

**Replace with Name of Laboratory**  
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**Clear Form**

**COMPETENCY ASSESSMENT of PHLEBOTOMIST**

*Performed By Laboratory Director/Designee*

☐ New Hire

☐ 6-Month Competency  
Annual Competency

Phlebotomist: \_\_\_\_\_

Print Name

Date of Employment: \_\_\_\_\_

Date of Evaluation: \_\_\_\_\_

Evaluate the phlebotomist on performance of venipuncture and other testing-related functions (according to the overall categories listed below) with a grade of "S" (Satisfactory) or "U" (Unsatisfactory). Place a check mark next to the function element of concern. If an Unsatisfactory rating is given for any category, please also place a "U" next to the specific function that needs improvement. Phlebotomists who rate as "Unsatisfactory" rating in any category will be placed on immediate supervisory direct observation review for a period of time sufficient to ensure flow and until such time that the Phlebotomist rates "Satisfactory" in all categories.

\_\_\_\_ a. **PROFICIENT KNOWLEDGE AND PHYSIOLOGY**  
\_\_\_\_ Knowledge of selecting the best vein and site

\_\_\_\_ b. **CHOICE OF EQUIPMENT**  
\_\_\_\_ Appropriate selection of equipment  
\_\_\_\_ Knowledge of appropriate tubes to use

\_\_\_\_ c. **PROPER TECHNIQUES**  
\_\_\_\_ Antiseptic hand verification  
\_\_\_\_ Technique application  
\_\_\_\_ Multiple tube technique (order of draw)  
\_\_\_\_ Needle withdrawal  
\_\_\_\_ Cleaning site  
\_\_\_\_ Retraction of skin  
\_\_\_\_ Palpation  
\_\_\_\_ Pressure application of the site

\_\_\_\_ Equipment Usage  
\_\_\_\_ Syring Selection  
\_\_\_\_ Vacuumed release

\_\_\_\_ d. **CARE OF SPECIMENS**  
\_\_\_\_ Knowledge of sealing tubes after collection to avoid clotting  
\_\_\_\_ Appropriate care of specimens if temperature dependent (i.e., specialty tests)  
\_\_\_\_ Short draws (puffs, whole tests, etc.)  
\_\_\_\_ Labeling tubes  
\_\_\_\_ Proper transport of specimens  
\_\_\_\_ Break recovery

\_\_\_\_ e. **ISSUES / COMPLICATIONS / PROBLEM SOLVING**  
\_\_\_\_ Improperly identified patients  
\_\_\_\_ Uncooperative/Unresponsive patients  
\_\_\_\_ Difficult veins  
\_\_\_\_ Appropriate sites to draw (i.e., I.V. placement, shock, etc.)  
\_\_\_\_ Reporting "signs of abuse"  
\_\_\_\_ Patient to get their Blood Flow  
\_\_\_\_ What to do if needle breaks  
\_\_\_\_ What to do if hematoma develops  
\_\_\_\_ Patient Refusal

\_\_\_\_ f. **POST VENIPUNCTURE PATIENT CARE**  
\_\_\_\_ Knowledge and skill of removing bandage before removing needle  
\_\_\_\_ Careful removal of needle  
\_\_\_\_ Rolling cotton or gauze on needle puncture site for sufficient time to stop bleeding  
\_\_\_\_ Taping site  
\_\_\_\_ Returning all supplies from patient area

\_\_\_\_ g. **DROP-SITE PROCESSES / POLICIES AND PROCEDURES**  
\_\_\_\_ Counting use  
\_\_\_\_ Knowledge of written policies and procedures  
\_\_\_\_ Courier Tickets  
\_\_\_\_ Log Books

I have reviewed the above items/functions with and have observed the above-named phlebotomist while performing venipuncture.

\_\_\_\_ Venipuncture performed satisfactory      \_\_\_\_ Venipuncture performed unsatisfactory; additional observation/training required.

