



## SOUTH AFRICAN QUALIFICATIONS AUTHORITY (SAQA)

In accordance with regulation 24(c) of the National Standards Bodies Regulations of 28 March 1998, the Standards Generating Body (SGB) for

### Phlebotomy

Registered by NSB 09, Health Sciences and Social Services, publishes the following qualifications and unit standards for public comment.

This notice contains the titles, fields, sub-fields, NQF levels, credits, and purpose of the qualification and unit standards. The full qualification and unit standards can be accessed via the SAQA web-site at [www.saqa.org.za](http://www.saqa.org.za). Copies may also be obtained from the Directorate of Standards Setting and Development at the SAQA offices, 1067 Arcadia Street, Hatfield Forum West, Hatfield, Pretoria.

Comment on the unit standards should reach SAQA at the address ***below and no later than 5 April 2004***. All correspondence should be marked **Standards Setting – SGB Phlebotomy** and addressed to

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## SOUTH AFRICAN QUALIFICATIONS AUTHORITY



*Established in terms of Act 58 of 1995*

**Further Education and Training Certificate in Phlebotomy Techniques: NQF Level 4**

**Field:** Health Sciences and Social Services

**Sub-Field:** Curative Health

**NQF Level:** 4

**Credits:** 135

**Issue Date:**

**Review Date:**

**Rationale:**

The National Certificate for Phlebotomy Technicians has been designed to meet the phlebotomy needs of the pathology and blood transfusion sectors of the medical health field as well as the needs of those learners who desire to make the collection of these human tissue samples their chosen career path.

Phlebotomy services are required by the pathology and blood transfusion sectors to obtain blood and other human tissue samples for analysis in order to aid in the prevention, diagnosis, treatment and monitoring of disease.

The increasing prevalence of HIV/AIDS and other related diseases has resulted in an increased need for phlebotomy services. However, there has been a lack of standardized phlebotomy training, formal proficiency training and no nationally recognized certification available.

This qualification will address these concerns whilst providing the qualifying learner with the flexibility to pursue a career in the medical health field. It will also contribute to the social and economic transformation, job creation and the introduction of this service to areas where it has not previously been available.

**Purpose:**

The purpose of this qualification is to enable a qualified learner to be registered with the Health Professions Council of South Africa as a Phlebotomy Technician.

Registered Phlebotomy Technicians will be equipped, through knowledge and skills gained, to collect blood safely and other human tissue samples for medical pathology or blood transfusion purposes. These skills will also contribute to the full personal development of each learner.

**Access to Qualification:**

Any learner, who can provide evidence of the learning assumed to be in place, has open access to this qualification. No restrictions, other than the learning assumed to be in place are prescribed.

**Learning assumed to be in place:**

- Mathematical literacy at or equivalent to NQF level 3
- 1<sup>st</sup> language at or equivalent to NQF level 3
- 2<sup>nd</sup> language at or equivalent to NQF level 2

**Rules of Combination:**

In order to be found competent in this qualification, the learner must achieve the following credits from the given areas of learning:

- fundamental component: 62 credits
- core component: 60 credits
- elective component: Minimum of 13 credits, 8 of which must be at level 4 and the remaining 5 credits, at levels 3 or 4

**Exit Level Outcomes:**

The exit level outcomes listed below are specified in terms of a combination of specific outcomes and critical cross-field outcomes.

**Exit level 1**

Work effectively in the medical field by applying knowledge of anatomy, physiology, terminology, ethics and safety relevant to phlebotomy

**Associated assessment criteria for exit level 1**

- Knowledge of anatomy, physiology and terminology relevant to phlebotomy is demonstrated
- Knowledge and understanding of professional behaviour, medical ethics, human rights and a legal liability is applied
- A safe working environment is maintained through the prevention of the spread of infection, the safe handling of chemicals and equipment, the safe disposal of bio-hazardous waste, the prevention of accidents and knowledge of the appropriate action to take in the event of an accident

**Exit level 2**

Demonstrate the ability to work effectively as a member of a team by using science and technology to safely collect blood and other human tissue samples for medical pathology or blood transfusion purposes whilst enhancing customer care through effective communication

**Associated assessment criteria for exit level 2**

- Blood, body fluids, tissue and excreta samples are correctly and safely collected, documented and prepared for transport to processing facilities
- Patients are educated in the self-collection of required samples
- Customer's individual needs, expectations, dissatisfaction and complaints are recognized and appropriate action is taken

