance criteria:

- 5.2.1 Takes part in health promotion, patient education and illness prevention initiatives and contributes to their evaluation.
- 5.2.1 Applies knowledge of resources available for health promotion and health education.
- 5.2.1 Acts to empower the individual, family and community to adopt healthy lifestyles and concord with self-management of ill-health to promote wellbeing.
- 5.2.1 Provides relevant health information and patient education to individuals, families and communities to assist in achieving optimal health and rehabilitation.
- 5.2.1 **Demonstrates understanding of traditional healing practices within an individual's, family and/or community's health belief systems and incorporates appropriately and/or provides education if adversely affecting optimum health.**
- 5.2.1 Recognizes the potential for patient education and teaching for health and wellbeing in Anesthesia Technologist interventions.
- 5.2.1 Applies knowledge of a variety of teaching and learning strategies with individuals, families and communities to effect and evaluate learning and concordance with treatment and advice.

5 DOMAIN FIVE: RESEARCH AND IMPROVEMENT

This domain articulates the requirement that the Anesthesia Technologist should practice incorporating best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Using data and information systems

Uses data systems to enhance the quality and delivery of patient care.

Performance Criteria:

- 5.1.1 Demonstrates information technology skills needed to inform and provide optimum healthcare and accurately document outcomes of interventions.
- 5.1.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.1.3 Analyses data accurately and comprehensively leading to appropriate interpretation of findings and development of implementation plans.
- 5.1.4 Recognizes the need to manage records and all other information in accordance with applicable legislation, protocols and guidelines.

5.2 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 5.2.1 Participates in activities that disseminate research findings such as publications, journal clubs, grand rounds and presentations.
- 5.2.2 Promotes research, evaluation, service improvement initiatives and audit, designed to improve healthcare practice and disseminate findings to colleagues, patients, families, communities, and society.
- 5.2.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.

References

- American Society of Anesthesia Technologist and Technicians Scope of Practice November 2015
- Medical Science Council of New Zealand: Required Competencies Anesthesia Technologists 2011



Criteria for National Registration Requirements –Dialysis Technician

Criteria	Dialysis Technician
Definition	Dialysis Technician is a qualified, skilled allied health professional, who work with the Nephrology Clinical Care team to provide safe, comfortable and hygienic renal dialysis treatments and holds a current valid license issued under a National Authority or Board that authorizes them to practice their profession and use the title “Dialysis Technician” . Dialysis Technicians performs dialysis treatment for renal failure patients and responsible for monitoring and maintaining hemodialysis machines and other related machinery such as water treatment systems and assists in patient management during the procedure under the supervision of Dialysis Technologist.
Practice Settings	Dialysis Technician services are provided in a variety of settings throughout the lifespan. These settings include: <ul style="list-style-type: none"> • Acute care hospitals. • Inpatient dialysis units. • Outpatient dialysis centers. • Satellite dialysis centers. • Home Hemodialysis.
Education	Diploma in dialysis technology and/or approved certification from a board of Nephrology.
Scope of Practice	Dialysis technology is an allied health care profession which is a part of Nephrology Care team providing evaluation and treatment of patients with kidney ailment. It is a lifelong maintenance process through which excess of body fluids and metabolic wastes from the blood are removed by an artificial kidney with the help of hemodialysis machine. Dialysis Technicians under the supervision /guidance of a dialysis technologist/ physician provide care associated with dialysis, daily maintenance of dialysis equipment and water purification system, maintain the proper buffer solutions for each patient on dialysis, apply quality assurance measures needed by the department, dialysis treatments and care for the renal failure patients. Activities of the Dialysis Technicians include: <ul style="list-style-type: none"> • Performs safety test for the dialysis machines before start of the treatment. • Verify the dialyzer and blood tubing with the patient prescription. • Verify the buffer solutions orders, conductivity, and temperature of dialysis solution. • Performs the hardness, chlorine, and chloramine test for the water treatment plant before starting dialysis procedures. • Sets and prime the machine for hemodialysis • Monitor the machine for its proper function during the treatment. • Monitor the fluid removal, sodium, and ultra-filtration profile set for the patient. • Monitor the extracorporeal circuit pressure for the clotting or the disconnection of the circuit. • Disinfect the dialysis machine after each treatment per the unit and manufacturer standard. • Monitor the water treatment plant. • Calculate and record the adequacy of the delivered dose of dialysis treatment.



	<ul style="list-style-type: none"> • Set up CRRT machines in critical care areas. • Performs blood volume monitoring and recirculation study for patients on hemodialysis. • Prepare buffer solutions as per physician orders. • Set up dialysis machine for treatments at satellite centers and inpatient units. • Coordinate for the disinfection of the water treatment plant. • Collect water samples for the chemical and microbiological analysis. • Support for Home Hemodialysis.
Licensure	The Dialysis Technician must apply for registration through Department of Healthcare Professions (DHP).
Experience	<ul style="list-style-type: none"> • Overseas candidates: <ul style="list-style-type: none"> - a minimum of 2 years' experience as a Dialysis Technician • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women offspring of residents, please refer to the DHP Circular No.24/2020
Competency validation	<ul style="list-style-type: none"> • Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf • Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirements for Evaluation & Registration	<ul style="list-style-type: none"> • (Refer to the DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	<ul style="list-style-type: none"> • (Refer to the DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
<p>Note: Applicant with break from practice please see the DHP "Break from Practice Policy" at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	

Dialysis Technician - Scope of Practice

INTRODUCTION

The dialysis technician scope of practice is based on a competency framework that comprises professional ethics, clinical practice, leadership and management, learning and management and research domains intrinsic to the role of the dialysis technician. The scope also describes the roles, activities and practice settings for the dialysis technician. This document sets out the standards of proficiency required for safe and effective practice by the dialysis technician. They are the threshold standards necessary to protect members of the public. Once on the Qatar Supreme Council for Health Professionals Register the licensed dialysis technician must continue to meet the standards of proficiency which relate to the areas in which he/she works. Periodic updating of the scope of practice statement and standards of proficiency will be necessary as technology and perspective change.

STATEMENT OF PURPOSE:

The purpose of this document is to define dialysis **technician's** scope of practice in Qatar to:

- (a) Describe the services offered by qualified dialysis technicians.
- (b) Define the professional accountability, required competencies, and scope of ethical and legal practice of the dialysis technicians in relation to patients, families, other members of the multidisciplinary team, community and society.
- (c) Serve as a reference for license regulating authorities and professionals governing healthcare.

DEFINITION OF DIALYSIS TECHNICIAN:

Dialysis Technicians are allied health care professionals who perform dialysis treatments for renal patients with both acute and chronic renal failure. They provide care associated with dialysis, monitor and maintain hemodialysis machines, water purification systems and providing appropriated buffer solutions as per the **physician's** order under the supervision/guidance of a dialysis technologist.

PROFESSIONAL ROLES AND ACTIVITIES:

Dialysis Technicians undertake dialysis for renal patients alongside dialysis Registered Nurses and under the supervision of a qualified dialysis technologist /physician. They provide care associated with dialysis, daily maintenance of dialysis equipment and water purification systems, maintaining the proper buffer solutions for each patient on dialysis, applying quality assurance measures needed by department.

Activities of the Dialysis Technicians include, but are not limited to:

- Performs safety test for the dialysis machines before start of the treatment
- Verifies the dialyzer and blood tubing with the patient prescription
- Verifies the buffer solutions orders, conductivity, and temperature of dialysis solution
- Performs the hardness, chlorine, and chloramine test for the water treatment plant before starting dialysis procedures
- Sets and primes the machine for hemodialysis
- Monitors the machine for its proper function during the treatment
- Monitors the fluid removal, sodium, and ultra-filtration profile set for the patient
- Monitors the extracorporeal circuit pressure for the clotting or the disconnection of the circuit
- Disinfects the dialysis machine after each treatment per the unit and manufacturer standard
- Monitors the water treatment plant
- Calculates and records the adequacy of the delivered dose of dialysis treatment
- Sets up Continuous Renal Replacement Therapy machines in critical care areas
- Performs blood volume monitoring and recirculation study for patients on hemodialysis



- Prepares buffer solutions as per physician orders
- Sets up dialysis machine for treatments at satellite centers and inpatient units
- Coordinates for the disinfection of the water treatment plant
- Collects water samples for the chemical and microbiological analysis
- Supports for home hemodialysis

COMPETENCY FRAMEWORK

1 DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the dialysis technicians in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, and decision-making and for the related outcomes.

Performance criteria:

- 1.1.1 Works within the limits of own competence and the boundaries of personal and professional Scope of Practice.
- 1.1.2 Identifies opportunities for advocacy, health promotion and disease prevention.
- 1.1.3 Provides care without discrimination on any basis, with respect for the rights and dignity of all individuals.
- 1.1.4 Encourages and promotes appropriate stewardship of resources.
- 1.1.5 Avoids any activity that creates a conflict of interest or violates any Qatari laws and regulations.
- 1.1.6 Promotes the growth of the profession and presents a positive image of Dialysis technology to the community.

1.2 Competency Standard: Ethical Practice

Demonstrates integrity, accountability, honors the rights and dignity of all individuals, and pursues a quest for excellence in all professional activities that serve the best interests of the patient, society, and the profession.

Performance criteria:

- 1.2.1 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or clinical decision-making.
- 1.2.2 Acts as patient advocate protecting the **person's** rights in accordance with Qatari law and organization specific terms and conditions.
- 1.2.3 Maintains patient confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.4 Respects the **patient's** (including children and young people and their **parents'**) right to be fully informed, establishing a context for self-determination, assent (children) and informed consent.
- 1.2.5 Acts sensitively and fairly giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant factors.
- 1.2.6 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality of care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient safety.
- 1.2.7 Demonstrates professional integrity and ethical conduct in all matters.\

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory, and policy guidelines relevant to Dialysis technology practices in Qatar



Performance criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide dialysis technology practice.
- 1.3.2 Practices in accordance with relevant State of Qatar laws and regulations that impact dialysis technology practice.
- 1.3.3 Maintains valid registration and licensure to practice in Qatar.
- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role
- 1.3.5 Maintains a professional portfolio including evidence of continued competence and improvement.

2 DOMAIN TWO: CLINICAL PRACTICE

As a healthcare profession, dialysis technology is practiced in partnership with members of the inter-professional team, service users, support staff and others in order to deliver collaborative care across the healthcare continuum. Critical thinking, patient and environment assessment skills and evidence-based clinical practice guidelines enable dialysis technicians to implement developed protocols under the supervision of the dialysis technologist.

2.1 Competency Standard: Provision of Care

Dialysis technicians serve a diverse population and may function in one or more of a variety of activities. The practice of dialysis technology includes but is not limited to assessment, program planning, intervention in the life span of dialysis equipment, water treatment room/facility, and different dialysis and renal replacement therapies.

Performance criteria:

- 2.1.1 Maintains the provision of dialysis technology services that are safe, aseptic, preventative and restorative to the patient.
- 2.1.2 Keeps accurate, contemporaneous, comprehensive and legible records of patient care in accordance with applicable legislation, protocols and guidelines.
- 2.1.3 Provides dialysis technology services including, but not limited to assessment, program planning, intervention in the life span of dialysis equipment, water treatment room/facility, and different dialysis and renal replacement therapies.

2.2 Competency Standard: Patient Centered Care

The Dialysis Technician is responsible for ensuring that the service user is at the center of all decisions about care wherever possible.

Performance criteria:

- 2.2.1 Understands the need to adopt an approach which centers on the service user and establishes appropriate professional relationships in order to effectively provide service.
- 2.2.2 Understands the need to provide service users and/or people authorized to act on their behalf with the information necessary to enable them to make informed decisions.
- 2.2.3 Ensures the provision of service is safe, appropriate, accurate and timely for the patient and referring physician.
- 2.2.4 Provides the patients and their family with clear and accurate information.
- 2.2.5 Treat families with care, respect and professionalism.

2.3 Competency Standard: Evidence-Based Practice

Integrates best available evidence, clinical audit and research into practice to ensure quality of provision.



Performance Criteria:

- 2.3.1 Utilizes current evidence-base, including recent research findings, and best available evidence to guide practice.
- 2.3.2 Incorporates credible critically appraised evidence into dialysis technology practice and when initiating change in practice.
- 2.3.3 Participates in the formulation of evidence-based practice based on best available credible research and/or national and international professional consensus, guidance and audit.
- 2.3.4 Is aware of the role of audit and review in quality improvement and quality assurance.
- 2.3.5 Evaluates the efficacy and effectiveness of both new and established technologies using recognized outcome measures.
- 2.3.6 Participates in generating new evidence to improve quality of care through research, clinical audit and quality improvement programs.

2.4 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed.

Performance Criteria:

- 2.4.1 Establishes relationships of trust, respect, honesty and empathy.
- 2.4.2 Gathers information about disease, and seeks out and synthesizes relevant information from other sources, such as patient's family, caregivers and other professionals.
- 2.4.3 Delivers information to patients and their families, colleagues, and other members of the healthcare team, in a way that is understandable, and that encourages discussion and participation in decision-making.
- 2.4.4 Demonstrates cultural competence across all patient groups.
- 2.4.5 Consistently and clearly communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.
- 2.4.6 Understands how communication affects engagement of service users.
- 2.4.7 Able to modify means of communication to take into account important variables such as age, capacity, learning and physical ability.
- 2.4.8 Is aware of verbal and non-verbal communication and how this can be affected by factors such as age, culture, ethnicity, gender, socio-economic status and spiritual or religious beliefs.
- 2.4.9 Participates in building consensus and or resolving conflict in the context of patient care and the multi-professional team.
- 2.4.10 Engages proactively in teamwork and the team-building processes.
- 2.4.11 Works effectively with other professionals to prevent, negotiate and resolve inter-professional conflict.

3 DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities required for the provision of safe, effective dialysis procedures.

3.1 Competency Standard: Leadership

Exhibits leadership qualities and manages dialysis technology care safely, efficiently and ethically.

Performance Criteria:

- 3.1.1 Applies clinical reasoning, critical thinking and problem-solving skills in the provision, management and evaluation of care.
- 3.1.2 Manages self, and where appropriate assists others, to ensure effective workload prioritization and time management.
- 3.1.3 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own



practice, the team and/or on the organization.

- 3.1.4 Advocates for and contributes to the creation and maintenance of a positive working environment and team working.
- 3.1.5 Participates in the mentorship and coaching of others maximizing the effectiveness of dialysis procedures, and the provision of quality health care and the profession.
- 3.1.6 Acts as a role model for colleagues, students and other members of the healthcare care team by treating all with respect, trust and dignity.
- 3.1.7 Promotes and maintains a positive image of dialysis technology.
- 3.1.8 Assumes leadership responsibilities, as appropriate, in the delivery of dialysis procedures.

3.2 Competency Standard: Quality Improvement and Safety

Ensures Dialysis technology practices meet organizational quality and safety standards and guidelines and participates in continuous quality improvement.

Performance criteria:

- 3.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence based best practice.
- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of dialysis and cardiac electrophysiology labs.
- 3.2.3 Acts immediately and appropriately in accordance with the national and/or institutional disaster plans as needed participating in triage and coordination of care for patients.
- 3.2.4 Implements quality assurance and risk management strategies.
- 3.2.5 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislation and workplace health and safety principles.
- 3.2.6 Acknowledges limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.2.7 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports, and acts to access and/or provides support to ensure remediation of deficiencies.
- 3.2.8 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.9 Adheres to and implements infection control policies and procedures.
- 3.2.10 Communicates and records safety concerns to the relevant authority and documents response.

3.3 Competency Standard: Delegation and Supervision

Provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Delegates to others, where appropriate, activities commensurate with their abilities and scope of practice.
- 3.3.2 Uses a range of supportive strategies when supervising aspects of care delegated to others.
- 3.3.3 Maintains accountability and responsibility when delegating aspects of care to others.