\_\_\_\_  
Evaluator's signature

\_\_\_\_  
Title

\_\_\_\_  
Lab Director/Designee signature

\_\_\_\_  
Title

# Phlebotomy Competency Form

**Jonathan I. Angulo**

A red circular graphic with a gradient, appearing as a partial circle or a stylized arrow pointing to the right, located to the right of the name bar.

## **Phlebotomy Competency Form:**

**HOW TO BECOME A PHLEBOTOMIST IN CALIFORNIA** Jonathan I. Angulo, 2023-06-23 How to Become a Phlebotomist in California is an aspiring phlebotomist's essential guide to your exciting new allied health career path in the medical field. It provides everything you need to navigate the journey of becoming a phlebotomist, including selecting a school for your phlebotomy training, taking the phlebotomy exam, getting your phlebotomist license, and more. If you want a professional career as a phlebotomist in California in the allied healthcare industry, a career in phlebotomy is an ideal place to start.

**Phlebotomy** Robin S. Warekois, MT(ASCP), Richard Robinson, NASW, 2015-02-26 With an illustrated storyboard format for procedures, *Phlebotomy Worktext and Procedures Manual* 4th Edition describes all aspects of phlebotomy with current coverage of equipment safety, procedures, arterial blood gases, point of care testing, and practical phlebotomy skills. Procedures cover core functions and are outlined with step-by-step instructions and new full-color photos. Clinical scenarios, practice tips, and new Avoid That Error features keep the focus on application and practice. Written by phlebotomy expert Robin Warekois, this practical worktext also includes competency checklists, a mock certification exam, a detachable bookmark that can serve as a tube guide, and a new video collection on the Evolve companion website. A detailed storyboard format outlines common procedures with steps accompanied by new full-color photos. Study and certification exam preparation questions in each chapter help you review and remember the material. A mock certification exam in the appendix mirrors the format of the actual phlebotomy certification exam, allowing you to review for the exam with 150 multiple-choice questions. Competency Checklists at the end of the book summarize the most critical and important steps in phlebotomy procedures. Clinical scenarios and tips encourage you to apply your knowledge to real-life challenges in the workplace. Student resources on an Evolve companion website include pre-test animations, a new procedural video collection, interactive exercises, a mock certification exam, and an audio glossary. An anatomy and physiology section offers illustrated in-depth information on body systems. A perforated bookmark on the back cover serves as a quick portable reminder of which stopper tops to use for various diagnostic tests. Flashbacks and Flashforwards provide a cross-reference to related information in previous or upcoming chapters. NEW video collection on the Evolve companion website demonstrates how critical procedures are performed. NEW photos have been added in addition to new content on professionalism and HIPAA, equipment, and technology. NEW Avoid That Error scenarios help you develop critical thinking skills and provide helpful tips on resolving problematic situations.

*Laboratory Exercises for Competency in Respiratory Care* Thomas J. Butler, 2013-03-08 Rely on this best-selling laboratory manual to provide the hands-on practice you need to confidently perform the most common to complex respiratory procedures for class and clinical. Step-by-step instructions with detailed diagrams and illustrations seamlessly guide you through every procedure. Completely revised and updated, the 3rd Edition reflects the latest technologies and standards of care, including the most current respiratory equipment.

