



VOLUNTARY REGISTRATION COUNCIL

STANDARDS OF PROFICIENCY FOR REGISTRANT TISSUE BANK TECHNOLOGISTS

INTRODUCTION

This document sets out the standards of proficiency for safe and effective practice that VRC expects registrants to meet. VRC also expects registrants to maintain our standards of conduct, performance and ethics.

The standards of proficiency in this document are generic which all of our registrants must meet. Profession specific elements are also included. There is no other difference between the generic and profession specific elements of the standards and VRC will treat any breach of standards seriously.

The generic standards outline the key obligations that we expect of registrants. Occasionally, we have pointed out specific elements of those key obligations. We have not attempted to create exhaustive lists of all the areas each generic standard covers; we have simply highlighted specific elements where we think this will help you to understand what is required of you.

A NOTE ABOUT OUR EXPECTATIONS OF YOU

The standards of proficiency play a central role in how you can gain admission to, and remain on, the Register. Therefore we expect you to be able to meet these standards. We do however recognise that your practice will develop over time and that the practice of experienced registrants frequently becomes more focused and specialised than that of newly registered colleagues, because it relates to a particular client group, practice environment, employment sector or occupational role. Your particular scope of practice may mean that you are unable to demonstrate that you meet all of the standards that apply to your profession. For instance, if you only work with adults, then any standards that relate to how you must work with children will not apply to your day to day work. So long as you stay within your scope of practice and make reasonable efforts to stay up to date with the whole of these standards, this will not be problematic. However, if you want to move outside of your scope of practice you must be certain that you are capable of working safely and effectively, including taking any training that may be necessary. We can and will investigate if we have good reason to believe that you might not be meeting the standards.

THESE STANDARDS MAY CHANGE

We keep these standards under constant review, and we will update them to take into account changes in practice in the professions we regulate. We will ensure that changes are published via our website.

SUMMARY OF THE STANDARDS

EXPECTATIONS OF A HEALTH PROFESSIONAL

1a: Professional autonomy and accountability

Registrant Tissue Bank Technologists must:

- 1a.1 be able to practise within the legal and ethical boundaries of their profession:
- understand what is required of them by the Voluntary Registration Council.
 - understand the need to respect, and so far as possible uphold, the rights, dignity and autonomy of every patient, client and user including their role in the diagnostic and therapeutic process.
 - be aware of the legal and regulatory rules and guidelines that govern and affect tissue banking practice.
- 1a.2 be able to practise in a non-discriminatory manner:
- 1a.3 be able to maintain confidentiality and obtain appropriate consent:
- be able to review consent in accordance with applicable legislation, protocols and guidelines
- 1a.4 be able to exercise a professional duty of care:
- 1a.5 know the limits of their practice and when to seek advice:
- be able to assess a situation, determine the nature and severity of the problem and call upon the required knowledge and experience to deal with the problem
 - be able to initiate resolution of problems and be able to exercise personal initiative.
- 1a.6 recognise the need for effective self-management of workload and be able to practise accordingly:
- 1a.7 understand the obligation to maintain fitness to practice:
- understand the importance of caring for themselves, including maintaining their health.
 - be able to maintain a high standard of professional effectiveness by adopting strategies for physical and psychological self-care, critical self-awareness, and by being able to maintain a safe working environment.
- 1a.8 understand the need for career-long self-directed learning:

1b: Professional relationships

Registrant Tissue Bank Technologists must:

- 1b.1 Know the professional and personal scope of their practice and be able to make referrals:
- understand the range and limitations of operational relationships between tissue bank technologists, tissue users, anatomical pathology technologists, pathologists, other health care professionals, and HM Coroner or Procurator Fiscal.
- 1b.2 be able to work, where appropriate, in partnership with other professionals, support staff, patients, clients and users, and their relatives and carers:
- understand the team and discipline approach to the provision of tissue bank services