4 DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

4.1 Competency Standard: Education and Facilitation

Demonstrates commitment to the development of other members in the healthcare team, as well as patients, families, community and society



Performance criteria:

- 4.1.1 Shares and disseminates professional knowledge and research findings with others.
- 4.1.2 Acts as a resource person for others.
- 4.1.3 Contributes to the formal and informal education and professional development of students and colleagues facilitating and where appropriate coordinating learning opportunities.
- 4.1.4 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and updating to undertake the roles.
- 4.1.5 Takes opportunities to learn together with others in order to contribute to health care improvement.

4.2 Competency Standard: Lifelong learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.
- 4.2.2 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.3 Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.4 Maintains a record of learning and professional development activities and accreditation.
- 4.2.5 Understands the value of case discussion, clinical supervision and other methods of reflecting and reviewing practice.

5 DOMAIN FIVE: RESEARCH AND IMPROVEMENT

This domain articulates the requirement that the dialysis technician should practice incorporating best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Using data and information systems

Uses data systems to enhance the quality and delivery of patient care

Performance Criteria:

- 5.1.1 Acquires information technology skills needed to inform and provide optimum healthcare care and accurately document procedures.
- 5.1.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.1.3 Analyses data accurately and comprehensively leading to appropriate interpretation of findings.
- 5.1.4 Recognizes the need to manage records and all other information in accordance with applicable legislation, protocols and guidelines.

5.2 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 5.2.1 Participates in activities that disseminate research findings such as publications, journal clubs, grand rounds and presentations.

- 5.2.2 Promotes research, evaluation, service improvement initiatives and audit, designed to improve healthcare practice and disseminate findings to colleagues, patients, families, communities, and society.
- 5.2.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.

References:

- [1] Canadian Association of Nephrology Nurses and Technologists, Standards of Technical Practice for technologist (2013)
- [2] New Zealand Board of Dialysis Practice, Roles and Responsibilities of Renal technicians (2012)

Criteria for National Registration Requirements – Dialysis Technologist

Criteria	Dialysis Technologist
Definition	The Dialysis Technologist is a qualified allied health care provider, licensed and skilled who works with Nephrology Clinical Care team to provide different modalities of renal replacement therapies in high degree of accuracy and holds a current valid license issued under a National Authority or Board that authorizes them to practice their profession and use the title “ Dialysis Technologist ”.
Practice Settings	Dialysis Technologist services are provided in a variety of settings throughout the lifespan. These settings include, but are not limited to: <ul style="list-style-type: none"> • Acute care hospitals. • Inpatient dialysis units. • Outpatient dialysis centers. • Satellite dialysis centers. • Home Hemodialysis
Education	<ul style="list-style-type: none"> • Bachelor’s degree in Dialysis Technology OR • Bachelor’s degree in science with one year of academic structured program in Dialysis Technology from an internationally approved nephrology board.
Scope of Practice	<p>Dialysis Technology is an allied health care profession which is a part of Nephrology Care Team providing evaluation and treatment of patients with kidney ailment. It is a lifelong maintenance process through which excess of body fluids and metabolic wastes from the blood are removed by an artificial kidney with the help of a hemodialysis machine.</p> <p>The Scope of practice for Dialysis Technologist includes:</p> <ul style="list-style-type: none"> • Utilize evidence based best practices to provide safe and effective application of their professional competencies to perform technical and equipment related duties associated with dialysis treatments for renal patients. • Responsible of supervisory role over dialysis technicians, developing departmental protocols, as well as applying quality measures needed by the department. • Demonstrates professional accountability and scope of ethical and legal practice guidelines in relation to patients, families and other members of the multidisciplinary teams, community and society. • Establishes an effective communication skill regarding the documentation of clinical and technical activities according to the unit policy and protocols with the members of the multidisciplinary team as well as interacts in a respective and supportive manner with patients and their families. • Apply management principles relevant to day-to-day clinical dialysis practice by recognizing the principles of delegation, supervision, organizational mission, vision and values of health care management and leadership within the state of Qatar Healthcare System. • Understands, applies and uses educational principles and resources appropriate to patients, families and staff and to evaluate outcomes of education and to modify appropriately.



	<ul style="list-style-type: none"> • Demonstrates dialysis related technical and clinical expertise by performing various modes of renal replacement therapies with related machines, understanding, monitoring and maintaining the dialysis water treatment system, adequacy of the delivered dose of the treatments, and appropriate mixing of buffers salts according to patient requirements and physician's order.
Licensure	The Dialysis Technologist must apply for registration through Department of Healthcare Professions (DHP).
Experience	<ul style="list-style-type: none"> • Overseas candidates: <ul style="list-style-type: none"> - 3 years' experience as a Dialysis Technologist in a teaching hospital set up. • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020
Competency validation	<ul style="list-style-type: none"> • Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf • Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirements for Evaluation & Registration	<ul style="list-style-type: none"> • (Refer to the DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	<ul style="list-style-type: none"> • (Refer to the DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
<p>Note: Applicant with break from practice please see the DHP “Break from Practice Policy” at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	

Dialysis Technologist - Scope of Practice

INTRODUCTION

The Dialysis Technologist's scope of practice is based on a competency framework that comprises professional ethics, clinical practice, leadership and management, learning and management and research domains intrinsic to the role of the Dialysis Technologist. The scope also describes the professional roles and activities and practice settings for the Dialysis Technologist's profession. This document sets out the standards of proficiency required for safe and effective practice in the Dialysis Technologist's profession. They are the threshold standards necessary to protect members of the public. Once on the Qatar Supreme Council for Health Professionals Register, the licensed professional must continue to meet the standards of proficiency which relate to the areas in he/she works. Periodic updating of the scope of practice statement and standards of proficiency will be necessary as technology and perspective change.

Dialysis Technologists may exercise their professional judgment and decision making, wherever they practice, so long as this is within the **technologist's** knowledge, competence and scope of practice. A licensed **professional's** scope of practice may change over time and the scope of a more experienced Dialysis Technologist's may become narrower and more focused with increased specialization. The licensed professional must have evidence of advanced competencies in order to address responsibilities that extend beyond traditional boundaries of Dialysis technology advanced practice.

STATEMENT OF PURPOSE:

The purpose of this document is to define Dialysis **Technologist's** scope of practice in Qatar to:

- (a) Describe the services offered by qualified Dialysis Technologists.
- (b) Define the professional accountability, required competencies, and scope of ethical and legal practice of the Dialysis Technologists in relation to patients, families, other members of the multidisciplinary team, community and society.
- (c) Serve as a reference for license regulating authorities and professionals governing healthcare.

DEFINITION OF DIALYSIS TECHNOLOGY:

Dialysis Technology: is a specialized area of technical and clinical practice with personnel trained to provide expert support to nephrology programs in areas such as: Hemodialysis, Continuous Renal Replacement Therapies (CRRT), water treatment plants, buffer solution preparation, Home Hemodialysis and more. It is the field that involves operating over the full life cycle of dialysis and associated equipment and water treatment plants. Starting from the initial evaluation and specification through selection, procurement, acceptance, **introduction to clinical use, user training, it's** safe and accurate use by planned maintenance, calibration and safety testing, to the identification of the end of its life cycle and eventual safe disposal and planned replacement.

PROFESSIONAL ROLES AND ACTIVITIES:

Dialysis Technologists undertake dialysis for renal patients alongside dialysis RNs, provide care associated with dialysis, daily maintenance of dialysis equipment and water purification systems, maintaining the proper buffer solutions for each patient on dialysis, applying quality assurance measures needed by department.

Activities of the Dialysis Technologists include, but are not limited to:

- Determines the supply and equipment as per the schedule of dialysis procedure.
- Prepares the machines for procedures including calibrating, testing and monitoring dialysis equipment.
- Fixes and primes the extracorporeal circuit such as dialyzer, blood tubing for the appropriatedialysis procedure and perform the internal safety test.



- Prepares the specific dialysis solutions according to Nephrology physician orders.
- Checks hemodialysis solutions conductivity, PH, and electrolyte composition daily and records it, and corrects/reports any abnormal values.
- Obtains pharmaceutical supplies and equipment as requested by nephrologists.
- Connects patients to Hemodialysis, SLED, and terminate of the procedure at end of treatment
- Sets up and prepares CRRT machine for treatment in critical care areas in different modalities such as CVVH, CVVHD, CVVHDF, and SCUF.
- Performs tests and procedures related to specific patient treatment such as UF profile, sodium profile, and single needle dialysis options.
- Continually monitors the machines functionality and **patients'** vital signs when patient on hemodialysis and corrects any malfunction.
- Sets up and prepares dialysis machines and portable reverse osmosis units at bedside in different patient units including but not limited to critical care, oncology, pediatric units.
- Sets and administers anticoagulant for extracorporeal circuit per physician orders.
- Responds, alongside the registered charge nurses, to hypotension episodes during dialysis by administering IV fluids in the extracorporeal circuit according to physician orders.
- Continually maintains immediate availability to coordinate in the emergent events of hypo allergic reactions, hypovolemic shock, and emergency procedures including code blue.
- Maintains cleanliness of dialysis machines, internal and external disinfection after every care following procedures established by infection control team.
- Assists in the disinfection of the water treatment plant.
- Collects water sample for monthly test for dissolved chemicals, metals and microbiology.
- Tests the endotoxin level in the water and dialysis solutions and keep records of results.
- Sets and making ready the water treatment plant on daily basis by performing regeneration, backwash and tests the sample of chlorine, chloramine, and hardness of the product water.
- Calculates the urea reduction ration for each dialysis patient to maintain the adequacy of the treatment provided and submits report to nephrologist.
- Performs the test and procedures for the vascular access recirculation and blood volume monitoring for dialysis patients to maintain the access patency.
- Operates the mini lab equipment in the unit.
- Supports for Home Hemodialysis.

COMPETENCY FRAMEWORK

1 DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the Dialysis Technologists in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, and decision-making and for the related outcomes.

Performance criteria:

- 1.1.1 Works within the limits of own competence and the boundaries of personal and professional Scope of Practice.
- 1.1.2 Identifies opportunities for advocacy, health promotion and disease prevention.
- 1.1.3 Provides care without discrimination on any basis, with respect for the rights and dignity of all individuals.
- 1.1.4 Encourages and promotes appropriate stewardship of resources.



- 1.1.5 Avoids any activity that creates a conflict of interest or violates any Qatari laws and regulations.
- 1.1.6 Promotes the growth of the profession and presents a positive image of Dialysis technology to the community.

1.2 Competency Standard: Ethical Practice

Demonstrates integrity, accountability, honors the rights and dignity of all individuals, and pursues a quest for excellence in all professional activities that serve the best interests of the patient, society, and the profession.

Performance criteria:

- 1.2.1 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or clinical decision-making.
- 1.2.2 Acts as patient advocate protecting the person's rights in accordance with Qatari law and organization specific terms and conditions.
- 1.2.3 Maintains patient confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.4 Respects the patient's (including children and young people and their parents') right to be fully informed, establishing a context for self-determination, assent (children) and informed consent.
- 1.2.5 Acts sensitively and fairly giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant factors.
- 1.2.6 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality of care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient safety.
- 1.2.7 Demonstrates professional integrity and ethical conduct in all matters.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory, and policy guidelines relevant to Dialysis technology practices in Qatar.

Performance criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide Dialysis technology practice.
- 1.3.2 Practices in accordance with relevant State of Qatar laws and regulations that impact Dialysis technology practice.
- 1.3.3 Maintains valid registration and licensure to practice in Qatar.
- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role.
- 1.3.5 Maintains a professional portfolio including evidence of continued competence and improvement.

2 DOMAIN TWO: CLINICAL PRACTICE

As a healthcare profession, Dialysis technology is practiced in partnership with members of the Inter professional team, service users, support staff and others in order to deliver collaborative care across the healthcare continuum. Critical thinking, patient and environment assessment skills and evidence-based clinical practice guidelines enable Dialysis Technologists to autonomously develop and implement Dialysis technology driven protocols.



2.1 Competency Standard: Provision of Care

Dialysis Technologists serve a diverse population and may function in one or more of a variety of activities. The practice of Dialysis technology includes but is not limited to assessment, program planning, intervention in the life span of dialysis equipment, water treatment room/facility, and different dialysis and renal replacement therapies.

Performance criteria:

- 2.1.1 Maintains the provision of Dialysis technology services that are safe, aseptic, preventative and restorative to the patient.
- 2.1.2 Keeps accurate, contemporaneous, comprehensive and legible records of patient care in accordance with applicable legislation, protocols and guidelines. Provides Dialysis technology services including, but not limited to assessment, program planning, intervention in the life span of dialysis equipment, water treatment room/facility, and different dialysis and renal replacement therapies.

2.2 Competency Standard: Patient Centered Care

The Dialysis Technologist is responsible for ensuring that the service user is at the center of all decisions about care wherever possible.

Performance criteria:

- 2.2.1 Understands the need to adopt an approach which centers on the service user and establishes appropriate professional relationships in order to effectively provide service.
- 2.2.2 Uses formal (structured interview) or informal (conversational, narrative building) strategies to establish a comprehensive profile of the client. This should include an understanding of the values, beliefs and interests of the service user, their families and other appropriate parties.
- 2.2.3 Understands the need to provide service users and/or people authorized to act on their behalf with the information necessary to enable them to make informed decisions.
- 2.2.4 Ensures the provision of service is safe, appropriate, accurate and timely for the patient and referring physician.
- 2.2.5 Provides the patients and their family with clear and accurate information.
- 2.2.6 Treat families with care, respect and professionalism.

2.3 Competency Standard: Evidence-Based Practice

Integrates best available evidence, clinical audit and research into practice to ensure quality of provision.

Performance Criteria:

- 2.3.1 Utilizes current evidence-base, including recent research findings, and best available evidence to guide image acquisition and measurements.
- 2.3.2 Incorporates credible critically appraised evidence into Dialysis technology practice and when initiating change in practice.
- 2.3.3 Participates in the formulation of evidence-based practice based on best available credible research and/or national and international professional consensus, guidance and audit.
- 2.3.4 Is aware of the role of audit and review in quality improvement and quality assurance.
- 2.3.5 Evaluates the efficacy and effectiveness of both new and established technologies using recognized outcome measures.
- 2.3.6 Participates in generating new evidence to improve quality of care through research, clinical audit and quality improvement programs.



2.4 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed.

Performance Criteria:

- 2.4.1 Establishes relationships of trust, respect, honesty and empathy.
- 2.4.2 Gathers information about disease, but also about a **patient's** beliefs, concerns, expectations and illness experience.
- 2.4.3 Seeks out and synthesizes relevant information from other sources, such as **patient's** family, caregivers
- 2.4.4 and other professionals.
- 2.4.5 Delivers information to patients and their families, colleagues, and other members of the healthcare team, in a way that is understandable, and that encourages discussion and participation in decision- making.
- 2.4.6 Demonstrates cultural competence across all patient groups.
- 2.4.7 Consistently and clearly communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.
- 2.4.8 Understands how communication affects engagement of service users.
- 2.4.9 Able to modify means of communication to take into account important variables such as age, capacity, learning and physical ability.
- 2.4.10 Is aware of verbal and non-verbal communication and how this can be affected by factors such as age, culture, ethnicity, gender, socio-economic status and spiritual or religious beliefs.
- 2.4.11 Participates in building consensus and or resolving conflict in the context of patient care and the multi- professional team.
- 2.4.12 Engages proactively in teamwork and the team-building processes.
- 2.4.13 Works effectively with other professionals to prevent, negotiate and resolve inter-professional conflict.

3 DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities required for the provision of safe, effective Dialysis procedures

3.1 Competency Standard: Leadership

Exhibits leadership qualities and manages Dialysis technology care safely, efficiently and ethically.

