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Registration & Licensing



Other Scopes

Anesthesia Technologist
Dialysis Technician
Dialysis Technologist
Pharmacy Technician
Endoscopy Technician
Urology Technologist
Assistant Nurse/Assistant Midwife



Criteria for National Registration Requirements – Anesthesia Technologist

Criteria	The 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	<p>Bachelor Degree in Anesthesia Technology</p> <p>B. SC in Nursing plus one year Anesthesia Diploma from recognized Anesthesia education institute / University</p> <p>Or</p> <p>Associates Degree or 2 years Diploma in Anesthesia technology</p>



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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• Can 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 <ul style="list-style-type: none">• 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 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. <ul style="list-style-type: none">• 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	<p>The Anesthesia Technologist must apply for certification through Qatar Council For Healthcare Practitioners (QCHP) and must be eligible to be licensed in State of Qatar.</p>



Experience	<p>For overseas candidates:</p> <ul style="list-style-type: none">• Candidates with Bachelor 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 and long term residents please refer to QCHP circular No. 1/2016.</p>
Competency validation	Competency will be validated through the verification of higher education (degree) certificates and relevant clinical experience.
Others Requirement for Evaluation & Registration	<p><i>(Refer to QCHP requirements for license Registration/Evaluation)</i></p> <p>http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx</p>
Requirements for License renewal	<p><i>(Refer to QCHP requirements for license Registration/Evaluation)</i></p> <p>http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx</p>
Note: Applicant with break from practice please see QCHP "Break from Practice Policy"	

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.
- Demonstrates knowledge and basic comprehension of medications in sequence and doses as mandated by the National guidelines.
- Identifies potential drug interactions and has knowledge of alternative medications.
- Identifies adverse drug reactions.

Pathophysiology and Anesthesia Management

Anesthesia Technologists are able to demonstrate:

- Knowledge and comprehension and 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.



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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.
 - Can insert 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.
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- 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 1.1: Accountability

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

Performance criteria:



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- 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 1.2: 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 1.3: Legal Practice

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

Performance criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide Anesthesia Technologist practice.
- 1.3.2 Practices in accordance with relevant State of Qatar laws and regulations that impact Anesthesia Technologist 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



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

2.1 Competency Standard 2.1: Provision of Care

Anesthesia Technologists 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 2.2: 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 2.3: Evidence-Based Practice

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

Performance Criteria:



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- 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 2.4: 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 3.1: Leadership



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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 3.2: 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 3.3: 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 4.1: 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 4.2: 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 4.3: 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 communities to assist in achieving optimal 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.



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- 4.3.6 Recognizes the potential for patient education and teaching for health and wellbeing in Anesthesia Technologist interventions.
- 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 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 5.2: 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. 33
- 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 5.3: 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. American Society of Anesthesia Technologist and Technicians Scope of Practice November 2015
2. Medical Science Council of New Zealand: Required Competencies Anesthesia Technologists 2011



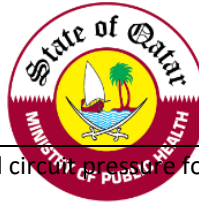
Criteria for National Registration Requirements – Dialysis Technician

Criteria	The 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	<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 hemodialysis machine.</p> <p>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:</p> <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.



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	<ul style="list-style-type: none">• 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.• 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 in patient 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 Qatar Council For Healthcare Practitioners (QCHP).
Experience	For non-Qataris, a minimum of 2 years' experience as a Dialysis Technician Newly graduates for Qatari National and Long term residents as per QCHP Circular No.1/2016
Competency validation	Competency is validated by passing the QCHP Licensing Exam (if applicable). Require to provide evidence of fulfilling Continuing Professional Development credit requirement as per QCHP Circular No. 1 (2014) as applicable to the profession.
Others Requirement for Evaluation & Registration	<i>(Refer to QCHP requirements for license Registration/Evaluation)</i> http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	<i>(Refer to QCHP requirements for license Registration/Evaluation)</i> http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Note: Applicant with break from practice please see QCHP "Break from Practice Policy"	