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- understand the need to build and sustain professional relationships as both an independent practitioner and collaboratively as a member of a team
 - recognise the principles and practices of other health care professionals and how they interact with the role of a tissue bank technologist
 - be able to respond appropriately to enquiries regarding the service provided
- 1b.3 be able to contribute effectively to work undertaken as part of a multi-disciplinary team.
- 1b.4 be able to demonstrate effective and appropriate skills in communicating information, advice, instruction and professional opinion to colleagues, patients, clients, users, their relatives and carers:
- be able to communicate in English to the standard equivalent to level 7 of the International English Language Testing System, with no element below 6.5.
 - understand the need to use an appropriate interpreter to assist service users whose first language is not English, wherever possible.
 - recognise that relationships with colleagues and users should be based on respect and trust, and be able to maintain high standards of care even in situations of personal incompatibility.
 - be able to inform colleagues and relevant members of the clinical team of outcomes of tissue bank procedures to unambiguous standards
 - be able to communicate with a range of other professionals as appropriate
- 1b.5 understand the need for effective communication throughout the care of the patient, client or user:
- be aware of the need to empower relatives, carers or people acting on behalf of the deceased to participate in the decision-making processes related to the tissue donation.
 - be able to use effective communication skills in the identification of donors or tissues

THE SKILLS REQUIRED FOR THE APPLICATION OF PRACTICE

2a: Identification and assessment of health and social care needs Registrant Tissue Bank Technologists must:

- 2a.1 be able to gather appropriate information:
- be able to effectively to gather information relevant to the retrieval, processing and storage of tissue
 - be able to select suitable specimens and procedures relevant to the donated tissue
- 2a.2 be able to use appropriate assessment techniques:
- be able to undertake and record a thorough and detailed assessment, using appropriate techniques and equipment
 - be able to demonstrate practical skills in the essentials of measurement, data generation, and analysis.
 - be able to establish safe environments for clinical practice, which minimise risks to patients, clients, users, others, including the use of risk assessment and hazard control.
- 2a.3 be able to undertake or arrange clinical investigations as appropriate.

2a.4 be able to analyse and evaluate the information collected:

2b: Formulation and delivery of plans and strategies for meeting health and social care needs

- 2b.1 be able to use research, reasoning and problem solving skills:
- recognise the value of research to the systematic evaluation of practice
 - be able to conduct evidence-based practice, evaluate practice systematically, and participate in audit procedures
 - be aware of methods commonly used in health care research
 - be able to demonstrate a logical and systematic approach to problem solving
 - be able to evaluate research and other evidence to inform their own practice
 - be able to adapt and apply problem solving skills when dealing with unusual or unforeseen circumstances.
- 2b.2 be able to draw on appropriate knowledge and skills in order to make professional judgements:
- be able to change their practice as needed to take account of new developments
 - demonstrate a level of skill in the use of information technology appropriate to their profession
 - be able to recognise signs and interpret clinical information, of infection hazards and take action to minimise the effects to others
- 2b.3 be able to formulate specific and appropriate management plans including the setting of timescales:
- understand the requirement to adapt practice to meet the needs of different client groups distinguished by, for example, physical, psychological, environmental, cultural or socio-economic factors
 - be able to identify the cause of procedural anomalies and implement remedies
- 2b.4 to be able to conduct appropriate diagnostic or monitoring procedures, treatment, therapy or other actions skilfully
- understand the need to maintain the safety of both patients, clients and users, and those involved in their care
 - understand the specific local context of practice, including the socio-cultural diversity of the community
 - be able to modify and adapt practice to emergency situations
 - promote and comply with measures designed to control infection risk
- 2b.5 be able to maintain records appropriately:
- be able to keep accurate, legible records and recognise the need to handle these records and all other clinical information in accordance with applicable legislation, protocols and guidelines
 - understand the need to use only accepted terminology (which includes abbreviations) in making clinical records
 - be able to use systems for the accurate and correct identification of donors, donated tissue and associated samples
 - understand the need to adhere to protocols of donated tissue identification, including bar coding and electronic tag systems