Performance Criteria:

- 3.1.1 Applies clinical reasoning, critical thinking and problem-solving skills in the provision, management and evaluation of care.
- 3.1.2 Manages self, and where appropriate assists others, to ensure effective workload prioritization and time management.
- 3.1.3 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own practice, the team and/or on the organization.
- 3.1.4 Advocates for and contributes to the creation and maintenance of a positive working environment and team working.
- 3.1.5 Participates in the mentorship and coaching of others maximizing the effectiveness of Dialysis procedures, and the provision of quality health care and the profession.
- 3.1.6 Acts as a role model for colleagues, students and other members of the healthcare care team by treating all with respect, trust and dignity.
- 3.1.7 Fosters the advancement of Dialysis **Technologist's** autonomy and accountability.
- 3.1.8 Promotes and maintains a positive image of Dialysis technology.
- 3.1.9 Assumes leadership responsibilities, as appropriate, in the delivery of Dialysis procedures.

3.2 Competency Standard: Quality Improvement and Safety

Ensures Dialysis technology practices meet organizational quality and safety standards and guidelines and participates in continuous quality improvement.



Performance criteria:

- 3.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidencebased best practice.
- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality ofDialysis and cardiac electrophysiology labs.
- 3.2.3 Acts immediately and appropriately in accordance with the national and/or institutional disaster planas needed participating in triage and coordination of care for patients.
- 3.2.4 Implements quality assurance and risk management strategies.
- 3.2.5 Ensures a safe environment by identifying actual and potential risks and takes timely action to meetnational legislation and workplace health and safety principles.
- 3.2.6 Acknowledges limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.2.7 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports,and acts to access and/or provides support to ensure remediation of deficiencies.
- 3.2.8 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.9 Adheres to and implements infection control policies and procedures.
- 3.2.10 Communicates and records safety concerns to the relevant authority and documents response.

3.3 Competency Standard: Delegation and Supervision

Delegates and provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Delegates to others, activities commensurate with their abilities and scope of practice.
- 3.3.2 Uses a range of supportive strategies when supervising aspects of care delegated to others.
- 3.3.3 Maintains accountability and responsibility when delegating aspects of care to others.

4 DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

4.1 Competency Standard: Education and Facilitation

Demonstrates commitment to the development of other members in the healthcare team, as well as patients,families, community and society

Performance criteria:

- 4.1.1 Shares and disseminates professional knowledge and research findings with others.
- 4.1.2 Acts as a resource person for others.
- 4.1.3 Contributes to the formal and informal education and professional development of students andcolleagues facilitating and where appropriate coordinating learning opportunities.
- 4.1.4 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation andupdating to undertake the roles.
- 4.1.5 Takes opportunities to learn together with others in order to contribute to health care improvement.

4.2 Competency Standard: Lifelong learning

Assumes responsibility for own professional development through lifelong learning to ensure continuedcompetence and performance improvement.



Performance criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.
- 4.2.2 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.3 Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.4 Maintains a record of learning and professional development activities and accreditation.
- 4.2.5 Understands the value of case discussion, clinical supervision and other methods of reflecting and reviewing practice.

5 DOMAIN FIVE: RESEARCH AND IMPROVEMENT

This domain articulates the requirement that the Dialysis Technologist should practice incorporating best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Using data and information systems

Uses data systems to enhance the quality and delivery of patient care.

Performance Criteria:

- 5.1.1 Acquires information technology skills needed to inform and provide optimum healthcare care and accurately document procedures.
- 5.1.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.1.3 Analyses data accurately and comprehensively leading to appropriate interpretation of findings.
- 5.1.4 Recognizes the need to manage records and all other information in accordance with applicable legislation, protocols and guidelines.

5.2 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 5.2.1 Participates in activities that disseminate research findings such as publications, journal clubs, grand rounds and presentations.
- 5.2.2 Promotes research, evaluation, service improvement initiatives and audit, designed to improve healthcare practice and disseminate findings to colleagues, patients, families, communities, and society.
- 5.2.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.

References:

- [1] Canadian Association of Nephrology Nurses and Technologists, Standards of Technical Practice for technologist (2013)
- [2] New Zealand Board of Dialysis Practice, *Roles and Responsibilities of Renal technicians (2012)*



Criteria for National Registration Requirements – Pharmacy Technician

Criteria	Pharmacy Technician
Definition	The Pharmacy Technician is an individual who holds a current, valid license issued under a national authority or board that authorizes them to practice their professions and use the title Pharmacy Technician. Pharmacy technician is an individual who, under the supervision of a licensed pharmacist, performs medicine distribution and supply roles including the processing of prescriptions, secure storage, assembly, repackaging and compounding of medicines.
Practice Settings	Pharmacy Technician practice in a wide variety of settings, it includes all the services performed by Pharmacy Technician practicing in hospitals, primary health care facilities, community pharmacies.
Education	Diploma in Pharmacy program minimum of two (2) years course duration. <i>Individuals who are currently practicing in the state of Qatar and with bachelor's degree in science will be Grandfathered by Department of Healthcare Professions.</i>
Scope of Practice	The activities and services of the technicians may include but not exclusive to: <ul style="list-style-type: none"> • Supports the pharmacist in their role as a medicines manager. • Performing a wide range of medicine distribution and supply roles including the processing of prescriptions, secure storage, assembly, repackaging and compounding of medicines in hospitals, primary health care facilities, community pharmacies, clinics and any other setting where medicines are prescribed and used. • Perform tasks that do not require a pharmacist's skills or privileges. • Work under the supervision of a licensed Pharmacist. Practice within the ethical and legal parameters of the profession.
Experience	<ul style="list-style-type: none"> • Overseas candidates: <ul style="list-style-type: none"> - Minimum one (1) year experience • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020
Competency validation	<ul style="list-style-type: none"> • Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf • Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirement for Evaluation & Registration	(Refer to DHP requirement for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	(Refer to DHP requirement for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Note: Applicant with break from practice please see the DHP "Break from Practice Policy" at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf	

Pharmacy Technician - Scope of Practice

INTRODUCTION

The Pharmacy Technician Scope of Practice uses a competency framework built on five domains intrinsic to the role of a Pharmacy Technician.

1. Professional and Ethical Practice
2. Clinical Practice
3. Leadership and Management
4. Education, Learning and Development
5. Research and Improvement

Each domain is described through competency standards and performance criteria that define the requirements for practice demanded of the Pharmacy Technician. This document is to be used as a foundation for all Pharmacy Technician roles, professional development and performance appraisal.

STATEMENT OF PURPOSE:

The Pharmacy Technician supports the pharmacist in their role as a medicines manager. They achieve this through performing a wide range of medicine distribution and supply roles including the processing of prescriptions, secure storage, assembly, repackaging and compounding of medicines in hospitals, primary health care facilities, community pharmacies, clinics and any other setting where medicines are prescribed and used. Pharmacy Technicians perform tasks that do not require a pharmacist's skills or privileges. Pharmacy Technicians always work under the supervision of a licensed Pharmacist.

DEFINITION

Pharmacy technician is an individual who, under the supervision of a licensed pharmacist, performs medicine distribution and supply roles including the processing of prescriptions, secure storage, assembly, repackaging and compounding of medicines.

COMPETENCY FRAMEWORK

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the pharmacy technician in their daily work in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, decision-making and for the related outcomes.

Performance Criteria:

- 1.1.1 Pharmacy technicians work under the supervision of pharmacists
- 1.1.2 Accepts responsibility for their actions and decisions
- 1.1.3 Works within the limits of own competence and the boundaries of the Scope of Practice.
- 1.1.4 Seeks appropriate guidance when encountering situations beyond the limits of own competence and the Scope of Practice
- 1.1.5 Accountable for the outcome of care provided to the patient
- 1.1.6 Accountable for maintaining competency
- 1.1.7 Acknowledges and respects the accountability and responsibilities of pharmacists, other healthcare professionals and personnel



1.2 Competency Standard: Ethical Practice

Demonstrates professional integrity and acts to uphold professional standards of practice and codes of ethics.

Performance Criteria:

- 1.2.1 Treats others with sensitivity, respect and empathy
- 1.2.2 Demonstrates personal and professional integrity
- 1.2.3 Maintains the **patient's** best interest as the core of all activities
- 1.2.4 Maintains professional boundaries
- 1.2.5 Adheres to applicable laws, regulations and policies applicable to pharmacy practice
- 1.2.6 Ensures confidentiality of patient information and releases such information only when appropriate and legally authorized

1.3 Competency Standard: Legal Practice

Work within a framework of common law principles, legislative provisions and professional guidelines and policies in Qatar, which regulate and determine the standard of care in addition to the rights and obligations of pharmacy technicians, pharmacists and patients.

Performance Criteria:

- 1.3.1 Pharmacy technicians shall adhere to legal requirements and functions at all times in accordance with legislative, regulatory and policy guidelines relevant to pharmacy practice
- 1.3.2 Pharmacy technicians shall demonstrate full understanding of the relevance of the law to the provision of each service provided
- 1.3.3 Maintains valid registration and licensure to practice in Qatar
- 1.3.4 Maintains a professional portfolio including evidence of continued competence and improvement

2. DOMAIN TWO: CLINICAL PRACTICE

This domain encompasses key principles of the pharmacy technician role in medication distribution

2.1 Competency Standard: Patient Centered Care

Pharmacy technicians apply their expertise in drug distribution while performing their daily activities.

Performance Criteria:

- 2.1.1 Consults with the pharmacist regarding questions about authenticity, clarity of prescription information, discrepancies and questions requiring patient assessment, clinical analysis or application of therapeutic knowledge
- 2.1.2 Processes prescriptions that are complete, authentic and meet all legal and professional requirements
- 2.1.3 Identifies and refer to the pharmacist any questions requiring patient assessment, clinical analysis or application of therapeutic knowledge
- 2.1.4 Prepares prescription products according to the prescription
- 2.1.5 Prepares intravenous preparations under pharmacist supervision
- 2.1.6 Selects the container and label for prescription products
- 2.1.7 Ensures that the pharmacist will do final check before dispensing of medication
- 2.1.8 Assists the pharmacist in compiling medication history
- 2.1.9 Manages billing and payment
- 2.1.10 Maintains inventory to maximize safe and efficient drug distribution
- 2.1.11 Sets order limits and calculates replenishment orders
- 2.1.12 Prepares and places orders in compliance with relevant legislation



- 2.1.13 Receives and stores all drugs
- 2.1.14 Refills automated dispensing cabinets
- 2.1.15 Identifies / locates, reports and removes expired, defective, unsafe or recalled drugs
- 2.1.16 Maintains clear, accurate and legible documentation records that are consistent with applicable legislation, regulations, policies and standards

2.2 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed.

Performance Criteria:

- 2.2.1 Develops collaborative relationships with pharmacists and other health care professionals
- 2.2.2 Co-operates with and shows respect for all members of the inter-professional team
- 2.2.3 Recognizes and work within their scope of practice and limits of their competence
- 2.2.4 Refer patients and other health care professionals to the pharmacist for any question or issue that potentially requires patient assessment, clinical analysis or application of therapeutic knowledge
- 2.2.5 Act as positive role models
- 2.2.6 Fulfills their roles and obligations to colleagues in a timely manner
- 2.2.7 Ensures their activities are consistent with the health care goals of maintenance of wellness and health promotion
- 2.2.8 Promotes understanding of the pharmacy technician role and its relationship to the roles of other health care providers.

3. DOMAIN THREE: LEADERSHIP AND MANAGEMENT

3.1 Competency Standard: Leadership

Exhibits leadership qualities required to practice safely and effectively

Performance Criteria:

- 3.1.1 Applies clinical reasoning, critical thinking and problem-solving skills to the organization, provision, management and evaluation of care.
- 3.1.2 Manages self, and where appropriate organizes others, to ensure effective workload prioritization and time management.
- 3.1.3 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own practice, the team, and the organization.
- 3.1.4 Advocates for, and contributes to, the creation and maintenance of a positive working environment.
- 3.1.5 Participates in mentorship and coaching of others
- 3.1.6 Acts as a role model for colleagues, students, and other members of the care team by treating all with respect, trust and dignity
- 3.1.7 Seeks ways to advance pharmacy technician practice
- 3.1.8 Promotes and maintain a positive image of pharmacy technicians
- 3.1.9 Practices collegially with all members of the healthcare team so that all providers' unique contributions to health outcomes will be enhanced.



3.2 Competency Standard: Quality Improvement and Safety

Ensures pharmacy practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

Performance Criteria:

- 3.2.1 Demonstrates a commitment to the quality and safety of the health care system
- 3.2.2 Recognizes and report any unsafe, illegal, unethical or unprofessional actions or situations to the appropriate person or authority and assist in their resolution
- 3.2.3 Complies with relevant workplace and occupational health and safety legislation
- 3.2.4 Recognizes and report problems within the distribution system
- 3.2.5 Contributes to quality and safety initiatives
- 3.2.6 Collaborates in the documentation and review of adverse events

3.3 Competency Standard: Delegation and Supervision

Delegates and provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Ensures that staff or support personnel working under their direct supervision competently perform delegated pharmacy-related activities
- 3.3.2 Maintains accountability and responsibility when delegating aspects of care to others

4. DOMAIN FOUR: EDUCATION, LEARNING, AND DEVELOPMENT

This domain defines the responsibilities of the pharmacy technician to provide a practical/professional environment that encourages education of patients and other health care professionals as well as personal development.

4.1 Competency Standard: Education and Facilitation

Demonstrates commitment to the development of pharmacy technicians, pharmacy technician students, and other members, in the healthcare team as well as patients and families.

Performance Criteria:

- 4.1.1 Shares and disseminates professional knowledge and research findings with others
- 4.1.2 Acts as a resource person for others
- 4.1.3 Contributes to the formal and informal education and professional development of students and colleagues facilitating and where appropriate coordinating learning opportunities
- 4.1.4 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and updating to undertake the roles
- 4.1.5 Takes opportunities to learn together with others in order to contribute to health care improvement

4.2 Competency Standard: Lifelong Learning

Assumes responsibility for self-directed, ongoing, systematic and outcomes-focused approach to learning and professional development

Performance Criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation
- 4.2.2 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice
- 4.2.3 Actively engages in ongoing professional development and performance improvement of self and others
- 4.2.4 Maintains a professional portfolio including evidence of continued competence, professional development and improvement as required for continuing registration in relevant jurisdiction.

4.3 Competency Standard: Promotion of Health and Patient Education

Assists the pharmacist in disseminating appropriate information

Performance Criteria:

- 4.3.1 Refers to the pharmacist patients with questions that require patient assessment
- 4.3.2 Instructs patients about the operation and maintenance of medical devices
- 4.3.3 Provides information that does not require the application of therapeutic knowledge to patients
- 4.3.4 Seeks opportunities to participate in health-system patient-education programs and to support the educational efforts of other health care team members.

5. DOMAIN FIVE: RESEARCH AND IMPROVEMENT

This domain describes the requirement that the pharmacy technician should practice incorporating best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Evidence-Based Practice

Integrates evidence and research findings into practice.

Performance Criteria:

- 5.1.1 Utilizes current evidence-based knowledge, including research findings, to guide pharmaceutical services.
- 5.1.2 Incorporates credible critically appraised evidence into current practice as well as when recommending a change.
- 5.1.3 Participates in the formulation of evidence-based practice, based on best available credible research and/or national and international professional consensus.
- 5.1.4 Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines

5.2 Competency Standard: Using Data and Information Systems

Uses data systems to enhance the quality and delivery of services

Performance Criteria:

- 5.2.1 Acquires the information technology skills needed to inform and provide optimum health care and document accurately outcomes of interventions
- 5.2.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care

5.3 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the services.

