

## GPA programme:

### Phlebotomy

Within the competency framework there is a section dedicated to understanding, preparing, obtaining and transporting venous blood samples (Domain 3).

As this is a significant area of learning, it will take time to observe and practice and so you will find some suggestions below for GPA's and GP mentors to consider:

- Think about phlebotomy early in the programme as this will be one of the domains within the competency framework which will take time to observe and practice until they are deemed competent by the GP Mentor.
- The phlebotomy domains require the GPA to evidence both their understanding of phlebotomy (theory) as well as the practical application and reflection.
- Once the GP Mentor/practice are confident that the GPA is clinically competent in preparing and obtaining blood samples, they will then review the evidence portfolio and sign off.
  - **For the practical application in obtaining blood samples, a GPA who is deemed competent on a mannikin, will then be required to do venepuncture on a patient.**
- When obtaining blood samples, the assessment **using circa 10 patients is common practice provided there is a safety net/guideline for the GPA to follow, should attempts at venepuncture fail/complications occur.** This is to ensure patient safety and reflective practice for the GPA to aid development.
- It is then up to the individual GP Practice to determine whether the GPA will continue to take bloods as part of their role moving forwards.

#### Some options to be considered for phlebotomy training:

1. If phlebotomy is delivered within a practice then the Nurse or GP will train the GPA on site\*. The GPA must also need to understand theory through their own self-directed learning. Once they are deemed fully competent by the GP, this can then be signed off by the GP Mentor.
2. If phlebotomy is not delivered with a practice, then the GPA could check if there is a nearby practice where another GPA is being trained and where they could possibly train alongside.
3. If phlebotomy is not delivered in a practice or nearby practice, then the GP practice will need to source a training course which could be covered by the funding offer.

\*If a nurse delivers training and oversees the GPA obtaining samples, they must be competent, up to date with current practice and had an annual appraisal where such clinical and educational knowledge and skills are discussed with reflection.