Dialysis Technician's 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
- 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
 - Set up Continuous Renal Replacement Therapy machines in critical care areas
 - Performs blood volume monitoring and recirculation study for patients on hemodialysis
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- Prepare buffer solutions as per physician orders
 - Set up dialysis machine for treatments at satellite centers and in patient units
 - Coordinate for the disinfection of the water treatment plant
 - Collect water samples for the chemical and microbiological analysis
 - Support 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 1.1: Accountability

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

Performance criteria:

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

1.2 Competency Standard 1.2: 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 1.3: 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 2.1: 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 2.2: 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 2.3: 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 2.4: 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 3.1: Leadership

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

Performance Criteria:



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- 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 3.2: 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 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 3.3: 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 4.1: Education and Facilitation



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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 4.2: 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 5.1: 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 5.2: 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:



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- 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.

Bibliography

Canadian Association of Nephrology Nurses and Technologists, *Standards of Technical Practice for technologist (2013)*

New Zealand Board of Dialysis Practice, *Roles and Responsibilities of Renal technicians (2012)*



Criteria for National Registration Requirements – Dialysis Technologist

Criteria	The 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 Degree in Dialysis Technology or Bachelor Degree in Science with one year of academic structured program in Dialysis Technology from an internationally approved nephrology board.
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 a hemodialysis machine. The Scope of practice for Dialysis Technologist includes: <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.



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	<ul style="list-style-type: none"> Understands, applies and uses educational principles and resources appropriate to patients, families and staff and to evaluate outcomes of education and to modify appropriately. 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 Qatar Council For Healthcare Practitioners (QCHP).
Experience	3 years' experience as a Dialysis Technologist in a teaching hospital set up. Newly graduates from a recognized academic program for Qatari Nationals and long term residents as per QCHP Circular No.1/2016.
Competency validation	Competency is validated by passing the QCHP Licensing Exam (if applicable). Require to provide evidence of fulfilling Continuing Professional Development credit requirement as per QCHP Circular No. 1 (2014) as applicable to the profession.
Others Requirement for Evaluation & Registration	<i>(Refer to QCHP requirements for license Registration/Evaluation)</i> http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	<i>(Refer to additional QCHP requirement for license Registration/Evaluation)</i> <i>(Refer to QCHP requirements for license Registration/Evaluation)</i> http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Note: Applicant with break from practice please see QCHP "Break from Practice Policy"	



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Dialysis Technologist's 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:

- Determine the supply and equipment as per the schedule of dialysis procedure.
- Prepares the machines for procedures including calibrating, testing and monitoring dialysis equipment.



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- Fixing and priming the extracorporeal circuit such as dialyzer, blood tubing for the appropriate dialysis procedure and perform the internal safety test.
- Prepares the specific dialysis solutions according to Nephrology physician orders.
- Checking daily hemodialysis solutions conductivity, PH, and electrolyte composition and record it, and correct/report 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
- Set up and prepare CRRT machine for treatment in critical care areas in different modalities such as CVVH, CVVHD, CVVHDF, and SCUF.
- Perform tests and procedures related to specific patient treatment such as UF profile, sodium profile, and single needle dialysis options.
- Continually monitor the machines functionality and patients' vital signs when patient on hemodialysis and correct any malfunction.
- Set up and prepare 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.
- Maintain cleanliness of dialysis machines, internal and external disinfection after every care following procedures established by infection control team.
- Assist in the disinfection of the water treatment plant.
- Collects water sample for monthly test for dissolved chemicals, metals and microbiology.
- Testing the endotoxin level in the water and dialysis solutions, and keep records of results.
- Sets and make ready the water treatment plant on daily basis by performing regeneration, back wash and tests the sample of chlorine, chloramine, and hardness of the product water.
- Calculate the urea reduction ration for each dialysis patient to maintain the adequacy of the treatment provided and submit report to nephrologist.
- Perform 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.
- Support 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 1.1: 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 1.2: 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 1.3: 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 2.1: Provision of Care



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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 2.2: 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 2.3: 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 2.4: 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 Dialysis procedures

3.1 Competency Standard 3.1: 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 3.2: 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 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 3.3: 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 4.1: 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 4.2: Lifelong learning

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

Performance criteria:



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- 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 5.1: 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 5.2: 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.