Performance Criteria:

- 5.3.1 Participates in activities that disseminate research findings such as, publications, journal clubs, grandrounds and presentations
- 5.3.2 Promotes research, evaluation, service improvement initiatives and audit designed to improve healthcare practice and disseminate findings to colleagues, patients, families, communities, and society
- 5.3.3 Participates in research-based innovations for improving care
- 5.3.4 Collaborates with senior investigators and/or members of the interdisciplinary team in research relevant to practice

Criteria for National Registration Requirements – Endoscopy Technician

Criteria	Endoscopy Technician
Definition	The Endoscopy Technician is an individual who holds a valid certification that authorizes them to practice in a GI Endoscopy setting under the division of Gastroenterology under the Head of the Department of Gastroenterology and use the title as Endoscopy Tech
Practice Settings	Endoscopy Technicians practices in numerous health settings such as hospitals, clinics etc.
Education	<ul style="list-style-type: none"> • Bachelor's degree in allied health science (Gastroenterology Technology) OR • 2-year Diploma in Endoscopy Technology from an accredited institution OR • Bachelor of Science in Nursing
Scope of Practice	<p>The Endoscopy Technician role in a healthcare discipline that specializes in the gastrointestinal endoscopy. Endoscopy Technicians use ethical approaches to apply scientific, evidence-based and best practice principles to identify, and to assist the Endoscopist /Gastroenterologist in all endoscopy related procedures. Knowledge of the scientific principles underlying GI physiology and pathophysiology, as well as the basic knowledge about the medical equipment's (limited to GI Endoscopes and accessories), enable endoscopy technicians to effectively assess, educate, and assist, and to offer health care to patient groups with gastroenterology diseases. The practice of an Endoscopy Technicians involves but is not limited to:</p> <p>Assist in all diagnostics, therapeutic and interventional Endoscopic procedures:</p> <ul style="list-style-type: none"> • Endoscopic biopsies / safe handling of tissue. • Endo Variceal ligation • Endoscopic Sclerotherapy • Acute GI Bleed • Glue injection for Gastric Varices • Achalasia Dilatation • Esophageal /pyloric /colonic dilatation • Foreign body removal • Endoscopic hemoclipping • Polypectomy • Argon plasma coagulation • Endoscopic metal stenting (esophageal /stomach/ intestinal/biliary) • PEG /PEJ • Colonic decompression • ERCP: <ul style="list-style-type: none"> - CBD Stone extraction - Plastic Stenting - Naso biliary drainage - Mechanical lithotripsy - Malignant Strictures - Metal Stenting - Pancreatic Stenting/ Pancreatic divisum, Ca HOP - Endoscopic ultrasound (diag / therapeutic) - Enteroscopy

Licensure	The Endoscopy Technician must apply for licensure through Department of Healthcare Professions (DHP) and successfully write the relevant Qatar National Examination as applicable.
Experience	<ul style="list-style-type: none"> • Overseas candidates: <ul style="list-style-type: none"> - Two (2) years recent experience as an Endoscopy Technician • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020
Competency validation	<ul style="list-style-type: none"> • Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf • Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirements for Evaluation & Registration	<ul style="list-style-type: none"> • (Refer to the DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	<ul style="list-style-type: none"> • (Refer to the DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
<p>Note: Applicant with break from practice please see the DHP “Break from Practice Policy” at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	

Endoscopy Technician - Scope of Practice

INTRODUCTION

The Endoscopy Technician's Scope of Practice is based on a competency framework that comprises; professional ethics, clinical practice, leadership and management, learning and development, and research intrinsic to the role of technician. The Scope also describes the qualifications of the Endoscopy Technician, professional roles and activities, and practice settings.

STATEMENT OF PURPOSE:

The purpose of this document is to define Endoscopy Tech' scope of practice in Qatar to:

- (a) Describe the services offered by qualified Endoscopy Techs.
- (b) Define the professional accountability, required competencies, and scope of ethical and legal practice of the Endoscopy Technicians in relation to patients, other members of the multidisciplinary team, community and society.
- (c) Serve as a reference for license regulating authorities and professionals governing healthcare.

DEFINITION OF AN ENDOSCOPY TECHNICIAN:

The Endoscopy Technician is an individual who holds a current, valid Certification that authorizes them to practice in a Gastrointestinal Endoscopy setting in which they assist the Endoscopist / Gastroenterologist for all diagnostic, therapeutic and interventional endoscopic procedures, assure the quality of care by implementing proper disinfection and sterilization of Endoscopes by following international guidelines and standards.

PROFESSIONAL ROLES AND ACTIVITIES:

The Endoscopy Technician is an important member of the GI team in which they assist gastroenterologist / endoscopists in various endoscopy procedures including routine Upper GI and Lower GI endoscopic procedures, therapeutic and interventional endoscopic procedures including Endoscopic Retrograde Cholangiopancreatography (ERCP), Endoscopic Ultrasound (EUS) , Endoscopic obesity procedures , endoscopic management of Acute GI Bleed , placing plastic and metal endoprosthesis (metal stents) , dilatation of benign and malignant strictures using endoscopy , assisting various interventional procedures by using Endoscopic Ultrasound, enteroscopy for small bowel evaluation etc. The endoscopy technicians are responsible for disinfection and sterilization of endoscopes and various accessories using in the endoscopy department by maintain protocols of international standards. This role requires the use of highly specialized equipment.

In addition to performing as a valid member of the GI Endoscopy team essential that the Endoscopy technicians takes responsibility for the evaluation, implementation, maintenance and on-going quality assurance of all instruments specially using in the GI Endoscopy settings.

KNOWLEDGE CRITERIA:

An understanding of the following elements, which will be the outcome of training, are essential for individuals working in the GI Endoscopy setting:

- The anatomy, physiology and pathophysiology of the Digestive system.
- Knowledge about the various digestive diseases
- Knowledge about the various diagnostic, therapeutic and interventional endoscopic procedures
- Cardiopulmonary function, dysfunction and risk factors.
- Principles and practice of endoscopic procedures, as well as associated risks.



- The concepts of acute and chronic illness, normality and crisis states as they relate to gastroenterology.
- Knowledge about the various accessories used for therapeutic and interventional endoscopy.
- Knowledge about the medical equipment used in a gastrointestinal endoscopy setting including, but not limited to, therapeutic, monitoring and diagnostic equipment.
- Knowledge about the automated endoscopic re-processors (ENDO AER)
- The principles and practice of proper disinfection and sterilization of endoscopes and various accessories.

SPECIALTY AREAS:

The specialty area of Endoscopy technicians includes, but is not limited to:

- Diagnostic, therapeutic, interventional endoscopic procedures.
- Endoscopic Retrograde Cholangiopancreatography (ERCP)
- Endoscopic Ultrasound (EUS)
- Endoscopic obesity procedures.
- Enteroscopy
- Automated Endoscopic Re-processors.

PRACTICE LIMITATIONS:

The endoscopic technicians should work under the supervision of the HOD of the Dept. of endoscopy/gastroenterology.

The Endoscopy suite uses detailed Policies and Procedures and instruction manuals from the manufactures and follows international standards and guidelines and peer-reviewed, evidence-based methodologies.

COMPETENCY

FRAMEWORK DOMAINS OF

PRACTICE:

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the Endoscopy Technicians in relation to patients, families, other members of the multidisciplinary team, hospital, community and society as a whole.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, decision making and for related outcomes.

Performance Criteria

- 1.1.1 Works within the limits of own competence and the boundaries of the Scope of Practice.
- 1.1.2 Identifies opportunities for advocacy, health promotion and disease prevention.
- 1.1.3 Provides care without discrimination on any basis, with respect for the rights and dignity of all individuals.
- 1.1.4 Encourages and promotes appropriate stewardship of resources.
- 1.1.5 Avoids any activity that creates a conflict of interest or violates any laws and regulations.
- 1.1.6 Promotes the growth of the profession and presents a positive image of endoscopy services.

1.2 Competency Standard: Ethical Practice

Demonstrates integrity, accountability, honors the rights and dignity of all individuals and pursues a quest for excellence in all professional activities that serve the best interests of the patient, colleagues, hospital, society and profession.



Performance Criteria

- 1.2.1 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or clinical decision-making.
- 1.2.2 Acts as a patient advocate protecting the **person's** rights in accordance with the law and organization specific terms and conditions.
- 1.2.3 Maintains patient confidentiality and makes every reasonable effort to ensure the security of written verbal and electronic patient information.
- 1.2.4 Respects the **patients'** right to be fully informed (including children and young people and their parents), establishing a context for self-determination.
- 1.2.5 Acts sensitively and fairly giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state and any other relevant factors.
- 1.2.6 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality-of-care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient safety.
- 1.2.7 Demonstrates professional integrity and ethical conduct in matters where a conflict of interest could be construed, i.e. when advising on the use of products or services as per organizational approved policy and codes of professional conduct and ethics for endoscopy techs.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to Endoscopy Technicians.

Performance Criteria

- 1.3.1 Practices in accordance with agreed policies and procedures for the endoscopy suite.
- 1.3.2 Practices in accordance with relevant laws and regulations that govern endoscopy procedures.
- 1.3.3 Maintains valid licensure to practice in Qatar
- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role and/or professional Code of Conduct and Ethics for endoscopy techs.

1.4 Competency Standard: Core Skills - Essential Functions

Performance Criteria

- 1.4.1 Prepares and maintains all equipment and instrumentation required to provide quality endoscopy services in a GI Endoscopy setting (as listed under knowledge criteria)
- 1.4.2 Contributes to formal Quality Assurance program for all instrumentation used for endoscopy procedures.
- 1.4.3 Assists endoscopist/gastroenterologist in diagnostic/therapeutic / interventional endoscopic procedures
- 1.4.4 Follows hospital and departmental policies and procedures for cleaning, maintenance, and infection control and quality assurance.
- 1.4.5 Involves in public awareness programs and patient education as required by the hospital and Supreme Council of Health in Qatar.
- 1.4.6 Provides support for orientation of new employees including acting a preceptor as required, involvement in education and training programs of the department, hospital and relevant universities providing medical and allied health training in the state of Qatar.
- 1.4.7 Involves directly or indirectly in research conducted at a unit, departmental or hospital level.

1.5 Competency Standard: Communication and Teamwork

Uses communication skills to ensure good communication with other members of the health care team, supporting staffs and the patients.

Performance Criteria

- 1.5.1 Establishes relationships of trust, respect, honesty and empathy.
- 1.5.2 Gathers information about disease, but also about a **patient's** beliefs, concerns, expectations and illness experience.
- 1.5.3 Seeks out and synthesizes relevant information from other sources, such as **patient's** family, caregivers and other professionals.
- 1.5.4 Delivers information to patients and their families, colleagues and other members of the healthcare team, in a way that is understandable and that encourages discussion and participation in decision making.
- 1.5.5 Demonstrates cultural competence across all patient groups.
- 1.5.6 Consistently and clearly communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.
- 1.5.7 Participates in building consensus and or resolving conflict in the context of patient care.
- 1.5.8 Engages in teamwork and team-building processes.
- 1.5.9 Works effectively with other professionals to prevent, negotiate and resolve inter-professional conflict.

1.6 Competency Standard: Quality Improvement and Safety

Ensures work practices meet professional and organizational quality and safety standards, guidelines and participates in continuous quality improvement.

Performance Criteria

- 1.6.1 Works in accordance with approved quality standards and guidelines reflecting recognized evidence-based best practice.
- 1.6.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of Endoscopy Technology.
- 1.6.3 Acts immediately and appropriately in accordance with the national and/or institutional disaster plans needed.
- 1.6.4 Implements quality assurance and risk management strategies.
- 1.6.5 Ensures a safe work environment by identifying actual and potential risks and takes timely action to meet national legislative and workplace health and safety principles.
- 1.6.6 Acknowledges own limitations in knowledge, judgment and/or skills and functions within those limitations.
- 1.6.7 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports and acts to access or provide support for remediation of deficiencies.
- 1.6.8 Participates in ongoing quality improvement and risk management initiatives.
- 1.6.9 Adheres to and implements infection control policies and procedures.

2 DOMAIN TWO: EDUCATION, LEARNING AND DEVELOPMENT

This Domain defines the responsibilities for the continuing professional development of the Unit, team and self.



2.1 Competency Standard: Education and Facilitation

Demonstrates a commitment to the development of other members of the health care team, as well as patients, families, the organization, community and society. Shares and disseminates professional knowledge and research findings with others.

Performance Criteria

- 2.1.1 Acts as a resource person for others.
- 2.1.2 Contributes to the formal and informal education and professional development of students and colleagues and where appropriate coordinating learning opportunities.
- 2.1.3 Acts as an effective preceptor and/or mentor as assigned, using appropriate preparation and updating to undertake the roles.
- 2.1.4 Takes opportunities to learn together with others in order to contribute to healthcare improvement.

2.2 Competency Standard: Lifelong Learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance Criteria

- 2.2.1 Undertakes regular self-assessment and reviews own work practices through reflection, peer review, competency assessment, critical examination and evaluation.
- 2.2.2 Instigates planned updating of knowledge and skills for safe, patient-centered, evidence-based practice.
- 2.2.3 Actively engages in ongoing professional development and performance improvement of self and others.
- 2.2.4 Maintains a record of learning and professional development activities and accreditation.

2.3 Competency Standard: Health Promotion and Patient Education

Will enable and provide information on maintaining and optimizing health and maximizing self-care.

Performance Criteria

- 2.3.1 Takes part in relevant health promotion, patient education and illness prevention initiatives and contributes to their evaluation.
- 2.3.2 Applies knowledge of resources available for health promotion and health education.
- 2.3.3 Acts to empower the individual, family and community to adopt healthy lifestyles and concord with self-management of ill-health to promote wellbeing.
- 2.3.4 Provides relevant health information and patient education to individuals, families and communities to assist in achieving optimal health and rehabilitation.
- 2.3.5 Recognizes the potential for patient education and teaching for health and wellbeing within the course of work duties.
- 2.3.6 Applies knowledge of a variety of teaching and learning strategies with individuals, families and communities to effect and evaluate learning and concordance treatment and advice.

3 DOMAIN THREE: RESEARCH AND IMPROVEMENT

This Domain articulates the requirement that the Endoscopy Tech should practice incorporating best available evidence to provide quality healthcare and contribute to the creation and/or implementation of knowledge through active participation by involvement and/or leadership in research and improvement activities.

3.2 Competency Standard: Using Data and Information Systems

Uses data systems to enhance the quality of measurement, improve services to patients and advance the level of research.

Performance Criteria

- 3.2.1 Acquires the information technology skills needed to inform and provide optimum healthcare, accurately document outcomes and ensure data integrity for medical records and research opportunities.
- 3.2.2 Understands how to use technology and data to assist in the identification of problems and deficiencies that can be remediated to enable improvements in work practices, measurement and patient care.
- 3.2.3 Analyses data accurately and comprehensively, leading to appropriate interpretation of findings and the development of plans for data usage.

3.3 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of measurement, patient care and protect the rights of those participating.

Performance Criteria

- 3.3.1 Participates in activities that disseminate research findings such as publications, journal clubs, grand rounds and presentations.
- 3.3.2 Promotes research, evaluation, service improvement initiatives and audit, designed to improve work quality and healthcare practice and disseminate findings to colleagues, patients, families, communities and society.
- 3.3.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.