**Phlebotomy - E-Book** Robin S. Warekois, Richard

Robinson,2013-12-27 With a storyboard format and full color illustrations Phlebotomy Worktext and Procedures Manual describes all aspects of phlebotomy with complete coverage of equipment safety procedures arterial blood gases point of care testing and practical phlebotomy skills Procedures are outlined in a detailed storyboard format pairing steps with full color photos to help you understand the equipment and techniques such as venipuncture dermal puncture arterial blood collection and special procedures Written by Robin Warekois and Richard Robinson this book also includes workbook sections for review study questions competency checklists and a mock certification exam providing effective preparation for the phlebotomy certification exam A storyboard format outlines common procedures with steps accompanied by full color photos The Human Anatomy and Physiology section offers in depth information on body systems A perforated bookmark on the back cover serves as a tube guide or quick reminder of which stopper tops to use for various diagnostic tests Learning objectives begin each chapter and indicate what you should achieve Key Terms are listed at the beginning of each chapter and are bolded in the text Lists of abbreviations at the beginning of each chapter provide a quick reference and explanation for unfamiliar abbreviations Clinical Tips provide important hints and information Special icons identify OSHA standards that must be followed when performing procedures Flashbacks and Flashforwards refer to other information that can help you work safely and efficiently Competency Checklists contain the most critical and important steps in procedures Review questions in each chapter help you learn and remember material A mock certification exam helps in reviewing for the phlebotomy certification exam with 200 multiple choice questions A glossary provides definitions of important terms identified in the Key Terms lists at the beginning of each chapter What would you do clinical scenarios let you apply your knowledge to real life challenges in the workplace Updated venipuncture procedure keeps you current with CLSI standards Higher level questions are added to the mock certification exam asking you to think critically about the information in each chapter An additional mock certification exam for extra practice is added to the Evolve companion website which also includes videos of procedures interactive exercises and an audio glossary     *The Phlebotomy Textbook* Susan King Strasinger,Marjorie Schaub Di Lorenzo,2019-02-25 Rely on this comprehensive resource to master the techniques you need to safely obtain quality specimens You ll understand all the hows and whys that lead to success in this rapidly changing field Inside you ll find the up to date coverage of routine procedures and their complications as well specialized procedures quality and infection control state of the art equipment medical terminology ethical and legal issues body systems and related diagnostic laboratory tests     **Phlebotomy Essentials** Ruth E. McCall,Cathee M. Tankersley,2008 Thoroughly updated and enhanced by new print and electronic ancillaries this full color text provides accurate practical information and instruction on phlebotomy procedures with a comprehensive background in theory and principles Reflecting current CLSI guidelines NAACLS competencies and federal regulations this Fourth Edition includes updated information on safety issues and equipment laboratory information systems and instrumentation legal issues and diagnostic tests This edition also includes

caution notes identifying dangerous practices and problem areas An accompanying CD ROM includes clinical procedures videos animations electronic flashcards and a glossary with audio pronunciations Other ancillaries include a new companion Workbook an Instructor s Resource CD ROM and online resources at thePoint

**Phlebotomy Essentials, Enhanced Edition** Ruth E. McCall,2020-06-23 Phlebotomy Essentials Enhanced Seventh Edition provides accurate up to date and practical information and instruction in phlebotomy procedures and techniques along with a comprehensive background in phlebotomy theory and principles

*Phlebotomy Essentials* Ruth McCall,2019-08-29 Ensure a confident transition from classroom to clinic with this proven approachable phlebotomy resource Phlebotomy Essentials Seventh Edition easily instills the core knowledge and clinical understanding behind safe effective patient communication and interaction Enhanced with new images a more efficient design and new contributions from leading subject matter experts this updated edition details how today s phlebotomists work in an approach optimized for how today s students learn Combined with an optional Workbook Exam Review book and updated PrepU adaptive quizzing software the latest edition of Phlebotomy Essentials represents a cornerstone of preparation for a successful career in phlebotomy

**Procedures in Phlebotomy - E-Book** John C. Flynn,2023-08-12 Featuring concise easy to read coverage Procedures in Phlebotomy 5th Edition provides clear guidelines for performing both basic and special phlebotomy techniques It describes proper procedures for venipuncture special collection procedures and pediatric and geriatric considerations and addresses essential topics such as infection control OSHA guidelines and anatomy and physiology It also discusses professional issues such as interpersonal communication department management total quality and medical legal topics This edition includes enhanced infection control and prevention protocols updated healthcare law coverage expanded review questions and an updated practice test to prepare you for classroom and certification success Step by step illustrated procedures clearly outline essential phlebotomy competencies and techniques Essentials approach focuses on the need to know basics required to practice phlebotomy Case scenarios woven throughout the chapters help you continually apply content to practice Review questions in each chapter test your ability to recall information and apply critical thinking skills answers and rationales are included in the appendices Mock certification exam with 150 multiple choice questions and answers provides valuable practice for the credentialing test Safety Summary focuses on key points to ensure safe practice Competency checklists facilitate peer instructor and self evaluation on clinical procedures progress Key terms are listed at the beginning of each chapter highlighted in the text and defined in a back of book glossary NEW Protocols for enhanced infection control and prevention address COVID 19 and other emerging pathogens UPDATED Healthcare law coverage includes up to date content on the latest clinical guidelines EXPANDED and REVISED Review questions and a practice test help prepare you for classroom and certification success NEW COVID 19 content included throughout where relevant