**Exit level 3**

Demonstrate the ability to collect, analyse, organize and critically evaluate information whilst working effectively as a member of the multi-disciplinary blood transfusion services team

**Associated assessment criteria for exit level 3**

- Knowledge of blood transfusion regulations, venue requirements and donor acceptance criteria are demonstrated
- Blood donors are selected according to required blood product

**Exit level 4**

Demonstrate the ability to assist with and perform specialized phlebotomy procedures

**Associated assessment criteria for exit level 4**

- Arterial bloods are correctly and safely collected
- The ability to assist with medical pathology or blood transfusion procedures is demonstrated
- The ability to perform specialized phlebotomy procedures is demonstrated

**Titles Matrix of Unit Standards:**

Component	ID Number	Title	NQF Level	Credits
Fundamental First Language	8979	Use language and communication in occupational learning programmes	4	5
	8974	Engage in sustained oral communication and evaluate spoken texts	4	5
	8975	Read, analyse and respond to a variety of texts	4	5
	8976	Write for a wide range of contexts	4	5
Second Language	8968	Accommodate audience and context needs in oral communication	3	5
	8969	Interpret and use information from texts	3	5
	8970	Write texts for a range of communicative contexts	3	5
	8973	Use language and communication on occupational learning programmes	3	5
Maths Literacy	9014	Use Mathematics to investigate and monitor the financial aspects of personal, business and national issues	4	4
	9015	Apply knowledge of statistics and probability to critically interrogate and effectively communicate findings on life related problems	4	6
	9016	Represent, analyse and calculate shape and motion in 2 and 3 dimensional space in different contexts	4	4
	7466	Represent and operate on complex numbers in non-trivial situations	4	2
Core		Apply knowledge of anatomy, physiology and medical terminology relevant to phlebotomy	4	6
		Comply with phlebotomy and laboratory safety requirements	4	6
		Understand and apply ethical rules in relation to phlebotomy	4	4

		Understand and apply ethical rules in relation to phlebotomy	4	4
		Provide customer care in the medical pathology and blood transfusion field	4	10
		Collect blood for medical pathology or blood transfusion	4	15
		Conduct HIV pre test counselling	4	4
		Collect body fluids, tissue and excretion samples for pathology analysis	4	7
		Work in a blood donor clinic	4	8
Elective: (See 'Rules of Combination' above)		Collect arterial blood samples	4	4
		Assist with medical pathology or blood transfusion procedures	3	4
		Perform specialized phlebotomy procedures	4	4
		Use Point of Care Biomedical Instrumentation Systems/Rapid Testing Kits for pathology or blood transfusion	4	4
	7576	Demonstrate the ability to use a database for business purposes	3	5
	7567	Produce and use spreadsheets for business	3	5
	7570	Produce word processing documents for business	3	5

#### International Comparability:

This qualification was compared to similar qualifications in Australia, the United States of America and the United Kingdom and a substantial degree of similarity was found. International comparability could therefore be found to support this qualification. However, certain unit standards have been included in this qualification to meet the specific needs of phlebotomy in South Africa and it is envisaged that this qualification would be applicable in any developing country especially in the SADC region.

#### Integrated Assessment:

Assessment practices must be open, transparent, fair, valid and reliable and ensure that no learner is disadvantaged.

The focus of assessment must be on the assessment of the learning outcomes and should include both summative and formative assessment.

Formative assessment should be done through:

- . Observations
- . Questioning - written and oral
- . Work plans
- . Simulations
- . Role play
- . Case studies/assignments
- . Demonstrations
- . Research
- . Other acceptable methods.

Assessment should be done at regular intervals as well as at the end of the periods of study. It must be offered in an integrated way and theoretical and practical components should, where possible, be assessed together. Learners should be required to demonstrate that they could perform the outcomes with understanding and insight.

Assessment should also ensure that all specific outcomes, embedded knowledge and critical cross-field outcomes are evaluated.

The learner should produce sufficient evidence of achieving each specific outcome of each unit standard. This evidence should initially be assessed for competence by the educator/facilitator.

The learner is to provide additional evidence for specific outcomes in cases where competence could not be demonstrated, such as the completion of case studies or workbooks. This evidence is to be incorporated into the portfolio and must serve as evidence of achievement of specific outcomes.

Before the Further Education and Training Certificate for Phlebotomy Technicians is awarded, learners are required to demonstrate competence in the required unit standards and complete a summative assessment based on the exit outcomes of the qualification. Summative assessment will take the form of written or oral examinations.

