

Highfield Level 5 End-Point Assessment for Healthcare Assistant Practitioner

EPA-Kit

Assessing the Practical Observation

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Practical Observation - guidance

The end-point assessment plan states that the practical observation should be a minimum of 90 minutes with a recommended maximum, suggested by Highfield, of 120 minutes. It will be pre-planned and scheduled at a time when the apprentice will be undertaking their normal work in their normal place of work. To ensure coverage of the appropriate skills and behaviours areas of the standard, observations may be split or conducted on two separate occasions and this will need to be clearly organised during planning and evidenced within the documentation. The end-point assessor will carry out the practical observation which should enable the apprentice to evidence the skills and behaviours outlined below.

To pass the observation of practice the apprentice must be able to meet the following requirements. Those highlighted in bold must be seen during the observation. Requirements not emboldened which do not occur naturally during the observation period may be tested during the interview:

- OB1. Communicate complex sensitive information through a variety of methods**
- OB2. Manage information, keeping accurate records and ensuring confidentiality**
- OB3. Use and promote a range of techniques to prevent the spread of infection** including hand hygiene, the use of Personal Protective Equipment (PPE) and waste management.
- OB4. Promote and **maintain a safe and healthy working environment**
- OB5. Identify and manage risks**
- OB6. Demonstrate and promote what it means in practice to provide person centred care and support**
- OB7. Treat people with dignity**, respecting individual's diversity, beliefs, culture, values, needs, privacy and preferences
- OB8. Show respect and empathy for those you work with;** have the courage to challenge areas of concern and work to best practice; be adaptable, reliable and consistent
- OB9. Show discretion and self-awareness**
- OB10. Promote effective inter-professional and multi-disciplinary team working** with peers, colleagues and staff from other agencies
- OB11. Provide appropriate leadership within the scope of the role**
- OB12. Undertake defined clinical or therapeutic interventions appropriately delegated by a Registered Practitioner**

Highfield recommends a **maximum of 4 unemboldened** skills and/or behaviours can be carried over to the interview. The assessor will ask questions that allow the apprentice to demonstrate knowledge and their experience in these areas. The carry-over areas will be selected from the following elements:

OB3. promote (a range of techniques to prevent the spread of infection) including hand hygiene, the use of Personal Protective Equipment (PPE) and waste management.

OB4. promote (a safe and healthy working environment)

OB6. promote (what it means in practice to provide person-centred care and support)

OB7. respecting individual's diversity, beliefs, culture, values, needs, privacy and preferences

OB8. have the courage to challenge areas of concern and work to best practice

OB8. be adaptable, reliable and consistent

OB10. (Effective team working) with peers, colleagues and staff from other agencies

Before the assessment:

Employer/Training Provider should:

- plan the practical observation to allow the apprentice the opportunity to demonstrate each of the required standards
- ensure the apprentice knows the date and location of the assessment
- ensure the apprentice knows which Healthcare Assistant Practitioner standards will be assessed
- encourage the apprentice to reflect on their experience and learning on-programme to understand what is required to meet the standard
- be prepared to provide clarification to the apprentice, and signpost them to relevant parts of their on-programme experience as preparation for this assessment

It is suggested that a mock observation is carried out with the apprentice in advance of the EPA with the training provider/employer giving feedback on any areas for improvement.

Simulation

During the practical observation, where possible, situations and evidence must be naturally occurring, however, in order to ensure that all emboldened criteria can be covered, simulation will be allowed to ensure full coverage of *observation skill 11: Provide appropriate leadership within the scope of the role*, if necessary.

This should be arranged before the assessment takes place to give the best opportunity for this skill to be met if the employer/on-programme assessor feels that it is not likely to occur naturally during the live observation. A suitable work environment and consenting individual(s) should be used to enable the apprentice to demonstrate the relevant skills. Those involved should not have a vested interest in the outcome of the assessment and do not have to be individuals being cared for.

Should the employer/on-programme assessor identify further emboldened observation skills and/or behaviours that are unlikely to be demonstrated naturally, Highfield Assessment should be notified of these prior to end-point assessment.

Grading

The practical observation is graded as pass or fail.