References:

- [1] American Society of Gastrointestinal Endoscopy: www.asge.org
- [2] Society of Gastroenterology Nurses and Associates: www.sгна.org
- [3] The European Society of Gastroenterology and Endoscopy Nurses and Associates: www.esgena.org
- [4] Australian Gastrointestinal Endoscopy Association: www.gesa.org.au



Criteria for National Registration Requirements – Urology Technologist

Criteria	Urology Technologist
Definition	Urology technologists work in hospitals, clinics and laboratories assisting urologists with the diagnosis and treatment of genitourinary disorders. Their duties include reviewing patient records, explaining procedures, setting up equipment and performing procedures with direct and indirect supervision from physician.
Practice Settings	Urology Technologist practice in numerous settings, such as hospital, clinics, infertility laboratories and community settings.
Education	Minimum educational requirements: <ul style="list-style-type: none"> • Bachelor of Science in Urology technology • Bachelor's degree in allied health profession • Bachelor of Science in Nursing • Or equivalent master's degree in clinical science
Scope of Practice	<ul style="list-style-type: none"> • The Urology technologist is responsible for performing various urology procedure and tests under the supervision/guidance of a urologist. • Performs all technical duties according to the approved procedures including those requiring high level of skill and judgment. • Assists the urology physician in performing procedures and tests related to the genitourinary system. • Reports unusual results and difficulties to the urologist or supervisor. • Maintains adequate inventories of expendable supplies. • Ensure recording of test findings, accuracy, precision and integrity of all urology procedures and investigations. • Recognizes technical problems and apply initiative and knowledge to trouble shoot. • Performs such other duties as reasonably required by the urology physician.
Licensure	The Urology technologist must apply for Licensure through Department of Healthcare Professions (DHP).
Experience	<ul style="list-style-type: none"> • Overseas candidates: <ul style="list-style-type: none"> - Two (2) years of experience in a genitourinary specialty • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020



Competency validation	<ul style="list-style-type: none">• Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf• Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirements for Evaluation & Registration	<ul style="list-style-type: none">• (Refer to the DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	<ul style="list-style-type: none">• (Refer to the DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Note: Applicant with break from practice please see the DHP “ Break from Practice Policy ” at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf	



Urology Technologist - Scope of Practice

INTRODUCTION

The Urology Technologist scope of practice is based on a competency framework that comprises professional ethics, clinical practice, leadership and management, learning and management and research domains intrinsic to the role of the Urology Technologist. The scope also describes the professional roles and activities and practice settings for urology technology. This document sets out the standards of proficiency required for safe and effective practice in urology technology. They are the threshold standards necessary to protect members of the public. Once on the Qatar Supreme Council for Health Professionals Register the licensed professional must continue to meet the standards of proficiency which relate to the areas in he/she works. Periodic updating of the scope of practice statement and standards of proficiency will be necessary as technology and perspective change.

The licensed professional must have evidence of advanced competencies in order to address responsibilities that extend beyond traditional boundaries of urology practice.

STATEMENT OF PURPOSE:

The purpose of this document is to define Urology technologist scope of practice in Qatar to:

- (a) Describe the services offered by qualified Urology technologist.
- (b) Define the professional accountability, required competencies, and scope of ethical and legal practice of the Urology technologist in relation to patients, families, other members of the multidisciplinary team, community and society.
- (c) Serve as a reference for license regulating authorities and professionals governing healthcare.

DEFINITION:

Urology technologists assist urologists with the diagnosis and treatment of urinary disorders. Their duties include reviewing patient records, explaining procedures, setting up equipment and assisting with tests. Urology technicians might also take ultrasound images of the bladder and perform catheterizations.

PROFESSIONAL ROLES AND ACTIVITIES:

Urology technologists perform and assist with urology tests and procedures such as “**Extracorporeal shock wavelithotripsy**”, semen fluid analysis, male infertility tests, urodynamic or urinary catheterization and endoscopy procedures. They review patient files and must be familiar with basic anatomic and physiologic conditions in order to recognize and identify any abnormalities. Other duties may include scheduling appointments, explaining procedures to patients and maintaining related equipment.

Activities of the Urology Technologist include, but are not limited to:

- Performs urology testing and calibrates equipment
- Mentors and supports team members in the performance of work duties according to standards of practice, policies and procedures
- Obtains relevant medical history
- Equipment set-up
- Data measurement and acquisition
- Oversees the day-to-day operations of the urology area as appropriate to experience in collaboration with urology physician for clinical issues
- Removes and cleans equipment according to the institutional infection control policy and/or protocol



1 DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the urology technologist in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, and decision-making and for the related outcomes.

Performance criteria:

- 1.1.1 Works within the limits of own competence and the boundaries of personal and professional Scope of Practice.
- 1.1.2 Identifies opportunities for advocacy, health promotion and disease prevention.
- 1.1.3 Provides care without discrimination on any basis, with respect for the rights and dignity of all individuals.
- 1.1.4 Encourages and promotes appropriate stewardship of resources.
- 1.1.5 Avoids any activity that creates a conflict of interest or violates any Qatari laws and regulations.
- 1.1.6 Promotes the growth of the profession and presents a positive image of technologist to the community.

1.2 Competency Standard: Ethical Practice

Demonstrates integrity, accountability, honors the rights and dignity of all individuals, and pursues a quest for excellence in all professional activities that serve the best interests of the patient, society, and the profession.

Performance criteria:

- 1.2.1 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or clinical decision-making.
- 1.2.2 Acts as patient advocate protecting the **person's** rights in accordance with Qatari law and organization specific terms and conditions.
- 1.2.3 Maintains patient confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.4 **Respects the patient's (including children and young people and their parents') right to be** fully informed, establishing a context for self- determination, assent (children) and informed consent.
- 1.2.5 Acts sensitively and fairly giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant factors.
- 1.2.6 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality of care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient safety.
- 1.2.7 Demonstrates professional integrity and ethical conduct in all matters.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative regulatory and policy guidelines relevant to urology technology practice in Qatar.

Performance criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide urology practice.
- 1.3.2 Practices in accordance with relevant State of Qatar laws and regulations that impact urological practice.
- 1.3.3 Maintains valid registration and licensure to practice in Qatar.



- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to urology technology.
- 1.3.5 Maintains a professional portfolio including evidence of continued competence and improvement.

2 DOMAIN TWO: CLINICAL PRACTICE

As a healthcare profession, urology technology is practiced under the medical supervision of a urologist as part of the health care continuum. Critical thinking, patient/environment assessment skills and evidence-based standards and guidelines enable the urology technologist to provide appropriate and effective diagnostic testing and clinical interventions.

2.1 Competency Standard: Provision of Care

As healthcare reform takes shape and more people are able to afford routine and diagnostic medical care, this field is expected to grow. This is especially true in both rural areas and inner-city urban spaces. Urology Technologist works under the supervision of the physician to diagnose and treat patients.

Performance criteria:

- 2.1.1 Maintains the provision of urology technology services that are safe, aseptic, preventative and restorative to the patient.
- 2.1.2 Keeps accurate, contemporaneous, comprehensive and legible records of patient care in accordance with applicable legislation, protocols and guidelines. This includes Qatar Ministry of Public Health requirements.
- 2.1.3 Provides support and consultation for the region with regards to urology services and coordinate urology services to meet patient needs.
- 2.1.4 Provides urology technology services including but not limited to urology assessment, evaluation of results, calibration of equipment and provision of results to the supervising urologist.

2.2 Competency Standard: Patient Centered Care

The urology technologist is responsible for ensuring that the service user is at the center of all decisions about care wherever possible.

Performance criteria:

- 2.2.1 Understands the need to adopt an approach which centers on the service user and establishes appropriate professional relationships in order to effectively provide service.
- 2.2.2 Understands the need to provide service users and/or people authorized to act on their behalf with the information necessary to enable them to make informed decisions.
- 2.2.3 Ensures the provision of service is safe, appropriate, accurate and timely for the patient and referring physician.
- 2.2.4 Provides the patients and their family with clear and accurate information.
- 2.2.5 Treat families with care, respect and professionalism.

2.3 Competency Standard: Evidence-Based Practice

Integrates best available evidence, clinical audit and research into practice to ensure quality of provision.

Performance Criteria:

- 2.3.1 Utilizes current evidence-base, including recent research findings, and best available evidence to guide image acquisition and measurements.
- 2.3.2 Incorporates credible critically appraised evidence into urological practice and when initiating change in practice.
- 2.3.3 Participates in the formulation of evidence-based practice based on best available credible research and/or



national and international professional consensus, guidance and audit.

- 2.3.4 Is aware of the role of audit and review in quality improvement and quality assurance.
- 2.3.5 Evaluates the efficacy and effectiveness of both new and established technologies using recognized outcome measures.
- 2.3.6 Participates in generating new evidence to improve quality of care through research, clinical audit and quality improvement programs.

2.4 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed.

Performance Criteria:

- 2.4.1 Establishes relationships of trust, respect, honesty and empathy.
- 2.4.2 Gathers information about disease, but also about a patient's beliefs, concerns, expectations and illness experience.
- 2.4.3 Seeks out and synthesizes relevant information from other sources, such as patient's family, caregivers and other professionals.
- 2.4.4 Delivers information to patients and their families, colleagues, and other members of the healthcare team, in a way that is understandable, and that encourages discussion and participation in decision making.
- 2.4.5 Demonstrates cultural competence across all patient groups.
- 2.4.6 Consistently and clearly communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.
- 2.4.7 Understands how communication affects engagement of service users.
- 2.4.8 Able to modify means of communication to take into account important variables such as age, capacity, learning and physical ability.
- 2.4.9 Is aware of verbal and non-verbal communication and how this can be affected by factors such as age, culture, ethnicity, gender, socio-economic status and spiritual or religious beliefs.
- 2.4.10 Participates in building consensus and or resolving conflict in the context of patient care and the multi-professional team.
- 2.4.11 Engages proactively in teamwork and the team-building processes.
- 2.4.12 Works effectively with other professionals to prevent, negotiate and resolve inter-professional conflict.

3 DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities required for the provision of safe, effective urological procedures. This domain includes concordance with the healthcare organization's Code of Behavior as the operating frameworks.

3.1 Competency Standard: Leadership

Exhibits leadership qualities and manages technologist care safely, efficiently and ethically.

Performance Criteria:

- 3.1.1 Applies clinical reasoning, critical thinking and problem-solving skills in the provision, management and evaluation of care.
- 3.1.2 Manages self, and where appropriate assists others, to ensure effective workload prioritization and time management.



- 3.1.3 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own practice, the team and/or on the organization.
- 3.1.4 Advocates for and contributes to the creation and maintenance of a positive working environment and team working.
- 3.1.5 Participates in the mentorship and coaching of others maximizing the effectiveness of urology technology, the provision of quality health care and the profession.
- 3.1.6 Acts as a role model for colleagues, students and other members of the healthcare care team by treating all with respect, trust and dignity.
- 3.1.7 Fosters the advancement of urology technologist autonomy and accountability.
- 3.1.8 Promotes and maintains a positive image of urology.
- 3.1.9 Assumes leadership responsibilities, as appropriate, in the delivery of urology technology.

3.2 Competency Standard: Quality Improvement and Safety

Ensures Urology technologist practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

Performance criteria:

- 3.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence based best practice.
- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of urology procedure.
- 3.2.3 Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed participating in triage and coordination of care for patients.
- 3.2.4 Implements quality assurance and risk management strategies.
- 3.2.5 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislation and workplace health and safety principles.
- 3.2.6 Acknowledges limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.2.7 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports, and acts to access and/or provides support to ensure remediation of deficiencies.
- 3.2.8 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.9 Adheres to and implements infection control policies and procedures.
- 3.2.10 Communicates and records safety concerns to the relevant authority and documents response.

3.3 Competency Standard: Delegation and Supervision

Delegates and provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Delegates to others, where appropriate, activities commensurate with their abilities and scope of practice.
- 3.3.2 Uses a range of supportive strategies when supervising aspects of care delegated to others.
- 3.3.3 Maintains accountability and responsibility when delegating aspects of care to others.

4 DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

4.1 Competency Standard: Education and Facilitation

Demonstrates commitment to the development of other members in the healthcare team, as well as patients, families, community and society.

Performance criteria:

- 4.1.1 Shares and disseminates professional knowledge and research findings with others.
- 4.1.2 Acts as a resource person for others.
- 4.1.3 Contributes to the formal and informal education and professional development of students and colleagues facilitating and where appropriate coordinating learning opportunities.



- 4.1.4 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and updating to undertake the roles.
- 4.1.5 Takes opportunities to learn together with others in order to contribute to health care improvement.

4.2 Competency Standard: Lifelong learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.
- 4.2.2 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.3 Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.4 Maintains a record of learning and professional development activities and accreditation.
- 4.2.5 Understands the value of case discussion, clinical supervision and other methods of reflecting and reviewing practice.

5 DOMAIN FIVE: RESEARCH AND DEVELOPMENT

This domain articulates the requirement that the urology technologist should practice incorporating best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Using data and information systems

Uses data systems to enhance the quality and delivery of patient care.

Performance Criteria:

- 5.1.1 Acquires information technology skills needed to inform and provide optimum healthcare care and accurately document procedures.
- 5.1.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.1.3 Analyses data accurately and comprehensively leading to appropriate interpretation of findings.
- 5.1.4 Recognizes the need to manage records and all other information in accordance with applicable legislation, protocols and guidelines.

5.2 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 5.2.1 Participates in activities that disseminate research findings such as publications, journal clubs, grand rounds and presentations.
- 5.2.2 Promotes research, evaluation, service improvement initiatives and audit, designed to improve healthcare practice and disseminate findings to colleagues, patients, families, communities, and society.
- 5.2.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.



Criteria for National Registration Requirements – Surgical Technologist

Criteria	Surgical Technologist
Definition	<p>The Surgical Technologist is a professional who holds a current valid license issued under a national authority or board that authorizes them to practice their profession and use the Surgical Technologist title. A Surgical Technologist assists surgeons during surgical procedures by anticipating the surgeon's needs and facilitating the proper use of instruments and ensure the procedure is executed efficiently.</p>
Practice Settings	<p>Surgical Technologists may provide services in a variety of settings including but not limited to the following:</p> <ul style="list-style-type: none"> • Medical facilities in government and private sectors which offers a variety of specialties, including Labor and delivery, Urology, Cardiology and Neurology • Operating rooms (OR) • Obstetric suites (OB) • Recovery Room (only if they have nursing background) • Ambulatory surgery suites • Day care surgery units
Education	<p>Minimum educational requirements:</p> <ul style="list-style-type: none"> • Bachelor's degree in nursing/ Midwifery, or • Diploma in Nursing, or • 3-year Diploma in Surgical Technology
Scope of Practice	<p>The Surgical Technologists are the most knowledgeable and reliable member of the Operating Room team concerning the proper use of surgical instruments and equipment.</p> <p>The Surgical Technologist will carry out the following tasks:</p> <ul style="list-style-type: none"> • Responsible for the overall preparation of the assigned specialty such as, Nephrology, Cardio Thoracic, Orthopedic, Neurosurgery, ENT, Ophthalmology, Surgery etc. and ensure that the appropriate sets of the required instruments, equipment and accessories are available. • Consults with OR in-charge to determine the Operating Room schedule according to respective specialty and ensures the supply of instruments and equipment required for the procedures • Coordinates with Engineering, Bioengineering and CSSD department and follow-up of items which may need repair or replacement. • Maintains costly medical equipment including operating microscope, brain lab, robotic surgical equipment etc. • Assists in ordering needed consumables and other surgical accessories. • Troubleshoots surgical equipment malfunctions, routing non-functional equipment to the proper department for repair.



