A review of competency based training packages currently available was undertaken. However, due to the diverse skills practised by healthcare assistants in this environment, these packages were not suitable to meet the training needs identified.

**Aims** Inspired by competency based training packages available locally, a clinical skills competency framework was devised as a practice based learning and assessment process. The clinical skills competency framework was developed as a single document that would serve as a record of competence and training for the organisation and the individual, a template for assessment of competence and also form the basis of a professional portfolio of clinical skills for the healthcare assistant.

**Methods** A focus group was formed in order to compile a standardised skill list for healthcare assistants within the organisation. Competencies were compiled, alongside evidence based training packages, by registered nurses with particular skill, experience or interest in the relevant area of care, thus acting as a development exercise for the nurses as well.

**Conclusions** The collation and implementation of this training package has been the catalyst for a cultural shift within the organisation, towards integration of practice focused teaching and assessing into all aspects of clinical work.