



Welsh Blood Service
Gwasanaeth Gwaed Cymru

OSCE assessment tool and its role in the development of HCSWs within the Welsh Blood Service

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Key influences:

- Service modernisation (designed to donate - D2D) to improve donor satisfaction, increase staff satisfaction by developing skills and providing career opportunities, increase productivity, increase effectiveness, and reduce donor waiting times
- New roles for HCSWs to include the clinical skill of venepuncture
- Introduction of the Code of Conduct for Healthcare Support Workers in Wales (Welsh Government 2011)

Key Issues:

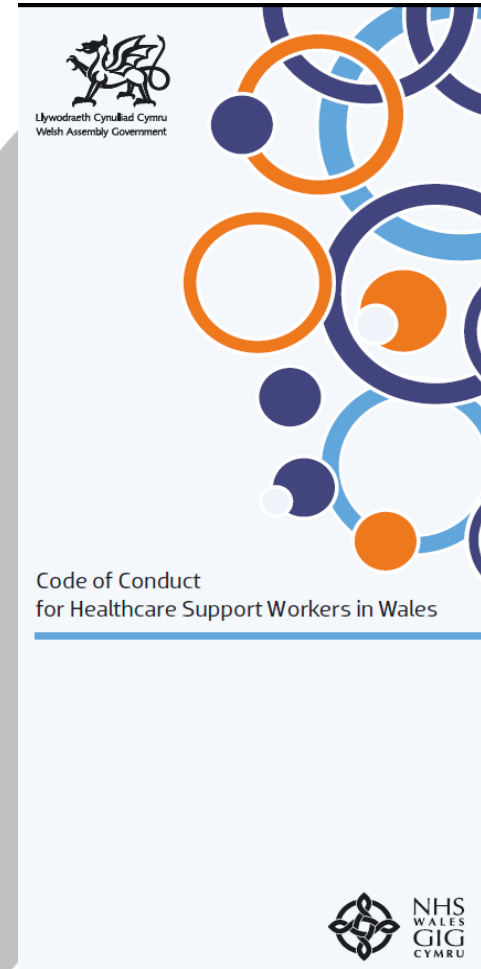
- Liability
- Consent
- Duty of care to donors
- Clinical/corporate governance
- Training and competence to practice
- Good record keeping
- Consequences of poor practice

Code of Conduct for HCSWs



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- Public protection – ensuring HCSWs provide consistent, high **quality**, safe and effective care by setting standards of behaviour based on expectations
- Recognises that HCSWs make a valuable & important contribution to the delivery of high **quality** healthcare
- Providing a career development framework for the HCSW role



What is an OSCE?



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O bjective

S tructured

C linical

E xamination



1970's introduced as an assessment method for medical students



1990's introduced as an assessment method for nursing student



Current day introduced as an assessment method for HCSWs

Proven to be a reliable and valid method of assessment (Munoz et al 2005, Marion et al 2009)

Three station OSCE:

- Samples station
- Whole blood donation station
- Complications station



Measuring communication skills, documentation check, technique and management of complications

Pilot study & focus group undertaken evaluating the venepuncture curriculum as a whole:

- 100% response rate: 12 out of 13 respondents agreed that the OSCE was a useful assessment tool

- Potential rater/examiner bias
- Lack of financial support
- Lack of sufficient resources
- Measuring competence v's measuring performance (marion et al 2009)

- Practice in a safe controlled environment
- Increases motivation for learning clinical skills (Smith et al 2008)
- Meets criteria set out in the Code of Conduct for HCSW
- Assists HCSWs in developing their skills and learning to perform under pressure
- Protection of donors by assessing clinical competence prior to performing in a clinical environment

Providing safe quality care to our donors

Conclusion



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- Simulation practice in a simulated clinical laboratory has proven to be a very effective teaching strategy in preparing the HCSW for their new role under D2D and their future development
- Simulation and the OSCE assessment tool developed by the clinical training department have been well received by HCSWs
- The OSCE has been proven to be a flexible tool that can enhance the assessment process of clinical skills and therefore aids in public protection as outlined in the HCSW code of conduct
- Further research needs to be generated to support the use of an OSCE tool in the development of the HCSW



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Thank you for listening

Any Questions?