	<ul style="list-style-type: none"> Provides direct patient care after completing competency validation in the assigned unit, i.e., prepare patients for surgery by washing and disinfecting incision sites, inserts peripheral intravenous catheters, passes instruments and other supplies during the surgery and after the surgery. Follows operating room infection control practice. Participates in cleaning and disinfecting of delicate equipment for the specialty. Maintains appropriate supplies and equipment as required by the surgeons in supply carts, and document needs/usage for supervisor utilization as required. Evaluates the quality of sterile consumables and equipment. Assists surgeons in major surgeries. Liaises with surgeon to improve and update instruments and equipment. Acts as a resource person for nurses and other healthcare team members by providing appropriate instructions and technical guidance. Develops specialty Nursing team for the work continuity to cover the work 24/7. Checks the safety of patients from the time patient enters Operating Room until transfer to Recovery Room. Ensures completeness of documentation before and after surgery. Maintains his/her continuing professional development.
Licensure	<p>The Surgical Technologist must apply for registration and licensing certification through Department of Healthcare Practitioners (DHP) in Ministry of Public Health (MOPH). https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx.</p>
Experience	<ul style="list-style-type: none"> Overseas candidates: <ul style="list-style-type: none"> Candidates with Nursing Diploma or bachelor's degree in nursing/Midwifery: 5 years post-graduation experience in Operating Room according to the area of specialization. Candidates with diploma in Surgical Technology: a minimum of 3 years' experience post-graduation experience in Operating Room according to the area of specialization For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020.
Competency validation	<ul style="list-style-type: none"> Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirements for Evaluation & Registration	<ul style="list-style-type: none"> (Refer to the DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	<ul style="list-style-type: none"> (Refer to the DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
<p>Note: Applicant with break from practice please see the DHP "Break from Practice Policy" at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	

Surgical Technologist - Scope of Practice

INTRODUCTION

The Surgical Technologist scope of practice is based on a competency framework that comprises professional ethics, clinical practice, leadership and management, learning and management and research domains intrinsic to the role of the Surgical Technologist. The scope also describes the professional roles and activities and practice settings for the Surgical Technologist profession. This document sets out the standards of proficiency required for safe and effective practice in the Surgical Technologist profession. They are the threshold standards necessary to protect members of the public. Once on the Department of Healthcare Practitioners (DHP) register the licensed professional must continue to meet the standards of proficiency which relate to the areas in he/she works. Periodic updating of the scope of practice statement and standards of proficiency will be necessary as technology and perspective change.

STATEMENT OF PURPOSE:

The purpose of this document is to define the Surgical Technologist's scope of practice in Qatar by:

- a. Describing the services offered by qualified Surgical Technologists.
- b. Defining the professional accountability, required competencies, and scope of ethical and legal practice of the Surgical Technologist in relation to patients, families and other members of the multidisciplinary team, community and society.
- c. Serving as a reference for license regulating authorities and professionals governing healthcare.

DEFINITION OF SURGICAL TECHNOLOGIST:

The Surgical Technologist is a professional who holds a current valid license issued under a national authority or board that authorizes them to practice their profession and use the title Surgical Technologist.

Surgical Technology is an allied health profession specifically focused on clinical procedures to assist the surgeon in the safe and efficient care of patients.

Surgical technologists facilitate the safe and effective conduct of invasive and non-invasive surgical procedures, ensuring that the operating room environment is safe, that surgical instruments and equipment functions properly, and that the operative procedure is conducted efficiently.

PROFESSIONAL ROLES AND ACTIVITIES:

The Surgical Technologists are the most knowledgeable and reliable member of the Operating Room team concerning the proper use of surgical instruments and equipment which are costly and of high technology.

Surgical Technologists demonstrate knowledge, apply it in practice and participate in critical event management during patient care in addition to the utilization of Basic Life Support skills and crisis management knowledge and comprehension and its application to all age groups.

Surgical Technologists may work in specialty theater facility, such as, Nephrology, Cardio Thoracic, Orthopedic, Neurosurgery, ENT, Ophthalmology, Surgery etc.

The tasks of the Surgical Technologist include but are not limited to the following:

- Responsible for the overall preparation for the assigned specialty, i.e. Nephrology, Cardio Thoracic, Orthopedic, Neurosurgery, ENT, Ophthalmology, Surgery etc. and ensure that the appropriate sets of the required instruments, equipment and accessories are available.

- Consults with OR in-charge to determine the Operating Room schedule according to respective specialty to determine the supply of instruments and equipment required for the procedures
- Coordinates with Engineering, Bioengineering and CSSD department and follow up of items which may need repair or replacement.
- Maintains high technology costly equipment, i.e., Operating Microscope, Brain lab, Robotic surgical equipment etc.
- Assists in ordering needed consumables and other surgical accessories.
- Troubleshoots surgical equipment malfunctions, routing non-functional equipment to the proper department for repair
- Provides direct patient care after completing competency validation in the assign unit, i.e. prepare patients for surgery by washing and disinfecting incision sites, inserts peripheral intravenous catheters, pass instruments and other supplies during the surgery and after the surgery.
- Follows operating room infection control practice.
- Participates in cleaning and disinfecting of delicate equipment for the specialty.
- Maintains appropriate supplies and equipment as required by the surgeons in supply carts, and document needs/usage to supervisor appropriate utilization as required.
- Evaluates the quality of sterile consumable and equipment.
- Assists surgeons in major surgeries.
- Liaises with surgeons to improve and update instruments and equipment.
- Acts as a resource person for nurses and other healthcare team members by providing appropriate instructions and technical guidance.
- Develops specialty Nursing team for the work continuity to cover the work 24/7
- Checks the safety of patients from the time patient enters Operating Room until transfer to Recovery Room.
- Ensures completeness of documentation before and after surgery.
- Maintains his/her continuing professional development.

COMPETENCY FRAMEWORK

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the Surgical Technologist in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, and decision-making and for the related outcomes.

Performance criteria:

- 1.1.1 Works within the limits of own competence and the boundaries of personal and professional Scope of Practice.
- 1.1.2 Identifies opportunities for advocacy, health promotion and disease prevention.
- 1.1.3 Provides care without discrimination on any basis, with respect for the rights and dignity of all individuals.
- 1.1.4 Encourages and promotes appropriate utilization of resources.
- 1.1.5 Avoids any activity that creates a conflict of interest or violates any Qatari laws and regulations.
- 1.1.6 Promotes the growth of the profession and presents a positive image of Surgical Technologist to the community.



1.2 Competency Standard: Ethical Practice

Demonstrates integrity, accountability, honors the rights and dignity of all individuals, and pursues a quest for excellence in all professional activities that serve the best interests of the patient, society, and the profession.

Performance criteria:

- 1.2.1 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or clinical decision-making.
- 1.2.2 Acts as patient advocate protecting the **person's** rights in accordance with Qatari law and organization specific terms and conditions.
- 1.2.3 Maintains patient confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.4 Respects the **patient's** (including children and young people and their **parents'**) right to be fully informed, establishing a context for self-determination, assent (children) and informed consent.
- 1.2.5 Acts sensitively and fairly giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant factors.
- 1.2.6 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality-of-care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient safety.
- 1.2.7 Demonstrates professional integrity and ethical conduct in matters where a conflict of interest could be construed.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to Surgical Technologist practice in Qatar.

Performance criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide Surgical Technologist practice.
- 1.3.2 Practices in accordance with relevant State of Qatar laws and regulations that impact the practice of Surgical Technologist.
- 1.3.3 Maintains valid registration and licensure to practice in Qatar.
- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role.
- 1.3.5 Maintains a professional portfolio including evidence of continued competence and improvement.

2. DOMAIN TWO: CLINICAL PRACTICE

As a healthcare profession, Surgical Technologist is practiced in partnership with members of the interprofessional team. Surgical Technologists are specifically focused on surgical instruments and equipment and their proper use to assist the surgeons in safe care of patients in the Operating Theater according to specialty.

2.1 Competency Standard: Provision of Care

The practice of Surgical Technologist care includes providing direct patient care during and after surgery after validation of the required competencies.



Performance criteria:

- 2.1.1 Maintains the provision of Surgical Technologist care services that are safe, aseptic, preventative and restorative to the patient.
- 2.1.2 Keeps accurate, contemporaneous, comprehensive and legible records of patient care in accordance with applicable legislation, protocols and guidelines.
- 2.1.3 Performs the tasks of the Surgical Technologist as mentioned in the professional roles and activities.
- 2.1.4 Provides documented evidence of performance and validated competencies consistent with area of specialty.

2.2 Competency Standard: Patient Centered Care

The Surgical Technologist ensures that the patient is at the center of all decisions about care wherever possible.

Performance criteria:

- 2.2.1 Collaborates with the Operating Room team to provide safe patient care during and after surgery.
- 2.2.2 Confirms patient identity, allergy status and procedure.
- 2.2.3 Ensures informed consent has been obtained prior to any medical or surgical treatment, investigative or interventional procedure, as appropriate.
- 2.2.4 Assists with patient positioning, ensuring their privacy and dignity is maintained throughout the procedure.
- 2.2.5 Checks patient for signs of emotional stress and reassures and comforts patient in a timely and effective manner.
- 2.2.6 Acts as an advocate for the patient.
- 2.2.7 Checks that documentation is correct and readily available.
- 2.2.8 Provides support for the safe transportation of the patient during and after surgery.
- 2.2.9 Understands the need to provide service users and/or people authorized to act on their behalf with the information necessary to enable them to make informed decisions.
- 2.2.10 Provides appropriate education and training for nurses especially the newcomers, learners and other health care team members.

2.3 Competency Standard: Evidence-Based Practice

Integrates best available evidence, clinical audit and research into practice to ensure quality of provision.

Performance Criteria:

- 2.3.1 Utilizes current evidence-based research and best available evidence to guide the practice of Surgical Technologist.
- 2.3.2 Incorporates credible critically appraised evidence into Surgical Technologist practice and when initiating change in practice.
- 2.3.3 Participates in the formulation of evidence-based practice based on best available credible research and/or national and international professional consensus, guidance and audit.
- 2.3.4 Gathers and uses information, including qualitative and quantitative data in order to evaluate outcomes for service users engaged in Surgical Technologist care.
- 2.3.5 Is aware of the role of audit and review in quality improvement and quality assurance.
- 2.3.6 Evaluates the efficacy and effectiveness of both new and established interventions and technologies using recognized outcome measures.
- 2.3.7 Participates in generating new evidence to improve quality of care through research, clinical audit and quality improvement programs.



2.4 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed.

Performance Criteria:

- 2.4.1 Establishes relationships of trust, respect, honesty and empathy.
- 2.4.2 Gathers information about disease, and **patient's** beliefs, concerns, expectations and illness experience.
- 2.4.3 Seeks out and synthesizes relevant information from other sources, such as **patient's** family, caregivers and other professionals.
- 2.4.4 Delivers information to patients and their families, colleagues, and other members of the healthcare team, in a way that is understandable, and that encourages discussion and participation in decision- making.
- 2.4.5 Demonstrates cultural competence across all patient groups.
- 2.4.6 Consistently and clearly communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.
- 2.4.7 Understands how communication affects engagement of service users.
- 2.4.8 Modifies means of communication considering important variables such as age, capacity, learning and physical ability.
- 2.4.9 Shows awareness of verbal and non-verbal communication and how this can be affected by factors such as age, culture, ethnicity, gender, socio-economic status and spiritual or religious beliefs.
- 2.4.10 Participates in building consensus and or resolving conflict in the context of patient care and the multi-professional team.
- 2.4.11 Engages proactively in teamwork and the team-building processes.
- 2.4.12 Works effectively with other professionals to prevent, negotiate and resolve inter-professional conflict.

3. DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities required for the provision of safe, effective Surgical Technologist care. This domain includes concordance with the Code of Ethics and Professional Conduct and the healthcare **organization's** Code of Behavior as the operating frameworks.

3.1 Competency Standard: Leadership

Exhibits leadership qualities and manages Surgical Technologist care safely, efficiently and ethically.

Performance Criteria:

- 3.1.1 Applies clinical reasoning, critical thinking and problem-solving skills in the provision, management and evaluation of care.
- 3.1.2 Manages self and, where appropriate, assists others, to ensure effective workload prioritization and time management.
- 3.1.3 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own practice, the team and/or on the organization.
- 3.1.4 Advocates for and contributes to the creation and maintenance of a positive working environment and teamworking.
- 3.1.5 Participates in the mentorship and coaching of others maximizing the effectiveness of Surgical Technologist interventions, the provision of quality health care and the profession.
- 3.1.6 Acts as a role model for colleagues, students and other members of the healthcare care team by treating all with respect, trust and dignity.
- 3.1.7 Fosters the advancement of Surgical Technologist autonomy and accountability.
- 3.1.8 Promotes and maintains a positive image of Surgical Technologist.
- 3.1.9 Assumes leadership responsibilities, as appropriate, in the delivery of Surgical Technologist care.

3.2 Competency Standard: Quality Improvement and Safety

Ensures Surgical Technologist practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

Performance criteria:

- 3.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence based best practice.
- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of surgical technologist care.
- 3.2.3 Implements quality assurance and risk management strategies.
- 3.2.4 Ensures a safe environment by identifying actual and potential risks and takes timely action
- 3.2.5 Acknowledges limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.2.6 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports, and acts to access and/or provides support to ensure remediation of deficiencies.
- 3.2.7 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.8 Adheres to and implements infection control policies and procedures.
- 3.2.9 Communicates and records safety concerns to the relevant authority and documents response.

3.3 Competency Standard: Delegation and Supervision

Delegates and provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Delegates to others, activities commensurate with their abilities and scope of practice.
- 3.3.2 Uses a range of supportive strategies when supervising aspects of care delegated to others.
- 3.3.3 Maintains accountability and responsibility when delegating aspects of care to others.

4 DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

4.1 Competency Standard: Education and Facilitation

Demonstrates commitment to the development of other members in the healthcare team, as well as patients, families, community and society.

Performance criteria:

- 4.1.1 Shares and disseminates professional knowledge and research findings with others.
- 4.1.2 Acts as a resource person for others.
- 4.1.3 Contributes to the formal and informal education and professional development of students and colleagues facilitating and where appropriate coordinating learning opportunities.
- 4.1.4 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and updating to undertake the roles.
- 4.1.5 Takes opportunities to learn together with others in order to contribute to health care improvement.

4.2 Competency Standard: Lifelong learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.
- 4.2.2 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.3 Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.4 Maintains a record of learning and professional development activities and accreditation commensurate with the Ministry of Public Health continuing professional development standards
- 4.2.5 Understands the value of case discussion, clinical supervision and other methods of reflecting and reviewing practice.

4.3 Competency Standard: Promotion of health and patient education

Enable and provide information on maintaining and optimizing health and maximizing self-care to service users as appropriate.

Performance criteria:

- 4.3.1 Takes part in health promotion, patient education and illness prevention initiatives and contributes to their evaluation.
- 4.3.2 Applies knowledge of resources available for health promotion and health education.
- 4.3.3 Acts to empower the individual, family and community to adopt healthy lifestyles and concord with self-management of ill-health to promote wellbeing.
- 4.3.4 Provides relevant health information and patient education to individuals, families and other members of the health care team.
- 4.3.5 Recognizes the potential for patient education and teaching for health and wellbeing in Surgical Technologist interventions.
- 4.3.6 Applies knowledge of a variety of teaching and learning strategies with individuals, families and other members of the health care team to effect and evaluate learning.

5 DOMAIN FIVE: RESEARCH AND IMPROVEMENT

This domain articulates the requirement that the Surgical Technologist should practice incorporating best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Using data and information systems

Uses data systems to enhance the quality and delivery of patient care.

Performance Criteria:

- 5.1.1 Demonstrates information technology skills needed to inform and provide optimum healthcare and accurately document outcomes of interventions.
- 5.1.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.1.3 Analyses data accurately and comprehensively leading to appropriate interpretation of findings and development of implementation plans.
- 5.1.4 Recognizes the need to manage records and all other information in accordance with applicable legislation, protocols and guidelines.

5.2 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 5.2.1 Participates in activities that disseminate research findings such as publications, journal clubs, grand rounds and presentations.
- 5.2.2 Promotes research, evaluation, service improvement initiatives and audit, designed to improve healthcare practice and disseminate findings to colleagues and concern individuals.
- 5.2.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.

References:

- [1] HMC job descriptions for Operating Technician and Surgical Technologist.