Competency in Home Care Terasa Astarita,Gayle Materna,Cynthia Blevins,1998 Competency in Home Care doesn t just describe the standards of practice it

gives you the resources to meet them it provides practical authoritative guidance for creating effective staff development plans designing orientation programs that get caregivers up to speed immediately establishing performance criteria for every position in the home care continuum and ensuring ongoing competency Plus you get powerful insights into the growth of modern home care The role of competency programs in staff recruitment and retention and how to get it done in any organization regardless of background makeup or affiliation Competency Assessment ,1994 The Complete Medical Assistant Janet Sesser,Deborah L. Westervelt,2020-07-01 The Complete Medical Assistant aligned with the latest CAHEEP and ABHES competencies is your source to transform engaged students into successful medical assistants Study Guide for Clinical Procedures for Medical Assistants - E-Book Kathy Bonewit-West,2022-10-12 Learn how to think critically and perform competently in the clinical setting Correlating to chapters in Clinical Procedures for Medical Assistants 11th Edition this study guide provides additional activities review questions and exercises designed to prepare you to work in a modern medical office Content aligns to the new 2022 medical assisting educational competencies and provides procedure checklists and video evaluations to help you track your mastery of clinical skills This essential companion provides the practice you need to prepare for a successful career in the fast paced world of medical assisting Critical thinking activities with realistic situations help students analyze and apply what they ve learned with games role playing situations crossword puzzles and independent study questions Focus on competency mastery includes worksheets to practice key skills and evaluation forms to assess proficiency Assignment sheets at the beginning of chapters help students stay organized and document their progress NEW 2022 CAAHEP medical assisting competencies throughout represent the latest educational standards NEW Updated content addresses changes in the medical record nutritional guidelines OSHA standards for infection control and prevention emergency preparedness and more REVISED Self assessment opportunities allow students to perform quick comprehension checks including pre tests post tests and key term assessments **Study Guide for Today's Medical Assistant - E-Book** Kathy Bonewit-West,Sue Hunt,Edith Applegate,2015-11-12 Corresponding to the chapters in the main Bonewit text Study Guide for Today s Medical Assistant Clinical Administrative Procedures 3rd Edition features a variety of practical exercises activities checklists review questions and more to elp users master important medical assisting knowledge and skills This comprehensive study guide has been thoroughly updated to reflect the 2015 CAAHEP competencies and key areas of practice such as electronic medical records HIPAA regulations advanced directives emergency preparedness ICD 10 coding billing documentation medical office technology medical asepsis vital signs pediatric immunizations and injections colonoscopy procedures IV therapy and CLIA waived tests Consistent meticulous study guide coverage aligns seamlessly with the main Bonewit text and all other Bonewit solution learning products Evaluation of Competency checklists assess readers performance versus stated objectives and performance standards Critical thinking activities encourage readers to think outside the box and imagine what they would do in real life situations Laboratory assignments at the beginning of each