Bibliography:

Canadian Association of Nephrology Nurses and Technologists, *Standards of Technical Practice for technologist (2013)*

New Zealand Board of Dialysis Practice, *Roles and Responsibilities of Renal technicians (2012)*



Criteria	Pharmacy Technician
Definition	<p>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.</p> <p>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.</p>
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 degree in Science will be Grandfathered by Qatar Council for Healthcare Practitioners.</i>
Scope of Practice	<p>The activities and services of the technicians may include but not exclusive to:</p> <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 Pharmacists skills or privileges.• Work under the supervision of a licensed Pharmacist. <p>Practice within the ethical and legal parameters of the profession.</p>
Experience	<ul style="list-style-type: none">• 1 year of experience
Competency validation	Candidates must successfully complete the applicable QCHP examination.

Other Requirement for Evaluation & Registration	<i>(Refer to additional QCHP requirement for license Registration/Evaluation at)</i> http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License renewal	<i>(Refer to additional QCHP requirement for license Registration/Evaluation at)</i> http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Note: Applicant with break from practice please see QCHP “Break from Practice Policy”	

Criteria for National Registration Requirements – Pharmacy Technician



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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 Pharmacists' 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 healthcare care and document accurately outcomes of interventions



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- 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

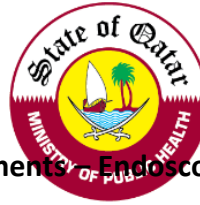
Uses research, evaluation, service improvement and audit findings to enhance the services.

Performance Criteria:

- 5.3.1 Participates in activities that disseminate research findings such as, publications, journal clubs, grand rounds 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	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 a numerous health settings, such as hospitals, , clinics etc..
Education	<ul style="list-style-type: none">• Bachelor degree in Allied Health Science (Gastroenterology Technology) or• 2 year Diploma in Endoscopy Technology from an accredited institution or• Bachelors of Science in Nursing
Scope of Practice	<p>The Endoscopy Technician role in a healthcare discipline that specializes in the gastro intestinal 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 diagnostic , 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

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Licensure	The Endoscopy Technician must apply for licensure through Qatar Council For Healthcare Practitioners (QCHP) and successfully write the relevant Qatar National Examination as applicable.
Experience	<ul style="list-style-type: none">• Two years (2) recent experience as a Endoscopy Technician• Newly graduates from a recognized academic program for Qatari Nationals and long term residents as per QCHP Circular No.1/2016.
Competency validation	<ul style="list-style-type: none">• Evidence of completion of internship or orientation program from any healthcare institution reflecting the core competencies required for Endoscopy Technician• Proposed competencies must meet entry to practice criteria according to the proposed scope of practice and competency requirement.
Others Requirement for Evaluation & Registration	<i>(Refer to additional QCHP requirement for license Registration/Evaluation)</i> http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeQatar.aspx
Requirements for License renewal	<i>(Refer to additional QCHP requirement for license Registration/Evaluation)</i> http://www.qchp.org.qa/en/Pages/CMECPDResources.aspx
Note: Applicant with break from practice please see QCHP “Break from Practice Policy”	



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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



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- 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 of 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.



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- 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 plan as 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.



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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 facilitation 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 opportunists 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



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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.

3.1 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

- 3.1.1 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.
- 3.1.2 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.
- 3.1.3 Analyses data accurately and comprehensively, leading to appropriate interpretation of findings and the development of plans for data usage.