2c: Critical evaluation of the impact of, or response to, the registrant's actions **Registrants Tissue Bank Technologists must:**

- 2c.1 be able to monitor and review the ongoing effectiveness of planned activity and modify it accordingly:
- recognise the need to monitor and evaluate the quality of practice and the value of contributing to the generation of data for quality assurance and improvement programmes
 - be able to make reasoned decisions to initiate, continue, modify or cease operations or the use of techniques or procedures, and record the decisions and reasoning appropriately
 - be able to select and apply quality and process control measures that have a

- statistical or measurable output
 - be able to identify and respond appropriately to abnormal outcomes from quality indicators
- 2c.2 be able to audit, reflect on and review practice
- understand the principles of quality control and quality assurance
 - be aware of the role of audit and review in quality management, including quality control, quality assurance and the use of appropriate outcome measures
 - be able to maintain an effective audit trail and work towards continual improvement
 - participate in quality assurance programmes, where appropriate
 - understand the value of reflection on clinical practice and the need to record the outcome of such reflection
 - recognise the value of case conferences and other methods of review

KNOWLEDGE, UNDERSTANDING AND SKILLS

3a: Registrant Tissue Bank Technologists must:

- 3a.1 know the key concepts of the biological, physical, social, psychological and clinical sciences which are relevant to their profession-specific practice:
- understand the structure and function of the human body, relevant to their practice, together with a knowledge of health, disease, disorder and dysfunction
 - be aware of the principles and applications of scientific enquiry.
 - recognise the role of other professions in health
 - understand the theoretical basis of, and the variety of approaches to assessment.
 - understand normal and altered anatomy and physiology throughout the human life-span , sufficient to understand the nature and effects of injury or illness.
 - understand the basic structure, classification, and control of pathogenic agents
 - understand the immune response in health and disease
 - understand the techniques and associated equipment used in the practice of tissue banking
 - understand factors affecting choice of methods, techniques, equipment for tissue donation
 - understand the methods and techniques required to ensure that the donated tissues are handled safely, effectively and with dignity to ensure the safety and well being of those involved in the process
 - understand the principles for receiving, identifying, transferring of donated tissues for diagnostic procedures
 - understand the principles underpinning the safe and effective utilisation of equipment that is used for tissue donation and /or processing
 - be able to establish and maintain safe working environments, which minimise risks to patients, clients, users and other service users, including the use of risk assessment and hazard control.
 - understand the principles and practices of the management of major incidents.
 - understand the role of morbid anatomy and cellular pathology in the diagnosis and treatment of disease
- 3a.2 know how professional principles are expressed and transmitted into action through a number of different approaches to practice, and how to select or modify approaches to meet the needs of an individual
- understand how tissue bank practices are developed to meet the requirements of the various service users e.g. hospitals, mortuaries, other tissue banks, HM Coroner or Procurator Fiscal etc

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- 3a.3 understand the need to establish and maintain a safe practice environment.
- be aware of applicable health and safety legislation, and any relevant safety policies and procedures in force at the workplace, such as incident reporting, and be able to act in accordance with these
 - be able to work safely, including being able to select appropriate hazard control and risk management, reduction or elimination techniques in a safe manner in accordance with health and safety legislation
 - be able to select appropriate personal protective equipment and use it correctly
 - be able to establish safe environments for clinical practice, which minimise risks to patients, clients, users, others, including the use of risk assessment and hazard control
 - understand sources of hazard in the workplace, including donated tissue and associated samples, raw materials, clinical waste and equipment
 - Know and be able to apply appropriate moving and handling techniques.
 - be aware of immunisation requirements and the role of occupational health
 - know the correct principles and applications of disinfectants, methods for sterilisation and decontamination and dealing with waste and spillages correctly
 - know the use and application of engineering controls as applicable e.g. clean rooms, safety cabinets etc
 - understand the application of principles of good practice relevant to health and safety