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An Roinn Sláinte

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CORE COMPETENCE ASSESSMENT TOOL FOR CANCER SPECIALIST NURSING ROLES



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Adult Cancer Specialist Nursing

Core Specific Competency Areas and Learning Outcomes

These are the core specific competency areas and learning outcomes relevant for Adult Cancer Specialist Nurses in Northern Ireland. The core competencies build on the generic core competencies designed for all Specialist Nurses regardless of the area of practice or setting. This competence framework is appropriate for all Cancer Specialist Nurses (Adult) who care for cancer patients in any setting.

The framework is informed by the following documents:

- *Career and Education Framework for Cancer Nursing* (RCN February 2017)
- *Working with Individuals with Cancer, their Families and Carers. Professional Development Framework for Nurses-Specialist and Advanced Levels* (NHS Education Scotland and Macmillan Cancer Support 2010)
- *A Strategy and Education Framework for Nurses Caring for People with Cancer in Ireland* (National Cancer Control Programme in partnership with the HSE Office of Nursing and Midwifery Director 2012).

The framework has been devised to be used alongside a range of general competency frameworks (that focus on core skills and competencies for all qualified nurses) and cancer specific competency frameworks relevant to specific cancer types.

This framework does not include specific competencies relating to palliative and end of life care; these have been developed separately¹.

Thanks to all those involved in the development of these specific competences especially those on the Writing Group (Appendix 1) in particular the Tissue Viability Specialist Nurses and all those who provided feedback to ensure they are fit for purpose.

¹ Department of Health (2018) *Core Competency Assessment Tool for Palliative Care Specialist Nursing Roles*. Belfast: NIPEC.

Adult Cancer Specialist Nursing Competence Assessment Tool

A rating scale has been developed to be used with the specific competency domains and learning outcomes to enable Adult Cancer Specialist Nurses to identify the specific learning and development requirements for the role. Follow the information below to understand how to use the Competence Assessment Tool.

How to use the self-assessment tool

You should use the following rating scale to assess your learning and development needs against each of the competence statements:

Rating Scale:

LD I need a lot of development

SD I need some development

WD I feel I am well developed

It generally takes about 15 minutes to assess yourself against the learning outcomes.

Place a ✓ to rate the statement which is applicable to your individual learning and development. When you have finished, review the number of LDs, SDs, and WDs. You can then plan, with your line manager, the learning and development activities needed for you to develop in your role.

Practice Tips

Before starting your assessment, you may find it helpful to discuss the statements with one of your peers. Be honest with yourself when thinking about your role and your learning and development needs and rate them realistically. For you to get most benefit from your self-assessment you should discuss your results with your line manager. This can be as part of your annual appraisal and/or personal development plan and can be used to agree an action plan, addressing your specific learning and development needs. Your self-assessment and personal development plan may form part of your evidence for NMC revalidation.

The *Adult Cancer Specialist Nursing Competence Assessment Tool* can also enable you to focus on areas for career development and, where relevant, support your preparation

for job interviews.

Core Competency Domains and Learning Outcomes

Core Specific Competency Domain: Clinical Practice			
<p>The Adult Cancer Specialist Nurse maintains, develops, and analyses knowledge of the relevant area of practice including the relevant epidemiology, prevention, process, diagnosis, treatments and care interventions to make professional judgements in meeting the needs of cancer patients/clients and their families/carers.</p>			
<p>NMC Code theme: Practise Effectively, Preserve Safety, Promote Professionalism and Trust;</p>			
<p>KSF Core Dimensions: Personal and People Development, Health and Safety, Quality.</p>			
Core Learning Outcomes	LD	SD	WD
<p>The Adult Cancer Care Nurse will:</p> <ul style="list-style-type: none"> • Demonstrate a clear understanding of the aetiology, physiology and pathophysiology in the development of cancer and the role that the immune system and genetics have in its development. • Appraise cancer epidemiology, risk factors genetics and prevention strategies. • Explain diagnostic pathways, investigations, interventions treatments and treatment effects in own area of practice. • Illustrate specialist knowledge and advanced communication skills to develop and enhance therapeutic relationships with the individual with cancer, their family and carers when sharing and discussing significant news and to sensitively assess the impact of cancer at all stages of the patient pathway. • Assess patients' physical, psychological, social, cultural and spiritual aspects of wellbeing in the context of their cancer diagnosis; ensuring care is planned and delivered in a holistic manner. • Act as a source of specialist knowledge for other HCPs when dealing with complex or challenging situations relating to assessment and care planning for patients with cancer. • Act as a source of specialist knowledge and assist in meeting the information needs of individuals, their families, carers and staff members both directly and indirectly through information provision and signposting. • Contribute as a key member of the multi-professional team through the development and implementation of collaborative and innovative practices including the use of technology. 			

