



Chequers Academy



Venepuncture

Introduction

Introduction to Venepuncture & Phlebotomy

What is Venepuncture and Phlebotomy?

[phle·bot·o·my /flə'batəmē/](#)

The surgical opening or puncture of a vein to withdraw blood or introduce a fluid, or (historically) as part of the procedure. Phlebotomy is the act of drawing or removing blood from the circulatory system through a cut (incision) or puncture to obtain a sample for analysis and diagnosis. Phlebotomy is also done as part of the patient's treatment for certain blood disorders. Venepuncture literally means puncturing of a vein – usually in order to draw blood

What is a Phlebotomist

Drawing blood safely and painlessly is a critical procedure in health care, and it's a job that requires a skilled hand. The National Association of Phlebotomists definition of a phlebotomist is: a professional performing venepuncture as a main role within a healthcare setting. Phlebotomists are specialised clinical support workers/assistant healthcare scientists who collect blood from patients for examination in laboratories, the results of which provide valuable information to diagnosing illness.

Phlebotomists are responsible for taking blood without harming the patient or disturbing the nursing care they are receiving at the time. They also need to ensure the blood is taken correctly, as if specimens are harmed during collection, test results may be unobtainable or worthless. Once blood is taken, phlebotomists are also responsible for transporting the specimen to the correct laboratory, as and when required.

Many phlebotomists work part-time, and others may combine phlebotomy as part of their role as a clinical support worker/ assistant healthcare.

How do You Become a Phlebotomist?

There are no specific minimum requirements to work in phlebotomy, although a good range of GCSEs would be an advantage. If you are working within a clinical setup, training will usually be on the job and may include learning to take blood from different patient groups, including children and the elderly.

Training courses are designed to introduce the knowledge and skills required to become a phlebotomist, as well as practical sessions – mainly “dry” blood on lifelike extremely realistic mannequins. Having completed a training course in phlebotomy, this places you in a much stronger position over others to get a proper job or at least a training position. Training, however, does not make you competent and it is important that following your training, you are supported by someone qualified and experienced to gain competence and confidence in practice.

Is this job for me?

Ask yourself: do I have, am I or can I

- Demonstrate flexibility for work, including shifts and unsocial hours.
- Communication skills with ability to communicate orally and in writing, directly as well as via telephone.
- Ability to interact with individuals and groups showing sensitivity & empathy to the needs of others.
- Basic computer skills.
- Organised person with good time management.
- Ability to work under pressure.
- Can work as part of a team.
- Able to cope with difficult situations and nervous or stressed patients.
- Demonstrate patience and respect to patient rights, including patient confidentiality.

- An eye for details for observation and assessment required in patient care.
- Physical abilities with gross and fine motor skills required for the job.
- Tactile ability sufficient to physical assessment, including palpation of veins.
- Willingness to undertake and learn necessary skills.
- Smart presentation maintaining a professional and physical image.
- Accept and follow instructions in a safe and efficient manner.

If your answer is YES, then congratulations, you have made the right choice and you are in the right place. If you answer NO to any of the above questions, don't worry, you can still do the job but you need more training and guidance.

Essential Technical Standards

The essential functions consist of minimal physical, cognitive, affective and emotional requirements to provide reasonable assurance that learners can complete the entire course of study and participate fully in all aspects of clinical training.

The Psychomotor Demands Required Include:

- Physical abilities to move about freely and maneuver in small spaces, stand and/or walk for long periods, and access areas within the healthcare facility.
- Physical ability, including sufficient mobility and fine motor coordination, to manipulate Phlebotomy equipment to safely collect and process patient specimens, maintain a safe, aseptic work environment, and accurately and safely operate a variety of laboratory equipment.
- Visual ability sufficient to discern colors and perform phlebotomy procedures.
- Visual acuity to read and interpret test requests and physician orders.
- Hearing ability to respond to messages from patients and staff.
- Ability to operate computers.

The Cognitive Demands required include:

- Establish and maintain effective working relationships including working as part of a team.
- Accurately remember and apply oral and written procedures.
- Maintains accurate records.
- Ability to organise one's work for completion in a timely fashion.
- Ability to exercise critical thinking skills to solve problems.

The Affective Demands Required Include:

- Interpersonal abilities sufficient to communicate in a professional, positive, tactful manner with patients, physicians, nurses, other health care and non-health care employees, and laboratory personnel.
- Communication skills to permit regular, routine, timely, and productive interactions with others.
- Emotional stability to allow professional interaction with patients and staff, to respect patient confidentiality, use reasonable judgment and accept responsibility for actions.
- Must demonstrate the emotional health required for full utilisation of intellectual abilities must be able to tolerate physical and emotionally taxing workloads and function effectively under stress
- Project a well-groomed, neat appearance.
- Ability to maintain patient confidentiality and to exercise ethical judgment, integrity, honesty, dependability, and accountability in the performance of one's laboratory responsibilities.
- Ability to perform phlebotomy procedures accurately and quickly even under stressful conditions.
- Ability to exercise independent judgment and to think logically in the performance of one's duties.
- Ability to organise and to assume responsibility for one's work.

Career and Jobs

A career in phlebotomy should be interesting and rewarding. There is a shortage of skilled phlebotomists, and getting a job should not be difficult as it is a valued skill in practice. You can become a phlebotomist in a very short time: a training course plus an average of 3-6 weeks to obtain competency.

Candidates can apply to work with the NHS, private clinics, hospitals or surgeries, or within research facilities. There are also options to do domiciliary phlebotomy visits and work in transfusion services. Most NHS trusts advertise vacancies on the [NHS Jobs](#) website, for trainee positions, as well as for qualified phlebotomists. Vacancies are also advertised in the local press and job centers.

Resources:

- NHS Jobs – [NHS Jobs](#)
- National Association of Phlebotomists - [National Association of Phlebotomists - Home](#)
- NHS Careers - [Phlebotomist | Health Careers](#)
- NHS Blood and Transfusions - [Home - NHS Blood and Transplant](#)

This handbook offers guidance for Phlebotomy trainees, primarily for use in the UK, though practices may vary regionally and internationally. While compiled from professional sources, Chequers Academy cannot guarantee its accuracy or foresee all potential applications. The training does not prescribe exclusive procedures or definitive patient care standards, as individual circumstances, clinical judgment, and patient preferences may require variations. Chequers Academy disclaims liability for any actions or omissions based on this training, and, to the extent permitted by law, is not responsible for any resulting loss or damage. Additionally, the Academy does not provide personal health insurance for students/trainees, who are encouraged to secure their own coverage.