



Competency: Earn It. Keep It.

Assessment, written authorization, and retraining (LAB-QM-HR-002 Figure 1).

INFOGRAPHIC IG-22
Source: LAB-QM-HR-002
Version V0 — DRAFT

1 · HOW COMPETENCY IS JUDGED

75%
passing threshold

- **Direct observation** of test performance
- **Monitoring** of test performance; review of **worksheets and QC records**
- **PT / EQA results**
- **Problem-solving** exercises
- Recorded on **F-QM-HR-002-A-V0**; new staff are assessed on appointment, and everyone is reassessed annually / on schedule — or on a trigger: **new method, extended leave, quality concern.**

2 · PASS — AUTHORIZED IN WRITING

- The **Pathologist and the CMT grant written testing authorization.**
- The **Personnel Authorization Matrix (F-QM-HR-002-B-V0)** is updated.
- The staff member performs clinical testing and **releases results independently.**

3 · NOT YET — RETRAIN, REASSESS

- Testing authorization for the specific test or instrument is **suspended immediately.**
- **Targeted retraining** using controlled SOPs and supervised practice.
- **Formal reassessment within 10 working days.**
- Pass on reassessment? Authorization is **reinstated.**
- Uncorrected deficiencies are referred to **hospital administration and the HRMO**; sustained suspension is recorded in the Authorization Matrix.