Criteria for National Registration Requirements – Dental Assistant

Criteria	Dental Assistant
Definition	<p>The Dental Assistant is a dental health professional who holds a current, valid license issued under a national authority or a board that authorizes them to practice dental assisting and use the title registered dental assistant.</p> <p>A registered dental assistant may perform, under the direct supervision of a Dentist, a variety of tasks assisting the dentist during dental procedures and other duties following advanced training in Intra-Oral Skills, i.e. dental radiography, tooth polishing, placement and removal of rubber dams.</p>
Practice Settings	<p>Dental Assistant provides services in a variety of settings including:</p> <ul style="list-style-type: none"> • Outpatient - Different specialty areas which include endodontics, prosthodontics, orthodontics, pedodontics, periodontics & implant surgery and dental diagnostic & surgical sciences • Day Care - For compromised adult patient and pediatric patients
Education	<p>Minimum educational requirements:</p> <ul style="list-style-type: none"> • Bachelor's degree in Dentistry OR bachelor's degree in allied dental science (BSc) OR • 3-year Diploma in Dental Hygiene OR 3-year Diploma in General Nursing (GN) OR • 2-year Diploma in Dental Assistant Program
Scope of Practice	<p>Dental Assistants assist the dentist during dental procedures, examinations and patient treatments and perform other duties following advanced training in Intra-Oral Skills, ie. Dental radiography, tooth polishing, placement and removal of rubber dams They often work chair- side as dentists examine and treat patients. Dental Assistants perform many tasks requiring both interpersonal and technical skills and may include:</p> <ul style="list-style-type: none"> • Preparing the physical setting of the clinic • Retrieving, setting up and laying out dental equipment and dental instruments, and mixing materials. • Assisting the dentist by holding and passing instruments and retracting tissues and clearing patient's mouth from saliva or dental material using handheld suction, and air-spraying equipment. • Obtaining patient's dental medical history, maintain treatment records, and update patient's files as needed sterilize the dental equipment after every use, and set-up instrument trays. • Assisting in processing dental radiographs as dentist orders and assist in the monitoring and maintenance of radiation safety procedures and protocols. • Providing patients with dental advice on how to maintain oral health, and instructions for tooth brushing and flossing. • Responding to patient queries and complaints, and assist in resolving concerns. • Monitoring and maintaining dental equipment and instruments (lubricating, cleaning, flushing and draining of equipment and reporting defective equipment) and maintaining inventory.



	<ul style="list-style-type: none"> Filling orders for dental prosthetics, including dentures, bridges, crowns, veneers and inlays. Creating models of patients' mouths with plaster, wax, porcelain, metal and hand tools from physical and sometimes computerized molds.
Licensure	The Dental Assistant must apply for registration and licensing certification through Department of Healthcare Practitioners (DHP) in Ministry of Public Health (MOPH).
Experience	<ul style="list-style-type: none"> Overseas candidates: <ul style="list-style-type: none"> minimum of 1-year experience in Dental Assisting. For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020.
Competency validation	<ul style="list-style-type: none"> Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirements for Evaluation & Registration	<ul style="list-style-type: none"> (Refer to the DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	<ul style="list-style-type: none"> (Refer to the DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
<p>Note: Applicant with break from practice please see the DHP “Break from Practice Policy” at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	

Dental Assistant – Scope of Practice

INTRODUCTION

A Dental Assistant's Scope of Practice is a competency framework built on five domains intrinsic to the role of dental assistant.

1. Professional and Ethical Practice
2. Clinical Practice
3. Leadership and Management
4. Education, Learning and Development
5. Research and Improvement

Each domain is described through competency standards and performance criteria that define the requirements for practice demanded of the dental assistant. This document is to be used as a foundation for all dental assistants' roles, professional development and performance appraisal.

SCOPE OF PRACTICE

Dental Assistant is a professional who holds a valid license issued under a national authority or board that authorizes them to practice dental assisting and use the title registered dental assistant. The practice of dental assistant entails systematic and ethical approach to individuals and/or groups requiring specialized knowledge, judgment, and skills derived from the biological, physical and behavioral social sciences. This includes:

- Executing a plan for health and oral care based on comprehensive assessment, selection of appropriate evidence-based interventions and evaluation of response or outcomes according to the level of practice expected by a dental assistant.
- Providing health education and patient/family teaching with specific focus on promoting oral and dental health and preventing oral and dental problems.
- Undertaking delegated activities such as assisting in different procedures, treatments, and executing those interventions delegated by an individual authorized by their own professional registration and acting within their scope of professional practice.
- Teaching, administering, supervising, delegating, and evaluating dental assisting practice.
- Assisting in different specialty areas such as, endodontics & restorative, prosthodontics, orthodontics, pedodontics, periodontics & implant surgery.
- Maintaining and increasing professional knowledge and competence by taking advantage of every educational opportunity available.
- Performing extra-oral duties which include the following:
 - Counseling, instructing and demonstrating the maintenance or improvement of oral health.
 - Monitoring vital signs.
 - Maintaining and caring for dental equipment.

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the dental assistant in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, decision-making and for the related outcomes.



Performance criteria:

- 1.1.1 Demonstrates accountability for own professional judgments, actions, outcomes of care and continued competence in accordance with Qatari laws and regulations and the Scope of Practice.
- 1.1.2 Works within the limits of own competence and the boundaries of the Scope of Practice.
- 1.1.3 Seeks appropriate guidance when encountering situations beyond the limits of own competence and the Scope of Practice.
- 1.1.4 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.
- 1.1.5 Takes accountability for delegation of aspects of care delivery in dental setting.
- 1.1.6 Participates in activities to optimize patient access to the full range of services required for effective healthcare.
- 1.1.7 Assumes accountability for improving the quality and effectiveness of healthcare services provided.

1.2 Competency Standard: Ethical Practice

Delivers dental assisting care and practices embedding the Code of Conduct for dentistry as the ethical and professional framework considering the socio-cultural needs of patients, families, communities and society.

Performance criteria:

- 1.2.1 Practices according to the Code of Conduct for dentistry.
- 1.2.2 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or supports clinical decision-making.
- 1.2.3 Acts as patient advocate protecting the **person's** rights in accordance with Qatari law and terms and conditions of employment.
- 1.2.4 Maintains confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.5 Respects the **patient's** (including children and young people and their parents) right to be fully informed establishing a context for self-determination and assent (children).
- 1.2.6 Respects and maintains the **patient's** and **family's** right for privacy and dignity.
- 1.2.7 Acts sensitively and fairly giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant factors.
- 1.2.8 Liaises and collaborates with other healthcare professionals and personnel to ensure ethical practice is maintained.
- 1.2.9 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality-of-care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient safety.
- 1.2.10 Demonstrates professional integrity in matters where a conflict of interest could be construed, i.e. when advising on the use of products, devices or services (as Qatari law and Code of Conduct for dentistry).

1.3 Competency Standard: Legal Implications of Dental Assisting Practice

Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to dental assisting practice.

Performance criteria:

- 1.1.1 Practices in accordance with agreed policies and procedures that guide dental assisting practice.
- 1.1.2 Practices in accordance with relevant laws and regulations that govern dental assisting practice.
- 1.1.3 Maintains valid registration and licensure to practice in Qatar.
- 1.1.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role.

2. DOMAIN TWO: CLINICAL PRACTICE

This domain encompasses the key principles of the dental assistant role in health promotion, illness prevention, and care provision, supported transfer within health contexts and including establishing appropriate therapeutic and interpersonal relationships to maximize the delivery of safe care to patients, families, the wider community and society.

2.1 Competency Standard: Patient Centered Care

Provides skilled safe, holistic, culturally competent, patient-centered care to individual, families, community and society, in collaboration with the multidisciplinary team irrespective of healthcare settings.

Performance criteria:

- 2.1.1 Undertakes a comprehensive, holistic, systematic dental assisting assessment involving the patient, family and other healthcare providers, as appropriate, in order to determine the needs, concerns, problems, issues, and/or diagnosis that serve as a basis for care planning.
- 2.1.2 Maintains and demonstrates clinical competence in all aspects of care provided to patients on specific specialty area in dental setting.
- 2.1.3 Attends to emergency/crisis situations calmly and effectively.
- 2.1.4 Develops implements, evaluates, revises and provides input to the **patients'** plan of care and provides care according to the plan of care.
- 2.1.5 Defines expected goals and/or outcomes in terms of the individual **patient's** needs, concerns, culture and values.
- 2.1.6 Applies best available knowledge from credible sources to support clinical reasoning, decision-making and safe practice.
- 2.1.7 Continuously evaluates the response(s) of patients/groups and where delegated dental interventions documenting observations accurately in a timely manner and taking appropriate action including reporting abnormal or concerning results.
- 2.1.8 Maintains dental records, including patient education given in an accurate and timely manner.
- 2.1.9 Maintains and promotes patient satisfaction through effective customer service.

2.2 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed.



Performance Criteria:

- 2.2.1 Initiates, develops and terminates therapeutic relationship with individuals, families and groups through the use of appropriate communication and interpersonal skills.
- 2.2.2 Demonstrates cultural competence across patient groups.
- 2.2.3 Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.
- 2.2.4 Works with others to affect change and produce positive outcomes through the sharing of knowledge of the individual and/or the situation.
- 2.2.5 Participates in building consensus or resolving conflict in the context of patient care.
- 2.2.6 Demonstrates the ability to work as a team member by engaging in teamwork and the team-building processes.
- 2.2.7 Works in collaboration with other members of the wider multidisciplinary team across patient pathways.

3. DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities required to manage oral care safely and effectively.

3.1 Competency Standard: Leadership

Exhibits leadership qualities and manages oral care safely, efficiently and ethically.

Performance Criteria:

- 3.1.1 Applies clinical reasoning, critical thinking and problem-solving skills to the organization, provision, management and evaluation of care.
- 3.1.2 Manages self, and where appropriate organizes others, to ensure effective workload prioritization and time management.
- 3.1.3 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own practice, the team and/or on the organization.
- 3.1.4 Advocates for, and contributes to, the creation and maintenance of a positive working environment and team working.
- 3.1.5 Participates in mentorship and coaching of others to maximize the effectiveness of dental treatment and procedures, the provision of quality oral care and the profession.
- 3.1.6 Acts as a role model for colleagues, students and other members of the care team by treating all with respect, trust and dignity.
- 3.1.7 Seeks ways to advance dental assisting autonomy and accountability.
- 3.1.8 Promotes and maintains a positive image of dental assistant
- 3.1.9 Assumes leadership responsibilities, as appropriate, in the delivery of oral health care.

3.2 Competency Standard: Quality Improvement and Safety

Ensures dental assisting practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.



Performance criteria:

- 3.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidencebased best practice.
- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of dental and oral health care.
- 3.2.3 Acts immediately and appropriately in accordance with the national and/or institutional disaster plans needed assuming a leadership role in triage and coordination of care for patients.
- 3.2.4 Implements quality assurance and risk management strategies.
- 3.2.5 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislation and workplace health and safety principles.
- 3.2.6 Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.2.7 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports, and acts to access and/or provides support to ensure remediation of deficiencies.
- 3.2.8 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.9 Adheres to and implements infection control policies and procedures.
- 3.2.10 Communicates and records safety concerns to the relevant authority and documents response.

3.3 Competency Standard: Delegation and Supervision

Delegates and provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Delegates to others, activities commensurate with their abilities and scope of practice.
- 3.3.2 Uses a range of supportive strategies when supervising aspects of care delegated to others.
- 3.3.3 Maintains accountability and responsibility when delegating aspects of care to others.

4. DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

This domain defines the responsibilities of the dental assistant to provide a practical/professional environment that encourages education of patients, dental assistants as well as personal development and growth.

4.1 Competency Standard: Education and Facilitation

Demonstrates commitment to the development of other members in the oral healthcare team, as well as patients, families, community and society.

Performance criteria:

- 4.1.1 Shares and disseminates professional knowledge and research findings with others.
- 4.1.2 Acts as a resource person for others.
- 4.1.3 Contributes to the formal and informal education and professional development of students and colleagues facilitating and where appropriate coordinating learning opportunities.
- 4.1.4 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and updating to undertake the roles.
- 4.1.5 Takes opportunities to learn together with others in order to contribute to oral health care improvement.



4.2 Competency Standard: Lifelong Learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.
- 4.2.2 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.3 Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.4 Maintains a professional portfolio including evidence of continued competence, professional development and improvement as required for continuing registration in relevant jurisdiction.

4.3 Competency Standard: Promotion of Health and Patient Education

Will enable and provide information on maintaining and optimizing health and maximizing self-care with respect to oral and dental health.

Performance criteria:

- 4.3.1 Takes part in health promotion, patient education and illness prevention initiatives with a specific focus on dental and oral health and contributes to their evaluation.
- 4.3.2 Applies knowledge of resources related to dental and oral health available for health promotion and health education.
- 4.3.3 Acts to empower the individual, family and community to adopt healthy lifestyles and concord with self-management of ill-health to promote wellbeing.
- 4.3.4 Provides relevant health information and patient education to individuals, families and communities to assist in achieving optimal oral and dental health and rehabilitation.
- 4.3.5 Demonstrates understanding of traditional healing practices within an individual's, family and/or community's health belief systems and incorporates appropriately and/or provides education if adversely affecting optimum health.
- 4.3.6 Recognizes the potential for patient education and teaching for health and wellbeing in dental procedures.
- 4.3.7 Applies knowledge of a variety of teaching and learning strategies with individuals, families and communities to effect and evaluate learning and concordance with treatment and advice.

5. Domain Five: Research and Improvement

This domain articulates the requirement that the dental assistant should practice incorporating best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Evidence-Based Practice

Integrates evidence and research findings into practice.

Performance Criteria:

- 5.1.1 Utilizes current evidence-based knowledge, including research findings, to guide dental assistants' practice.
- 5.1.2 Incorporates credible critically appraised evidence into dental assisting practice and when initiating change.

- 5.1.3 Participates in the formulation of evidence-based practice based on best available credible research and/or national and international professional consensus and guidance and audit.
- 5.1.4 Disseminates personal or third-party research, practice development and audit findings with colleagues and peers in order to enhance dental procedures and inform care delivery.
- 5.1.5 Critically evaluates research, audit and practice development findings that underpin dental assistants' practice.
- 5.1.6 Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines.

5.2 Competency Standard: Using Data and Information Systems

Uses data systems to enhance the quality and delivery of patient care. Performance

Criteria:

- 5.2.1 Acquires the information technology skills needed to inform and provide optimum oral healthcare and document accurately outcomes of interventions.
- 5.2.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.2.3 Analyses data accurately and comprehensively leading to appropriate interpretation of findings and development of implementation plans.

5.3 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 5.3.1 Participates in activities that disseminate research findings such as, publications, journal clubs, grand rounds and presentations.
- 5.3.2 Promotes research, evaluation, service improvement initiatives and audit designed to improve oral healthcare practice and disseminate findings to colleagues, patients, families, communities, and society.
- 5.3.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.



