CREDENTIAILING
in Queensland Australia

Robyn Williams
Nancy Chobin – London 2005
What Sterile Processors Need to Know and Do: A Ten Year Analysis of Accreditation in the United States
Management & Education

- Management within nursing or clinical support
- Staff with and without health background
- Training available since late 1970’s
- Training on and off the job
- Certificate 111 Sterilizing Technology
- Certificate 1V for managers and supervisors.
“Cleaning, disinfecting and sterilizing reusable medical and surgical instruments and equipment, and maintenance of associated environments in health care facilities”.
Sterilizing technician
Decontamination Sciences

Recognition as a distinct specialty

Either by a registration or a credentialed process has yet to be addressed.

NZ are currently developing a pathway. (Model - evidence based with ongoing education to achieve Registration under the Health Practitioners Competence Assurance Act 2003 – to become recognized as ‘Health Professionals’).
Summated Definition:

Credentialing is a voluntary process that demonstrates professionals are committed to lifelong learning, proving ongoing clinical competence with a portfolio of evidence that the person has undertaken accredited education that meets the industry standards set by professional bodies.
The purpose of credentialing is to ensure various publics that an individual has mastered a body of knowledge and acquired skills in a particular specialty.
Technical students understanding of Credentialing

<table>
<thead>
<tr>
<th>Credentialing</th>
<th>Credentialed</th>
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<tbody>
<tr>
<td>Making it credible &amp; attainable</td>
<td>Demonstrate</td>
</tr>
<tr>
<td>Qualifications</td>
<td>Certification</td>
</tr>
<tr>
<td>Work skills</td>
<td>Study accredited course</td>
</tr>
<tr>
<td>Knowledge</td>
<td>Documented their level of knowledge</td>
</tr>
<tr>
<td>Experience</td>
<td></td>
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<tr>
<td>Ability to do job well</td>
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Researched professions

- The Certification Board for Sterile Processing and Distribution Inc.
- The Royal College of Nursing
- Australian Infection Control Association
- Australian Diabetes Educators Association
- National Organization for Competency Assurance (USA)
Positive Research findings:

Life long learning is the joint responsibility of individual, employer and profession

Individuals
- Individual commitment to up to date practice/knowledge
- Framework for career advancement

Profession
- Planned approach to education using a framework to validate education

Employer
- Improved quality of sterilizing service
Credentialing process

Individual

- Completion of accredited training in sterilizing services & employed specialty for 12 months
- Member of professional organization
- Applies for application package from credentialing body
Examples of criteria to obtain initial credential

- Written exam or assignments to determine knowledge base
- A portfolio submission demonstrating a Quality Improvement Activity you have implemented
- or a policy/procedure you have developed and implemented
Frequent Learner Points can be accrued by the following options:

<table>
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<tr>
<th>Competency</th>
<th>Points</th>
<th>Learning type</th>
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<tbody>
<tr>
<td>Attending all Corporate mandatory education</td>
<td>= 5</td>
<td>Passive</td>
</tr>
<tr>
<td>Completing CSSD specific sterilizing competencies</td>
<td>= 10</td>
<td>Doing</td>
</tr>
<tr>
<td>Presenting a CSSD inservice</td>
<td>= 10</td>
<td>Researching &amp; presenting</td>
</tr>
<tr>
<td>Attending a relevant conference</td>
<td>= 10 per day</td>
<td>Attending &amp; providing feedback</td>
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Learning by research, teaching & presenting require higher level of skills
Questions we are answering?

- Forming a sub committee of professional organization or a separate Board. (the latter may ensure independence and be equitable and transparent)
- Develop Model and Terms of Reference
- Determine cost to organization and applicant
- Applicant member of professional organization
- Validation process - education/exam/assessment and FLP allocation
Questions we are answering?

- Qualifications of credentialing body
- Levels of credentialing a) clinicians and b) supervisors/managers or one for all
- Involve Professional Industrial Associations

‘A Goal Without a Plan is Not a Goal’
(Larry Diamond & Mary Diamond, Managing Today’s OR Suite – Orlando 2006)
How we are going about credentialing

- Driven by members of our professional organization SRACA Qld. Inc.
- Formed a credentialing sub-committee
- Share and discuss the research
- Collaborate with other States and utilize the Federal web site for information sharing and voting as model is developed
All voices are welcome

If we entertain multiple realities, we create
possibilities that did not exist for us before.

...That all voices are welcome. That no matter what
our area of expertise, each of us has insights and
ideas about other areas of the organization, and,
while each of us may know a better way for the
company to do something, none of us know more than the
sum of everyone’s ideas

‘Fierce Conversations’ Susan Scott 2002 p. 22
All voices welcome
References

- www.sterileprocessing.org/cbspd.htm
- www.noca.org
- www.rcna.org.au
- www.aica.org.au
- www.adea.com.au
- www.sraca.org.au

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National Sterilizing Conference
1st & 2nd May 2009
Adelaide
South Australia