3.2 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

- 3.2.1 Participates in activities that disseminate research findings such as publications, journal clubs, grand rounds and presentations.
- 3.2.2 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.
- 3.2.3 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 Gastrointestinal Endoscopy
www.asge.org

Society of Gastroenterology Nurses and Associates
www.sгна.org

The European Society of Gastroenterology and Endoscopy Nurses and Associates
www.esgena.org

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 a 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 Degree in Allied health profession• Bachelors of Science in Nursing• Or equivalent Master 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 an 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 Qatar Council For Healthcare Practitioners (QCHP).
Experience	<ul style="list-style-type: none">• Overseas candidates: Two years (2) of experience in a genitourinary specialty• New graduates from recognized academic program for Qatari Nationals and long term residents as per QCHP Circular No.1/2016.
Competency validation	<ul style="list-style-type: none">• Competency will be validated through the verification of higher education (degree) certificates and relevant clinical experience.• Licensed professionals will be required to provide evidence of fulfilling continuing professional development credit requirement as per QCHP Circular No. I (2014) as applicable to the profession.
Others Requirement for Evaluation & Registration	<i>(Refer to additional QCHP requirement for license Registration / Evaluation)</i> http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeQatar.aspx
Requirements for License renewal	<i>(Refer to additional QCHP requirement for license Registration/Evaluation)</i> http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeQatar.aspx
Note: Applicant with break from practice please see QCHP “Break from Practice Policy”	



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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 wave lithotripsy”, semen fluid analysis, male infertility tests, uro-dynamic 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.



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- 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.



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- 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.



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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	Assistant Nurse/Assistant Midwife
Definition	<p>The Assistant Nurse/Assistant Midwife is an individual who holds a current, valid license issued under a national authority or board that authorizes them to practice and use the title Assistant Nurse/Assistant Midwife.</p> <p>The Assistant Nurse/Assistant Midwife is a healthcare professional who assists patients with various healthcare needs, under the direct supervision of a registered general nurse (RGN) or registered Midwife (RM).</p>
Practice Settings	<ul style="list-style-type: none">• The Assistant Nurse/Assistant Midwife practice in a wide variety of settings, such as hospitals, community health settings, adult care facilities, personal residences and assisting living facilities, long term care facilities, clinics, home care, and private practice.
Education	<ul style="list-style-type: none">• Eighteen (18) months to two (2) years of nursing diploma after completion of general education.• Graduate of Enrolled or Practical Nursing program recognized by country where he/she is currently licensed.• Two (2) years of Midwifery program from a recognized academic institution• Three (3) years nursing diploma after completion of nine (9) years general education.
Scope of Practice	<p>The Assistant Nurse/Assistant Midwife practices under the direction and delegation of a registered nurse or nurse practitioner to deliver nursing care and health education across the life span to health consumers in community, residential or hospital settings.</p> <p>The Assistant Nurse/Assistant Midwife contribute to nursing assessments, care planning, implementation and evaluation of care for health consumers and/or families.</p> <p>The Assistant Nurse/Assistant Midwife provides nursing care which include but not limited to the following:</p>



Criteria	
Scope of Practice	<ul style="list-style-type: none">▪ Participate in direct patient care activities with the supervision of Registered nurse or Registered midwife▪ Provide patient / family with health education.▪ Document the nursing care rendered in accordance clinical documentation policy▪ Help patients with the activities of daily living, i.e. Personal grooming, Personal hygiene, toilet needs etc.▪ Assist patients in mobilizing, doing the physical exercises as prescribed by therapists▪ Feed the patient as required▪ Measure and record vital signs of the patients▪ Observe and monitor patient's behavior▪ Maintain cleanliness of patient's environment▪ Provide skin care to patients to prevent pressure sores▪ Provide wound dressings <p>Assistant nurses/Assistant midwives are accountable for their nursing actions and practice in accordance with legislation, to their level of knowledge and experience. They work in partnership with patients, families and multidisciplinary teams.</p>
Licensure	The Assistant Nurse/Assistant Midwife must apply for licensure through Qatar Council for Healthcare Practitioners (QCHP) and successfully write the relevant Qatar National Examination as applicable.
Experience	Two years (2) recent experience in the field of nursing/midwifery. Newly graduates from a recognized academic program for Qatari Nationals and long-term residents as per QCHP Circular No.1/2016.
Competency Validation	<ul style="list-style-type: none">• Evidence of completion of orientation program from any healthcare institution reflecting the core competencies required for Assistant Nurse/Midwife• Proposed competencies must meet entry to practice criteria according to the proposed scope of practice and competency requirement.• Evidence of practice in the period since obtaining last license and maintain capability of the Scope of Practice for Assistant Nurse/Midwife.
Other Requirement for Evaluation & Registration	<p><i>(Refer to QCHP requirements for license Registration/Evaluation)</i></p> <p>http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx</p>
Requirements for License Renewal	<p><i>(Refer to QCHP requirements for license Registration/Evaluation)</i></p> <p>http://www.qchp.org.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx</p>
Note: Applicants with a break from practice please see QCHP "Break from Practice Policy".	



