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| **Primary Care Practice Assistant – Education Pathway** | | | |
| **PCPA Novice** | **Level 1**  Competent | **Level 2**  Proficient | **Level 3**  Advanced | |
| Completed relevant NZQA training OR working towards a relevant qualification    Focus:   * Understanding the PCPA role * Understanding roles across the team * Orientation to day to day practice activities. * Review key practice policies * Consolidate learning by linking theory to practice under the guidance of an RN. * Demonstrate competency in the delegated tasks for PCPA Novice as per the PCPA competency based skills list | Qualified for at least 6 months.  Tasks are substantially outside of the  PCPA qualification  Focus:   * Minimum of 6 additional skills training completed as per the PCPA competency basked skills list for L1 * Consolidate learning by linking theory to practice under the guidance of the RN * Demonstrate competency in the selected tasks as per the PCPA L1 competency based skills list | Qualified for at least 18months, achieved Level 1 competency and maintained it for no less than 6/12  Focus:   * Minimum of 7 additional skills training completed as per the PCPA competency basked skills list for L2 * Consolidate learning by linking theory to practice under the guidance of the RN * Demonstrate competency in the selected tasks as per the PCPA L2 competency based skills list | Qualified for at least 2 years and achieved Level 2 competency and maintained it for no less than 6/12  Focus:   * Minimum of 3 specialised skills training completed as per the PCPA competency basked skills list for L3 * Consolidate learning by linking theory to practice under the guidance of the RN * Demonstrate competency in the selected tasks as per the PCPA L3 competency based skills list | |

Competency-based training can be internal / external but must be signed off by a designated RN.

Ongoing competency demonstrated via the practices annual appraisal process.