



Training and Competence

All HIV POC test providers must be trained by Health Authority or BC Program approved training venues, to confidently perform and interpret the test. Records of training, competency and proficiency assessments should be maintained and be consistent with existing practice standards at each test location.

Training needs for non-regulated test providers must be considered separately to determine what training is needed. A separate guidance document for the assessment and training of non-regulated and allied health care providers ([NRACPs](#)) is provided as a separate document in the Resources section.

Education and training may include developing the knowledge, skill and attitudes around:

- Trauma informed care
- Cultural safety
- Informed consent and confidentiality
- HIV infection pathology
- HIV tests and window periods
- Care pathways
- Healthcare ethics
- Stigma and discrimination
- Infection control and biosafety
- Transport of Dangerous Goods (TDG)
- Health records and documentation
- Reportability
- Partner notification

HIV education and HIV POC test training sessions are held regularly by BCCDC and by some Health Authority trainers. Training needs and appropriate mode of delivery are discussed as part of a new test location set-up. For more information, contact the BC Program, or the appropriate Health Authority partner.

Each test location/Health Authority must define what additional observations or assessments, beyond the initial training sessions, must be met before a new test provider is approved to offer HIV POC testing at that test location.

Training for HIV POC testing may include a combination of education offered by BCCDC and by the POC Test location Lead as follows:

BCCDC and/or
Regional
Health
Authorities

- Pre- and Post-Test HIV discussion (as needed).
- Partner Notification (as needed)

BCCDC can tailor and schedule face to face HIV testing [workshops](#) to accommodate specific group and/or organizational requests. A link to [HIV](#) online training is located in the Education and Training section of the Program [webpage](#).

Please check with your health authority/organization as they may offer in person training.



POC Test
location
Lead

- Completion of one 2–3 hour face to face training program on the use of test kits and quality assurance activities
- OR Completion of a self-directed online POC course available on the PHSA [Learning Hub](#) (link also in the Education and Training section of the Program [webpage](#)).
- Demonstration of competencies per organizational policy.
- Decisions related to the assessment criteria for non-regulated and allied health care providers ([NRACPs](#)). A guidance document can be found separately in the Resources section.

Ongoing Competency for Test Providers

Continuing education and ongoing competency assessment can be done by a variety of methods and should be scheduled by the POC Test location Lead for test providers depending on their level of experience with POC testing.

Competency assessment is done with new test providers, and should be repeated at six months, then yearly as an ongoing assessment. Competence may be assessed more often for low-volume test locations (< 5 client tests/month). Competence should include assessments of HIV discussion skills as well as use of the Point of Care Test.

Within the BC HIV POCT Program, competence is defined by the test provider, the test location manager and the Health Authority. The BC Program makes recommendations for building competence assessments into routine testing by engaging all test providers with running quality control and proficiency test samples on a regular basis. In this way, test providers provide proof of competence using known and unknown samples, rather than by doing many tests, but perhaps not correctly.

Competence is not defined in this program as a minimum number of client tests done per month or year per test provider. There are other provincial or national programs that require a testing minimum and formal test as proof of competence.

Possible ways to provide continuing education related to POC and to ensure ongoing competency for test providers are listed below:

Suggestions for Ongoing Competence Checks

1. Interaction with Test Providers	Informal assessments can be done whenever the POC Test location Lead is at the test location, participating in, or observing, daily activities.
2. Quality Control	Regular testing with the quality control materials and rotation of the test provider acts as a regular reminder on how the test is done and the differences between a negative and a weak positive result. See the QC document for more details.



3. Review of daily log of client POC test results and Quality Control Log	<p>It is recommended that the POC Test location Lead review these documents at a minimum of once a month as an opportunity to assess how test providers are performing and provide follow up as necessary.</p> <p>This can be done at the same time as information is gathered to complete the Monthly Inventory Report.</p>
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4. Direct observation of test provider	<p>It is recommended that refresher training occur whenever there is a problem or issue identified or on a regular basis for staff, especially those who do not perform HIV POC tests regularly.</p>
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5. Regular reviews with test provider in a meeting setting.	<p>Discussions with test providers in a meeting setting can facilitate sharing of experiences with test kit usage and allow the POC Test location Lead to gauge competency and comfort levels of test providers and discuss learning needs.</p>
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6. Investigation of errors	<p>This is an opportunity to assess how test providers are performing based on the findings of an error or near-miss event. These investigations are also an opportunity to discuss testing and to review documents.</p>
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7. Proficiency Testing	<p>Proficiency testing assesses the ability of the test location to get the same result as other locations testing the same unknown samples. This test can provide a competence check if different test providers are used for each test event or test one of the two samples per test event.</p>
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8. Online HIV and HIV POCT courses	<p>Online versions of the HIV and HIV POCT courses are available through the PHSA Learning Hub, with links found in the Education and Training section of the Program webpage.</p> <p>These tools can be used as refresher or review material as well as for initial training.</p>
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9. bioLytical online video	<p>bioLytical has a brief online video that could be accessed for a quick review of the test. It includes tips on fingerpoke collections.</p> <p>A link is available on the Program webpage – Education and Training section.</p>