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Assistant Nurse/Assistant Midwife Scope of Practice

INTRODUCTION

The Assistant Nurse/Assistant Midwife Scope of Practice is based on a competency framework that comprises **professional ethics, clinical practice, leadership and management, education learning and development, and research and improvement** intrinsic to the role of the Assistant Nurse/Assistant Midwife. The Scope also describes the qualifications of the Assistant Nurse/Assistant Midwife, professional roles and activities, and practice settings.

The Assistant Nurse/Assistant Midwife practice under the direction and delegation of a registered nurse, registered midwife or nurse practitioner to deliver nursing care and health education across the life span to health consumers in community, residential or hospital settings. The Assistant Nurse/Assistant Midwife contributes to nursing assessments, care planning, implementation and evaluation of care for health consumers and/or families.

The Assistant Nurse/Assistant Midwife undertake nursing care responsibilities appropriate to their validated competencies.

- In acute settings, the Assistant Nurse/Assistant Midwife must work in a team with a registered General Nurse/Midwife who is responsible for directing and delegating nursing interventions.
- In some settings, Assistant Nurse/Assistant Midwife may coordinate a team of health care assistants under the direction and delegation of a registered general nurse or registered midwife.
- In some settings, Assistant Nurse/Assistant Midwife may work under the direction and delegation of a registered health practitioner; in these situations, she/he must have registered nurse supervision and must not assume overall responsibility for nursing assessment or care planning.

STATEMENT OF PURPOSE:

The purpose of this document is to define Assistant Nurse/Midwife scope of practice in the State of Qatar to:

- (a) Describe the services offered by Assistant Nurse/Assistant Midwife.
- (b) Define the professional accountability, required competencies, and scope of ethical and legal practice of the Assistant Nurse/Assistant Midwife 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.



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DEFINITION OF Assistant Nurse/Assistant Midwife:

The Assistant Nurse/Assistant Midwife is a healthcare professional who assists patients with various healthcare needs, under the direct supervision of a registered general nurse (RGN) or Registered Midwife (RM)

PROFESSIONAL ROLES AND ACTIVITIES:

The Assistant Nurse/Assistant Midwife can work in many different places: hospitals, nursing homes, adult care facilities, personal residences and assisting living facilities. In all of these workplaces, AN will generally have similar responsibilities.

Assistant Nurse/Assistant Midwife are an integral part of the health care team; accountable to provide safe, competent, ethical and compassionate care to individuals, families and communities.

COMPETENCY FRAMEWORK

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain contains competencies that relate to professional, legal and ethical responsibilities and cultural safety. These include being accountable for one's own actions and decisions within the scope of practice for Assistant Nurse/Assistant Midwife.

1.1 Competency Standard: Accountability

Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.

Accepts responsibility for own actions, and decision-making and for the related outcomes within the nurse assistant scope of practice.

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 Promotes an environment that enables health consumer safety, independence, quality of life, and health.



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- 1.1.5 Ensures practice is within the scope of practice and adheres to legislated requirements and relevant ethical codes, policies and procedural guidelines.
- 1.1.6 Avoids any activity that creates a conflict of interest or violates any Qatari laws and regulations.
- 1.1.7 Promotes the growth of the profession, and presents a positive image of Assistant Nurse/Assistant Midwife to the community.
- 1.1.8 Participates in ongoing professional and educational development.
- 1.1.9 Ensures practice is within the scope of practice and adheres to legislated requirements and relevant ethical codes, policies and procedural guidelines.