chapter give readers a guide on each chapter's procedures including guidelines on how many practices are required which study guide pages correlate to the procedure and which procedures are also in the procedural videos Key term assessment tests readers knowledge of the terms presented in the main text Evaluation of Learning questions assess readers progress and are an excellent tool to prepare for the certification exam Practice for Competency checklists help readers practice each of their clinical skills Pharmacology math exercises give readers a chance to practice their basic math skills in a way that relates to their future job Chapter assignment tables at the beginning of each chapter guide readers through the textbook and study guide chapters and provides a great tracking device for recording progress of textbook reading assignments and study guide activity assignments NEW Updated material aligned to most current CAAHEP and ABHES competencies ensures success and employability for today's medical assistants NEW Material from the chapter on nutrition is also incorporated into the accompanying study guide material NEW Updated content on emergency preparedness and medical records ensure readers are up to date on these key topics NEW Application to SimChart for the Medical Office where appropriate allows readers to prepare for the real world by working on Elsevier's own educational EHR NEW Expanded A/P key terminology sections give readers ample A/P key term practice

Evidence-Based Competency Management System Barbara A. Brunt, 2008-03-28 Annotation End your struggle to assess, validate, and document the competency of your nurses Assess nurses in five key specialties Now you don't have to spend time researching evidence-based competencies to assess your nurses' skill sets Author Barbara A. Brunt MA MN RN BC has taken her best-selling toolkit and cited each competency with solid, reputable evidence so you can benchmark your staff against industry standards Evidence-Based Competency Management System Toolkit for Validation and Assessment Second Edition ensures you have everything you need to meet and exceed evidence-based competency requirements This binder and CD-ROM pair is a complete evidence-based competency program created specifically for assessing, validating, and documenting the skills of your nurses You'll find proven tips and strategies for effectively evaluating the training needs of your staff This toolkit will bring you the evidence-based solutions you need to ensure safe patient care in the Medical surgical unit Operating room Emergency department Obstetrics unit Intensive care unit What's included This proven and easy-to-use resource provides 206 evidence-based competency skill sheets plus 29 role-related checklists we've done the work for you by putting together ready-to-use assessment skill sheets 150 pages of invaluable information to help you develop or revamp your competency assessment program Best practices for selecting annual competencies for validation The Competencies Analyzer spreadsheet to help you document and track staff skills A CD-ROM containing each skill sheet ready for you to implement or customize for use in your facility today Evidence-Based Competency Management System Toolkit for Validation and Assessment Second Edition is jam-packed with expert advice to help you Schedule and organize competency assessments Develop an evidence-based competency assessment program Recognize the differences between mandatory annual training and competency validation

Maintain a consistent validation system Keep up with new competencies Table of Contents at a glance Chapter 1 Why is competency validation required Chapter 2 What is competency validation Chapter 3 Include competency validation in job descriptions and the performance evaluation process Chapter 4 Train staff to perform competency validation Chapter 5 Keep up with new competencies Chapter 6 Using your skills checklists Learning objectives Design a competency plan to effectively assess employee competence Identify advantages of competency based education Describe methods of validating competencies Recognize the benefits of incorporating competency assessment into job descriptions and performance evaluation tools Discuss the key elements required of performance based job descriptions Develop a training program to train staff to perform competency assessment Maintain consistency in a competency validation system Identify steps for effective program documentation Recognize the essential qualities needed by competency assessors List potential categories for new competencies Identify best practices for implementing new competencies Discuss dimensions of competencies Differentiate between orientation checklists and skill checklists

*Plumer's Principles and Practice of Intravenous Therapy* Ada Lawrence Plumer, 2007 Disc contains drug monographs on more than 100 intravenous agents in a printable format for patient teaching and 11 appendices with information on continuing education governmental regulations and other subjects relevant to infusion therapy

**Phlebotomy Exam Review** Ruth E. McCall, 2023-08-15 Phlebotomy Exam Review Eighth Edition provides a comprehensive review of current phlebotomy theory and offers an ideal way to study for phlebotomy licensing or national certification exams It also makes for an excellent study tool for students taking formal phlebotomy training programs By answering the questions in this review student can test their knowledge and application of current phlebotomy theory Theory questions address recent federal safety standards Clinical and Laboratory Standards Institute CLSI guidelines and the National Accrediting Agency for Clinical Laboratory Sciences NAACLS phlebotomist competencies when applicable Questions are standard multiple choice like those used on national exams with choices that often test your critical thinking abilities

