

## **Introduction**

**HEIW is supporting a consultation to gauge the requirements of NHS Wales Decontamination and Sterilisation Services for a standardised all Wales induction programme for band 2 and band 3 staff.**

**This consultation requires some reference to a video of the potential e-resource. You can find this on the HEIW consultation webpage. *This has been created as sample extracts of a much larger e-learning programme that is under construction to enable you to get the feel for the ongoing developments. The content does not reflect the actual content; this will be agreed through consultation in November 2025.***

**The consultation will run from 10th September 2025 to 24th October 2025.**

**During this time a virtual workshop, repeated x3 times, will be available for you to register on to join the discussions. This can be booked through this link.**

It is intended that the Induction resource will be hosted within Y Ty Dysgu through HEIW, with a competency skills assessment requirement to complete various elements. This resource will:

enable learners to access all the learning materials electronically

support any direct teaching that happens at a local level.

The standardised all-Wales competency assessment sheets will be downloadable and signed off by those experienced and competent to do so, then uploaded as evidence of unitised module completion. This would exchange current practices of competency recognition with the added benefit of centralised storage.

It is intended that the new format and resource will:

support standardised approaches across Wales

centralise resources to reduce duplication of effort

provide security to staff that their learning is recognised and transferable across NHS Wales.

**The developments are intended to simplify and streamline current practice, not add any burden to the service expectations.**

The developments will form part of the first phase in creating an agreed all-Wales approach to an education pathway for all staff within this service area. It will serve as the initial interpretation as Wales's response to the '*NHS Estates Technical Bulletin (NETB/2024/1): competency framework for staff working in sterile services and decontamination departments, March 2024*'

NHS England » NHS Estates Technical Bulletin (NETB/2024/1) version 2.0: competency framework for staff working in sterile services and decontamination departments

As a devolved nation Wales has decided to implement the recommendations in this competency framework, adapting and extending expectations where Welsh requirements have been identified. Utilising this national competency framework outlining the skills, qualifications, experience and

registration requirements for sterile services staff, Wales sterile services are committed to creating and delivering a once for Wales, quality assured, approach to training for decontamination practices.

Through agreed centralised learning pathways, Wales sterile services can deliver a consistent training approach. All decontamination staff can build a standardised set of requisite skills, knowledge and competence to ensure instruments are correctly decontaminated, which includes cleaning and sterilisation, reducing infection risks for patients and improving against service delivery risks.

The induction training, resources and framework for potential progression pathways have been structured to enable delivery in a manner conducive to induction through to annual review and CPD upskilling, based on all-Wales training needs analysis.

The eventual construct of the training resources will encompass a holistic approach to facilitate efficient, effective and integrated learning and learning progression opportunities.

For the AfC staff within NHS Wales at **Band 2 and Band 3** the induction and refresh programme would consist of:

1. Induction learning programme
2. Portfolio of competency evidence
3. Annual competency CPD refresher course

There would be 2 main areas of training.

1. **HSDU** – comprehensive training program in the decontamination & sterilisation of surgical medical devices, and the equipment needed to render medical devices decontaminated & sterilised for patient use.

2. **Endoscopy** - comprehensive training programme in the decontamination and care of the flexible endoscopes, and the equipment needed to render flexible endoscopes in a highly disinfected state which is safe for patient use

The core has been created in the e-format to enable visualisation of the potential end product. This is not the final agreed content.

The second phase would enable the creation of a visual map of available education. This will be consulted upon soon, via a separate event. For the AfC staff within NHS Wales at **Bands 3 and 4** the framework would consist of a range of available education, some accredited through regulated Awarding Bodies and some through professionally recognised training programmes. It is also important to recognise that engineering staff that work on decontamination equipment should also have appropriate training and competencies as this is integral to the same decontamination of medical devices. This will also form part of the second phase of education pathway visualisation and link directly to HTM updates.

We look forward to receiving your feedback on phase one, to enable development of the resources in a manner that supports an all-Wales requirement for band 2 and band 3 staff. The content of each section will be discussed within workshop session which will be published following this consultation.

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