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 under Registered General Nurse and Registered Midwife direction.
- 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 and maintains the patient's and family's right for privacy and dignity.
- 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 products, devices or services.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to Assistant Nurse/Assistant Midwife practice.



Performance criteria:

- 1.3. 1 Practices in accordance with agreed policies and procedures that guide Assistant Nurse/Assistant Midwife practice.
- 1.3. 2 Identifies breaches of law that occur in practice and reports them to the registered general nurse or registered midwife.
- 1.3. 3 Practices in accordance with relevant laws and regulations that govern Assistant Nurse/Assistant Midwife practice.
- 1.3. 4 Maintains valid registration and licensure to practice in Qatar.
- 1.3. 5 Maintains a professional portfolio including evidence of continued competence and improvement.

2. DOMAIN TWO: Clinical Practice

The Assistant Nurse/Assistant Midwife works under the supervision of Registered General Nurse or Registered midwife across the health care system. Understanding of the registered general nurse's role to direct, delegate, monitor and evaluate nursing care enable Assistant Nurse/Assistant Midwife to develop and implement effective care plans.

2.1 Competency Standard: Provision of Care

The practice of Assistant Nurse/Assistant Midwife involves but is not limited to:

- 2.1. 1 Provides planned nursing care to achieve identified outcomes.
- 2.1. 2 Contributes to nursing assessments by collecting and reporting information to the Registered General nurse or registered midwife.
- 2.1. 3 Consults with the registered general nurse or registered midwife to ensure that delegated tasks and responsibilities are commensurate with own level of competence.
- 2.1. 4 Recognises and reports changes in health and functional status to the registered general nurse or directing health professional.
- 2.1. 5 Contributes to the evaluation of health consumer care.
- 2.1. 6 Ensures documentation is accurate and maintains confidentiality of information
- 2.1. 7 Contributes to the health education of health consumers.
- 2.1. 8 Observation and monitoring of signs and symptoms, general behavior, general physical response to treatment and diagnostic testing.
- 2.1. 9 Determination and taking appropriate action when signs, symptoms, reactions, behavior or general response exhibits abnormal characteristics or undesirable effects.
- 2.1. 10 Seeks guidance from a registered nurse or registered midwife when encounters situations beyond own knowledge, competence or scope of practice.

2.2 Competency Standard: Patient Centered Care

The Assistant Nurse/Assistant Midwife contribute in collection and interpretation of information, help registered nurse or registered midwife to makes appropriate clinical decisions, and assist in carry out diagnostic and therapeutic interventions.



Performance criteria

- 2.2. 1 The Assistant Nurse/Assistant Midwife shall contribute to the nursing assessment by:
 - 2.2.1.1 Collecting, reporting, and recording objective and subjective data in an accurate and timely manner.
 - 2.2.1.2 Data collection includes observations about the condition or change in condition of the patient.

- 2.2. 2 Participate in the development and modification of the plan of care by:
 - 2.2.2.1 Providing data; Contributing to the identification of priorities
 - 2.2.2.1 Contributing to setting realistic and measurable goals
 - 2.2.2.2 Assisting in the identification of measures to maintain comfort, support human functions and responses, maintain an environment conducive to well-being, and provide health teaching and counseling; and Basing nursing decisions on nursing knowledge, skills, and needs of patients.

- 2.2. 3 Participate in the implementation of the plan of care by:
 - 2.2.3.1 Carrying out the interventions as per the competency framework and institutional policy.
 - 2.2.3.2 Providing care for clients in basic patient care situations under the direction of a registered general nurse or registered midwife.
 - 2.2.3.3 Providing patient care in complex situations under the supervision of registered general nurse or registered midwife.
 - 2.2.3.4 Initiating appropriate standard emergency procedures established by the institution until a licensed physician, or registered general professional nurse is available.

- 2.2. 4 Providing an environment conducive to safety and health;
- 2.2. 5 Documenting nursing interventions and responses to care;
- 2.2. 6 Communicating nursing interventions and responses to care to appropriate members of the healthcare team.