Criteria for National Registration Requirements – Dental Hygienist

Criteria	Dental Hygienist
Definition	A dental hygienist is an oral health professional who is responsible for preventing and treating oral diseases. Dental hygienists perform much of their work independently, with only general supervision from a licensed dentist. Dental hygienists are an important part of dentist-led teams. Once registered, hygienists work independently of or alongside dentists and other dental professionals to provide full oral health care. They have the training and education that focus on and specialize in the prevention and treatment of many oral diseases.
Practice Settings	In a clinic or hospital setting, a Dental Hygienist provides services under the supervision of a licensed dentist or independently in a variety of settings including: <ul style="list-style-type: none"> • Outpatient - Different specialty areas which include endodontics, prosthodontics, orthodontics, pedodontics and periodontics & implant surgery. • Day Care - For compromised adult patient and pediatric patients.
Education	Minimum educational requirements: <ul style="list-style-type: none"> • 4-year bachelor's in dental surgery (BDS).OR • 4-year Bachelors in Degree in Allied Dental Science (BSc).OR • 3-year Diploma in Dental Hygiene.
Scope of Practice	A Dental Hygienist's major role is in the provision of oral health education and the prevention of oral disease to promote healthy oral behaviors. The Dental Hygiene services include assessing general and oral health status, advising patients on oral hygiene, removing dental deposits and stains, applying cavity – preventing agents, performing radiographic exams, examining patients' teeth and gums, taking measurements, taking impressions and recording the presence of oral diseases and abnormalities. The primary task is in prevention and non-surgical treatment of periodontal diseases. Dental Hygienists practice in a team with clinical guidance provided by a practicing dentist or dental specialist, though some aspects of the scope of practice is provided under supervision.
Licensure	The Dental Hygienist must apply for registration and licensing certification through Department of Healthcare Practitioners (DHP) in Ministry of Public Health (MOPH).
Experience	<ul style="list-style-type: none"> • Overseas candidates: <ul style="list-style-type: none"> - minimum of 2 years' experience in Dental Hygiene. • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020.
Competency validation	<ul style="list-style-type: none"> • Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf • Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirements for Evaluation & Registration	<ul style="list-style-type: none"> • (Refer to the DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx



Requirements for License renewal	<ul style="list-style-type: none">(Refer to the DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Note: Applicant with break from practice please see the DHP “Break from Practice Policy” at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf	

Dental Hygienist - Scope of Practice

INTRODUCTION

The Dental Hygienist Scope of Practice is a competency framework built on five domains intrinsic to the role of dental hygienist, including:

1. Professional and Ethical Practice
2. Clinical Practice
3. Leadership and Management
4. Education, Learning and Development
5. Research and Improvement

Each domain is described through competency standards and performance criteria that define the requirements for practice demanded of the dental hygienist. This document is to be used as a foundation for all dental **hygienists'** roles, professional development and performance appraisal.

SCOPE OF PRACTICE STATEMENT

The practice of dentistry is defined as the maintenance of health through the assessment, diagnosis, management, treatment and prevention of any disease, disorder or condition of the orofacial complex and associated structures.

Dental hygiene practice is a subset of the practice of dentistry, and is commensurate with a dental **hygienist's** approved education, training and competence.

The dental hygienist is an individual who holds a current, valid license issued under a national authority or board that authorizes them to practice dental hygienist and use the title registered dental assistant. The major role of dental hygienist is to provide oral health education and the prevention of oral disease to promote healthy oral behaviors.

Dental Hygienists practice in a team situation with clinical guidance provided by a dentist or dental specialist, though some aspects of the scope of practice are provided under direct clinical supervision.

Clinical guidance means the professional support and assistance provided to a dental hygienist by a practicing dentist or dental specialist as part of the provision of overall integrated care to the patient group. Dental hygienists and dentists or dental specialists normally work from the same premises providing a team approach. Clinical guidance may be provided at a distance but appropriate access must be available to ensure that the dentist or dental specialist is able to provide guidance and advice, when required.

Direct clinical supervision means the clinical supervision provided to a dental hygienist by a practicing dentist or dental specialist when the dentist is present on the premises at the time the dental hygiene work is carried out.

Activities provided under clinical guidance:

- Obtaining and reassessing medical and dental health histories.
- Examination of oral tissues and recognition of abnormalities.
- Assessing and provisionally diagnosing disease of periodontal tissues, and appropriate referral.
- Obtaining informed consent for dental hygiene care plans.
- Providing oral health education, information, promotion and counselling.
- Scaling, debridement and prophylaxis of supra and subgingival tooth surfaces.
- Applying and dispensing non-prescription preventive agents and fissure sealants.
- Applying and dispensing topical agents for the treatment of tooth surface sensitivity and tooth discoloration.



- Administering topical local anesthetic.
- Taking impressions, recording occlusal relationships and making study models.
- Taking impressions, constructing and fitting mouthguards and bleaching trays.
- Taking intra and extra-oral photographs.
- Performing postoperative procedures such as removal of sutures and placement and removal of periodontal dressings.
- Recontouring and polishing of restorations.
- Taking periapical and bitewing radiographs for the purpose of recognizing disease of the periodontium.
- Taking extra-oral radiographs.
- Assisting the dentist or dental specialist in implementing orthodontic treatment plans, prepared by the dentist or dental specialist responsible for the patient's clinical care outcomes, through performing the following orthodontic procedures:
 - Supragingival polishing of teeth (as part of oral hygiene, before bonding and after removal of fixed attachments).
 - Providing oral hygiene instruction and advice on the care and maintenance of orthodontic appliances.
 - Making study models, and fabricating retainers, and undertaking other simple laboratory procedures of an orthodontic nature.

Activities provided under the direct clinical supervision of a dentist or dental specialist:

- Applying prescription preventive agents.
- Assisting the dentist or dental specialist in implementing orthodontic treatment plans, prepared by the dentist or dental specialist responsible for the patient's clinical care outcomes, through performing the following orthodontic procedures:
 - Placing separators.
 - Sizing of metal bands and their cementation including loose bands during treatment.
 - Preparation of teeth for the bonding of fixed attachments and fixed retainers.
 - Indirect bonding of brackets as set up by the dentist or dental specialist.
 - Placing arch-wires as formed by the dentist or dental specialist when necessary and replacing ligatures /Closing self-ligating brackets.
 - Removing arch-wires after removing elastomeric or wire ligatures or opening self-ligating brackets.
 - Removing fixed orthodontic attachments and retainers.
 - Removing adhesives after the removal of fixed attachments using burs in slow speed handpieces where there is minimal potential for the removal of enamel.
 - Trial fitting of removable appliances. This does not include activation.
 - Fitting of passive removable retainers.
 - Bonding preformed fixed retainers.

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the dental hygienist in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, decision-making and for the related outcomes.



Performance criteria:

- 1.1.1 Demonstrates accountability for own professional judgments, actions, outcomes of care and continued competence in accordance with Qatari laws and regulations and the Scope of Practice.
- 1.1.2 Works within the limits of own competence and the boundaries of the Scope of Practice.
- 1.1.3 Seeks appropriate guidance when encountering situations beyond the limits of own competence and the Scope of Practice.
- 1.1.4 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.
- 1.1.5 Takes accountability for delegation of aspects of care delivery in dental setting.
- 1.1.6 Participates in activities to optimize patient access to the full range of services required for effective healthcare.
- 1.1.7 Assumes accountability for improving the quality and effectiveness of healthcare services provided.

1.2 Competency Standard: Ethical Practice

Delivers dental hygiene care and practices embedding the Code of Conduct for dentistry as the ethical and professional framework considering the socio-cultural needs of patients, families, communities and society.

Performance criteria:

- 1.2.1 Practices according to the Code of Conduct for dentistry.
- 1.2.2 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or supports clinical decision-making.
- 1.2.3 Acts as patient advocate protecting the **person's** rights in accordance with Qatari law and terms and conditions of employment.
- 1.2.4 Maintains confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.5 **Respects the patient's (including children and young people and their parents) right to be fully informed**
- 1.2.6 establishing a context for self-determination, assent (children) and informed consent.
- 1.2.7 Respects and maintains the **patient's and family's** right for privacy and dignity.
- 1.2.8 Acts sensitively and fairly giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant factors.
- 1.2.9 Liaises and collaborates with other healthcare professionals and personnel to ensure ethical practice is maintained.
- 1.2.10 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality-of-care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient safety.
- 1.2.11 Demonstrates professional integrity in matters where a conflict of interest could be construed, i.e. when advising on the use of products, devices or services (as Qatari law and Code of Conduct for dentistry).

1.3 Competency Standard: Legal Implications of Dental Hygienist's Practice

Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to dental assisting practice.

Performance criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide dental hygiene practice.
- 1.3.2 Practices in accordance with relevant laws and regulations that govern dental hygiene practice.
- 1.3.3 Maintains valid registration and licensure to practice in Qatar.
- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role.



2. DOMAIN TWO: CLINICAL PRACTICE

This domain encompasses the key principles of the dental hygienist role in health promotion, illness prevention, and care provision, supported transfer within health contexts and including establishing appropriate therapeutic and interpersonal relationships to maximize the delivery of safe care to patients, families, the wider community and society.

2.1 Competency Standard: Patient Centered Care

Provides skilled safe, holistic, culturally competent, patient-centered care to individual, families, community and society, in collaboration with the multidisciplinary team irrespective of healthcare settings.

Performance criteria:

- 2.1.1 Undertakes a comprehensive, holistic, systematic dental assisting assessment involving the patient, family and other healthcare providers, as appropriate, in order to determine the needs, concerns, problems, issues, and/or diagnosis that serve as a basis for care planning.
- 2.1.2 Maintains and demonstrates clinical competence in all aspects of care provided to patients on specific specialty area in dental setting.
- 2.1.3 Attends to emergency/crisis situations calmly and effectively.
- 2.1.4 Develops implements, evaluates, revises and provides input to the **patients' plan** of care and provides care according to the plan of care.
- 2.1.5 Defines expected goals and/or outcomes in terms of the individual **patient's** needs, concerns, culture and values.
- 2.1.6 Applies best available knowledge from credible sources to support clinical reasoning, decision-making and safe practice.
- 2.1.7 Continuously evaluates the response(s) of patients/groups and where delegated dental interventions documenting observations accurately in a timely manner and taking appropriate action including reporting abnormal or concerning results.
- 2.1.8 Maintains dental records, including patient education given in an accurate and timely manner.
- 2.1.9 Maintains and promotes patient satisfaction through effective customer service.

2.2 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed.

Performance Criteria:

- 2.2.1 Initiates, develops and terminates therapeutic relationship with individuals, families and groups through the use of appropriate communication and interpersonal skills.
- 2.2.2 Demonstrates cultural competence across patient groups.
- 2.2.3 Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.
- 2.2.4 Works with others to affect change and produce positive outcomes through the sharing of knowledge of the individual and/or the situation.
- 2.2.5 Participates in building consensus or resolving conflict in the context of patient care.
- 2.2.6 Demonstrates the ability to work as a team member by engaging in teamwork and the team-building processes.
- 2.2.7 Works in collaboration with other members of the wider multidisciplinary team across patient pathways.



3. DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities required to manage oral care safely and effectively.

3.1 Competency Standard: Leadership

Exhibits leadership qualities and manages oral care safely, efficiently and ethically.

Performance Criteria:

- 3.1.1 Applies clinical reasoning, critical thinking and problem-solving skills to the organization, provision, management and evaluation of care.
- 3.1.2 Manages self, and where appropriate organizes others, to ensure effective workload prioritization and time management.
- 3.1.3 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own practice, the team and/or on the organization.
- 3.1.4 Advocates for, and contributes to, the creation and maintenance of a positive working environment and team working.
- 3.1.5 Participates in mentorship and coaching of others to maximize the effectiveness of dental treatment and procedures, the provision of quality oral care and the profession.
- 3.1.6 Acts as a role model for colleagues, students and other members of the care team by treating all with respect, trust and dignity.
- 3.1.7 Seeks ways to advance dental hygienist autonomy and accountability.
- 3.1.8 Promotes and maintains a positive image of dental hygienist.
- 3.1.9 Assumes leadership responsibilities, as appropriate, in the delivery of oral health care.

3.2 Competency Standard: Quality Improvement and Safety

Ensures dental hygienist practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement

Performance criteria:

- 3.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence-based best practice.
- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of dental and oral health care.
- 3.2.3 Acts immediately and appropriately in accordance with the national and/or institutional disaster plans as needed assuming a leadership role in triage and coordination of care for patients.
- 3.2.4 Implements quality assurance and risk management strategies.
- 3.2.5 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislation and workplace health and safety principles.
- 3.2.6 Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.2.7 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports, and acts to access and/or provides support to ensure remediation of deficiencies.
- 3.2.8 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.9 Adheres to and implements infection control policies and procedures.
- 3.2.10 Communicates and records safety concerns to the relevant authority and documents response.



3.3 Competency Standard: Delegation and Supervision

Delegates and provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Delegates to others, activities commensurate with their abilities and scope of practice.
- 3.3.2 Uses a range of supportive strategies when supervising aspects of care delegated to others.
- 3.3.3 Maintains accountability and responsibility when delegating aspects of care to others.

4. DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

This domain defines the responsibilities of the dental hygienist to provide a practical/professional environment that encourages education of patients, dental assistants as well as personal development and growth.

4.1 Competency Standard: Education and Facilitation

Demonstrates commitment to the development of other members in the oral healthcare team, as well as patients, families, community and society.

Performance criteria:

- 4.1.1 Shares and disseminates professional knowledge and research findings with others.
- 4.1.2 Acts as a resource person for others.
- 4.1.3 Contributes to the formal and informal education and professional development of students and colleagues facilitating and where appropriate coordinating learning opportunities.
- 4.1.4 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and updating to undertake the roles.
- 4.1.5 Takes opportunities to learn together with others in order to contribute to oral health care improvement.

4.2 Competency Standard: Lifelong Learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.
- 4.2.2 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.3 Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.4 Maintains a professional portfolio including evidence of continued competence, professional development and improvement as required for continuing registration in relevant jurisdiction.

4.3 Competency Standard: Promotion of Health and Patient Education

Will enable and provide information on maintaining and optimizing health and maximizing self-care with respect to oral and dental health.

Performance criteria:

- 4.3.1 Takes part in health promotion, patient education and illness prevention initiatives with a specific focus on dental and oral health and contributes to their evaluation.
- 4.3.2 Applies knowledge of resources related to dental and oral health available for health promotion and health education.
- 4.3.3 Acts to empower the individual, family and community to adopt healthy lifestyles and concord with self-management of ill-health to promote wellbeing.



- 4.3.4 Provides relevant health information and patient education to individuals, families and communities to assist in achieving optimal oral and dental health and rehabilitation.
- 4.3.5 Demonstrates understanding of traditional healing practices within an individual's, family and/or community's health belief systems and incorporates appropriately and/or provides education if adversely effecting optimum health.
- 4.3.6 Recognizes the potential for patient education and teaching for health and wellbeing in dental procedures.
- 4.3.7 Applies knowledge of a variety of teaching and learning strategies with individuals, families and communities to effect and evaluate learning and concordance with treatment and advice.

5. Domain Five: Research and Improvement

This domain articulates the requirement that the dental hygienist should practice incorporating best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Evidence-Based Practice

Integrates evidence and research findings into practice.

Performance Criteria:

- 5.1.1 Utilizes current evidence-based knowledge, including research findings, to guide dental hygienist's practice.
- 5.1.2 Incorporates credible critically appraised evidence into dental hygienist practice and when initiating change.
- 5.1.3 Participates in the formulation of evidence-based practice based on best available credible research and/or national and international professional consensus and guidance and audit.
- 5.1.4 Disseminates personal or third-party research, practice development and audit findings with colleagues and peers in order to enhance dental procedures and inform care delivery.
- 5.1.5 Critically evaluates research, audit and practice development findings that underpin dental assistants' practice.
- 5.1.6 Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines.

5.2 Competency Standard: Using Data and Information Systems

Uses data systems to enhance the quality and delivery of patient care.

Performance Criteria:

- 5.2.1 Acquires the information technology skills needed to inform and provide optimum oral healthcare and document accurately outcomes of interventions.
- 5.2.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.2.3 Analyses data accurately and comprehensively leading to appropriate interpretation of findings and development of implementation plans.

5.3 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating

Performance Criteria:

- 5.3.1 Participates in activities that disseminate research findings such as, publications, journal clubs, grand rounds and presentations.
- 5.3.2 Promotes research, evaluation, service improvement initiatives and audit designed to improve oral healthcare practice and disseminate findings to colleagues, patients, families, communities, and society.
- 5.3.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.

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- [1] Scope of practice for Dental Hygienists Dental Council.
- [2] <https://www.dcnz.org.nz/i-practise-in-new-zealand/dental-hygienists/scope-of-practice-for-dental-hygienists>.
- [3] Australian Dental Association (ADA) Policies, Policy Statement 3.3 – Allied Dental Personnel
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