#### **Recognition of Prior Learning:**

Recognition of prior learning (RPL) is possible if the learner is able to demonstrate competence in the knowledge, skills, values and attitudes implicit in this qualification. RPL may allow for accelerated access to further learning and/or gaining of credits towards a unit standard.

All RPL is subject to quality assurance by the Education, Training Quality, Assurance Body for this qualification - the Health Professions Council of South Africa, and is to be conducted by an accredited workplace assessor.

#### **Articulation Possibilities:**

On successful completion of this qualification learners may pursue careers in the following:

Medical Laboratory Technicians  
Medical Laboratory Technology  
Medicine  
Nursing  
Allied health disciplines.

#### **Moderation Options:**

- Anyone assessing a learner or moderating the assessment of a learner against this qualification, must be registered as an assessor with the relevant Education and Training Quality Assurance body (ETQA) i.e. the Health Professions Council of South Africa (HPCSA) or with an ETQA that has a Memorandum of Understanding (MOU) with the HPCSA.
- Any institution offering learning that will enable achievement of this qualification must be accredited as a provider with the relevant ETQA i.e. the HPCSA.
- Assessment and moderation of assessment will be overseen by the relevant ETQA according to the ETQA's policies and guidelines for assessment and moderation in terms of agreements reached around assessment and moderation between ETQAs and in terms of the moderation guideline detailed immediately below.
- Moderation must include both internal and external moderation of assessments at exit points of the qualification, unless ETQA policies specify otherwise. Moderation should also encompass achievement of the competence described both in individual unit standards as well as the integrated competence described in the qualification.

#### **Criteria for the registration of assessors.**

Assessors need experience in the following areas:

- Interpersonal skills
- Subject matter and
- Assessment

The assessor needs to be competent in the planning and conducting of assessment of learning outcomes and in the design and development of assessments as described in the

unit standards 'Plan and conduct assessment of learning outcomes NQF level 4'. Subject matter experience must be well developed. The assessor must have completed:

- A similar qualification at the level with a minimum of 2 years field experience after he/she has completed the qualification or,
- The subject matter experience of the assessor can be established by recognition of prior learning
- Assessors need to be registered with the relevant Education and Training Assurance Body

Exit Level Outcome	Critical Cross-Field Outcomes							
	Solve problems	Team work	Organisation	Information	Communicate	Technology	Related systems	Personal development
<ul style="list-style-type: none"> <li>▪ Work effectively in the medical field by applying knowledge of anatomy, physiology, terminology, ethics and safety relevant to phlebotomy</li> </ul>				•			•	
<ul style="list-style-type: none"> <li>▪ Demonstrate the ability to work effectively as a member of a team by using science and technology to safely collect blood and other human tissue samples for medical pathology or blood transfusion purposes whilst enhancing customer care through effective communication</li> </ul>		•			•	•		
<ul style="list-style-type: none"> <li>▪ Demonstrate the ability to collect, analyse, organize and critically evaluate information whilst working effectively as a member of the multi-disciplinary blood transfusion services team</li> </ul>			•	•				•
<ul style="list-style-type: none"> <li>▪ Take responsible decisions by demonstrating the ability to assist with and perform specialized phlebotomy procedures</li> </ul>	•							•

The assessment of critical cross-field outcomes should be achieved through the process of integrated assessment of each of the unit standards outcomes.

**SOUTH AFRICAN QUALIFICATIONS AUTHORITY****Unit Standards Titles****Further Education and Training Certificate in Phlebotomy Techniques: NQF Level 4****Unit Standards at NQF Level 3**

1. Title: Assist with medical pathology or blood transfusion procedures

**Unit Standards at NQF Level 4**

1. Title: Apply knowledge of anatomy, physiology and medical terminology relevant to phlebotomy
2. Title: Collect blood for medical pathology or blood transfusion
3. Title: Collect arterial blood samples
4. Title: Collect body fluids, tissue and excretion samples for medical pathology analysis
5. Title: Provide customer care in the medical pathology or blood transfusion fields
6. Title: Understand and apply medical ethical rules in relation to phlebotomy
7. Title: Conduct HIV pre test counselling
8. Title: Use Point of Care Biomedical Instrumentation Systems/Rapid Testing Kits for pathology or blood transfusion
9. Title: Comply with safety requirements in the medical pathology or blood transfusion fields
10. Title: Perform specialised phlebotomy procedures
11. Title: Work in a blood donor clinic