- 2.2. 7 Contribute to the evaluation of the responses of individuals or groups to nursing interventions by:
 - 2.2.7.1 Documenting evaluation data and communicating the data to appropriate members of the healthcare team
 - 2.2.7.2 Contributing to the modification of the plan on the basis of the evaluation. Adheres to universal precautions.



2.3 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:

- 2.3. 1 Establishes relationships of trust, respect, honesty and empathy. Gathers information about disease, but also about a patient's beliefs, concerns, expectations and illness experience.
- 2.3. 2 Seeks out and synthesizes relevant information from other sources, such as patient's family, other caregivers and other professionals.
- 2.3. 3 Communicates effectively as part of the health care team.
- 2.3. 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.
- 2.3. 5 Demonstrates cultural competence across all patient groups.
- 2.3. 6 Uses a partnership approach to enhance health outcomes for health consumers.
- 2.3. 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.
- 2.3. 8 Collaborates and participates with colleagues and members of the health care team to deliver care.
- 2.3. 9 Engages in teamwork and the team-building processes.
- 2.3. 10 Works effectively with other professionals to prevent, negotiate and resolve inter-professional conflict.
- 2.3. 11 Demonstrates accountability and responsibility within the health care team when assisting or working under the direction of a registered health professional who is not a nurse.

3 DOMAIN THREE: LEADERSHIP AND MANAGEMENT

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

3.1 Competency Standard: Leadership

Under the supervision of the Registered General Nurse or Registered midwife , Collaborates and participates with colleagues and members of the health care team to deliver care and maintains therapeutic interpersonal relationships



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Performance Criteria:

- 3.1. 1 Understands and values the roles, knowledge and skills of members of the health care team in relation to own responsibilities.
- 3.1. 2 Supports the therapeutic activities of other team members in the provision of health care.
- 3.1. 3 Provides other members of the team with accurate and relevant information to assist in decision making and provision of care.
- 3.1. 4 Contributes to discussion related to nursing practice, systems of care planning and quality improvement.
- 3.1. 5 Establishes rapport and trust with the health consumer and or family.
- 3.1. 6 Demonstrates respect, empathy and interest in the health consumer.
- 3.1. 7 Is able to establish relationships and effectively and culturally appropriately communicate with health consumers.
- 3.1. 8 Understands therapeutic relationships and professional boundaries

3.2 Competency Standard : Quality Improvement and Safety

Ensures nursing 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 nursing care.
- 3.2.3 Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed assuming a nursing assistant role in triage and coordination of care for patients.
- 3.2.4 Understand 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

Accept delegated task, activities and provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

3.3.1 Accept and carries out the delegated task and activities according to the abilities and scope of practice.

3.3.2 Uses supportive strategies when supervising aspects of care delegated to others.

3.3.3 Maintains accountability and responsibility when accept delegated aspects of care.

4. DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

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

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 Contribute in Sharing and dissemination 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 similar level of nursing personnel 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 Actively engages in ongoing professional development and performance improvement of self and others.

4.2.3 Maintains a record of learning and professional development activities and accreditation.



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4.3 Competency Standard: Promotion of health and patient education

Will be able to provide information on maintaining and optimizing health and maximizing self-care.

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 Participates in providing relevant health information and patient education to individuals, families and communities to assist in achieving optimal 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 Participates in a variety of teaching and learning strategies with individuals, families and communities to effect and evaluate learning and concordance with treatment and advice.

DOMAIN FIVE: RESEARCH AND IMPROVEMENT

This domain articulates the requirement that the Assistant Nurse/Assistant Midwife should practice incorporating best available evidence to provide quality health care under the supervision of Registered Nurse and Registered Midwife.

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 the information technology skills needed to inform and provide optimum healthcare care and document accurately 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.

5.2 Competency Standard: Research Participation

Contribute in 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 Assists in research activities
- 5.2.2 Assist in service improvement initiatives and audit, designed to improve healthcare practice and assist in disseminating findings.



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