Phlebotomy Exam Review, Enhanced Edition Ruth E. McCall, 2020-06-19 Phlebotomy Exam Review Enhanced Seventh Edition thoroughly prepares students for any of the national certification exams in phlebotomy

**Chronic Illness Care** Timothy P. Daaleman, Margaret R. Helton, 2018-02-24 This book offers a comprehensive overview to chronic illness care which is the coordinated comprehensive and sustained response to chronic diseases and conditions by a range of health care providers formal and informal caregivers healthcare systems and community based resources Using an ecological framework which looks at the interdependent influences between individuals and their larger environment this unique text examines chronic illness care at multiple levels and includes sections on the individual influences on chronic illness the role of family and social networks and how chronic care is provided across the spectrum of health care settings from home to clinic to the emergency department to hospital and residential care facilities The book describes the organizational frameworks and strategies that are needed to provide quality care for chronically ill patients including



behavioral health care management transitions of care and health information technology The book also addresses the changing workforce needs in health care and the fiscal models and policies that will be required to meet the needs of this population with a focus on sustaining the ongoing transformation in health care This book acts as a major reference for practitioners and students in medicine nursing social work allied health and behavioral medicine as well as stakeholders in public health health policy and population health      Student Workbook for Phlebotomy Essentials Ruth McCall,2019-08-29

An invaluable companion to Phlebotomy Essentials seventh edition this Student Workbook helps you quickly master the principles of phlebotomy and apply them in practice The workbook offers a broad variety of revised and updated exercises and tools that make it engaging and easy to master all the key concepts and procedures covered in the companion textbook Moreover it enhances your critical thinking skills preparing you to successfully manage all the challenges you may face on the job as a professional phlebotomist This edition features knowledge building activities enabling every type of learner to easily master all aspects of phlebotomy practice

## **Phlebotomy Competency Form** Book Review: Unveiling the Power of Words

In some sort of driven by information and connectivity, the power of words has be more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such may be the essence of the book **Phlebotomy Competency Form**, a literary masterpiece that delves deep into the significance of words and their effect on our lives. Published by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book is key themes, examine its writing style, and analyze its overall impact on readers.

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### **Table of Contents Phlebotomy Competency Form**

1. Understanding the eBook Phlebotomy Competency Form
  - The Rise of Digital Reading Phlebotomy Competency Form
  - Advantages of eBooks Over Traditional Books
2. Identifying Phlebotomy Competency Form
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Phlebotomy Competency Form
  - User-Friendly Interface
4. Exploring eBook Recommendations from Phlebotomy Competency Form
  - Personalized Recommendations
  - Phlebotomy Competency Form User Reviews and Ratings
  - Phlebotomy Competency Form and Bestseller Lists

5. Accessing Phlebotomy Competency Form Free and Paid eBooks
  - Phlebotomy Competency Form Public Domain eBooks
  - Phlebotomy Competency Form eBook Subscription Services
  - Phlebotomy Competency Form Budget-Friendly Options
6. Navigating Phlebotomy Competency Form eBook Formats
  - ePub, PDF, MOBI, and More
  - Phlebotomy Competency Form Compatibility with Devices
  - Phlebotomy Competency Form Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Phlebotomy Competency Form
  - Highlighting and Note-Taking Phlebotomy Competency Form
  - Interactive Elements Phlebotomy Competency Form
8. Staying Engaged with Phlebotomy Competency Form
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Phlebotomy Competency Form
9. Balancing eBooks and Physical Books Phlebotomy Competency Form
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Phlebotomy Competency Form
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Phlebotomy Competency Form
  - Setting Reading Goals Phlebotomy Competency Form
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Phlebotomy Competency Form
  - Fact-Checking eBook Content of Phlebotomy Competency Form
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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