Core Learning Outcomes cont'd.	LD	SD	WD
<ul style="list-style-type: none"> • Contribute to multi-professional and interagency discussions related to critical, serious and adverse incidents and root cause analysis. • Apply ethical processes to enable informed decision making, giving due consideration to the management of clinical risk. • Advocate for the rights of individuals, their families and carers within the care environment, recognising the influences of power, control and conflict. • Contribute to the development and review of protocols and standard operating procedures. • Evaluate the prescribed care and modify as appropriate to patient/client need. • Analyse health and care technologies and provide feedback to inform selection and use in own area of practice. • Incorporate professional accountability and responsibility to ensure safe and effective practice within the context of the multi-professional team to meet the needs of patients/clients, their families and carers. 			

Core Specific Competency Domain: Education and Learning

The Adult Cancer Specialist Nurse maintains and develops professional knowledge and practice by participating in lifelong learning, personal and professional development for self and with colleagues through supervision, appraisal and reflective practice.

NMC Code theme: Prioritise People, Practise Effectively, Promote Professionalism and Trust;

KSF Core Dimension: Communication, Personal and People Development.

Core Learning Outcomes	LD	SD	WD
<p>The Adult Cancer Specialist Nurse will:</p> <ul style="list-style-type: none">• Accept personal responsibility for professional development and the maintenance of professional competence and credibility.• Engage in clinical supervision, reflective practice and self-evaluation; utilising this to improve care and practice.• Facilitate others to care for patients/clients, their families/carers through provision of specialist nursing advice and support.• Supervise and support others within the scope of each individual's role, competence and capability.• Identify and participate in the development, delivery and evaluation of educational initiatives for health and social care providers that address the needs of patients/clients, their families/carers.• Participate actively in clinical forums or professional groups and facilitate sustainable partnerships.• Participate in inter-professional teaching.• Facilitate an effective learning environment to support the professional development of staff and students.			

Core Specific Competency Domain: Research and Evidence-based Practice

The Adult Cancer Specialist Nurse develops and updates knowledge of research evidence, and policy initiatives relevant to caring for cancer patients/clients, their families and carers, to promote and develop effective, evidence-based practice

NMC Code theme: Practise Effectively;

KSF Core Dimension: Quality.

Core Learning Outcomes	LD	SD	WD
<p>The Adult Cancer Specialist Nurse will:</p> <ul style="list-style-type: none">• Maintain and enhance knowledge and understanding of relevant local, regional and national policies and guidelines and collaborate with other members of the multi-professional/multi-agency team to implement required changes to clinical practice.• Critically appraise research in specialist area and where appropriate use evidence based practice to inform clinical decision making.• Work collaboratively with others to initiate the implementation of research and audit findings into practice.• Use specialist knowledge to identify areas of potential research and audit.• Contribute to audit and research design, data collection and analysis.• Disseminate audit, quality/service improvement and research findings through presentations and publications, locally, in collaboration with the multi-professional team.			

Core Specific Competency Domain: Leadership and Management

The Cancer Specialist Nurse works in partnership with other practitioners and agencies to improve health and wellbeing. The Nurse engages with and leads teams, managing resources and facilitating change to enhance the delivery of quality, person-centred cancer care and services.

NMC Code theme: Prioritise People, Preserve Safety, Promote Professionalism and Trust;

KSF Core Dimension: Communication, Service Improvement, Equality & Diversity.

Core Learning Outcomes	LD	SD	WD
<p>The Adult Cancer Specialist Nurse will:</p> <ul style="list-style-type: none">• Work collaboratively to identify gaps in service provision within own setting and across geographical and organisational boundaries.• Work collaboratively to implement initiatives to streamline patient care and enhance or redesign cancer services.• Act as a change agent and encourage staff and service users to contribute ideas and solutions for quality improvement and innovation.• Understand and contribute to Patient and Public (PPI) Involvement initiatives through co-design and co-production initiatives and activities.• Actively contribute to relevant professional networks.• Negotiate and influence locally in relation to professional practice.• Respond in a transparent and structured way to any complaints about care or services.• Promote teamwork within defined areas of responsibility.• Contribute to and manage other members of the team by sharing information and experience.• Influence the multi-professional team in the development and management of services that meet the needs of patients, their families/carers.			

Membership of Writing Group

Organisation	Representative
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