

Practice Nurse Competency Framework

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Aim: Scope Practice Nurse development in Derby City and Derbyshire County

Led by: Derby and Derbyshire Local Medical Committee (LMC) Services

Commissioned by: Health Education East Midlands Workforce Team (Derbyshire)

On behalf of: Derbyshire Local Education Training Council (LETC)

Supported by: North Derbyshire CCG on behalf of all Derbyshire CCGs

Speakers:

Lisa Soutana - *Project Lead and Director of Business Development, Derby and Derbyshire LMC Services*

Carmel Ashby - *Project Practice Nurse Champion, Assistant Head of Clinical Quality Primary Care, Southern Derbyshire CCG*

Presentation Aims

1. Demonstration of the Practice Nurse Competency Framework
2. Focus on the key benefits of using the PNCF© for:
 - General Practice
 - Transformational change
 - Quality improvement
 - Improving patient care
 - Improving patient experience
 - Supporting the development of Practice Nurses
3. Future - a regional/national electronic platform for Practice Nurses

What is the Practice Nurse Competency Framework PNCF©

Copies available on your tables

- * A self assessment benchmarking tool
- * Resource for Practice Nurse self assessment
- * 45 subjects (clinical and non clinical)
- * Essential Core competencies
- * A to Z of all other competencies with 3 levels
- * Nurses are unlikely to be at level 3 in every area
- * No Practice Nurse will be competent in all areas

Demonstration of the Practice Nurse Competency Framework PNCF© **CORE**

Competency Identification

Subject	Core To demonstrate core competency the Practice Nurse is able to:
Health promotion	<ul style="list-style-type: none"> <input type="checkbox"/> Make sure health promotion forms the basis of every consultation, make every contact count. <input type="checkbox"/> Ensure there are clear guidelines within the working environment for the efficient and effective application of knowledge, skills, attitudes and values needed to plan, implement and evaluate health promotion. <input type="checkbox"/> Assist in providing a tool for use in planning and deciding on professional development and training needs. <input type="checkbox"/> Develop expert knowledge of health and its determinants. <input type="checkbox"/> Analyse complex issues regarding how health is created and how health behaviours are brought about. <input type="checkbox"/> Have excellent communication and negotiation skills. <input type="checkbox"/> Provide a caring and empathetic approach. <input type="checkbox"/> Be understanding, supportive and non-judgmental. <input type="checkbox"/> Have the ability to focus on the needs and issues of individual people, their communities and cultures. <input type="checkbox"/> Have an awareness of local/national schemes that support healthy living, e.g. smoking cessation services, weight management services and exercise initiatives. <input type="checkbox"/> Be able to reflect on their actions and motivations and think outside of conventional, safe ways of working. <input type="checkbox"/> Champion ways of working based on evidence of effectiveness and also clear ethical principles. <input type="checkbox"/> Commit to working consistently and in ways which involve people and encourage participation. <input type="checkbox"/> Build capabilities and skills in others, in order for them to carry out health promotion themselves.

Demonstration of the Practice Nurse Competency Framework PNCF© Levels 1,2,3

Competency Identification

Subject	Level 1 To demonstrate competency at this level the Practice Nurse is able to:	Level 2 To demonstrate competency at this level the Practice Nurse is able to:	Level 3 To demonstrate competency at this level the Practice Nurse is able to:
Cardiovascular disease	<ul style="list-style-type: none"> <input type="checkbox"/> Identify and advise patients on the risk factors associated with cardiovascular disease (CVD) and peripheral vascular disease (PVD). <input type="checkbox"/> Understand and advise patients on the basic management of hypertension, angina, myocardial infarction and cerebro-vascular accident. <input type="checkbox"/> Be capable of discussing lifestyle choices such as diet, exercise and smoking. <input type="checkbox"/> Refer to relevant health care professionals such as smoking cessation, exercise for health and dietician where appropriate. <input type="checkbox"/> Discuss with and refer to the primary care team where further advice/support is required. 	<ul style="list-style-type: none"> <input type="checkbox"/> Be capable of providing a comprehensive risk assessment for primary prevention of CVD. <input type="checkbox"/> Provide an organised programme of care for individuals in the secondary prevention of cardiovascular disease in line with local and national policies. <input type="checkbox"/> Educate patients and carers in the lifestyle management of CVD and PVD to avoid further deterioration. <input type="checkbox"/> Monitor this patient group through regular reviews including diet, exercise, smoking, BP and medication compliance. <input type="checkbox"/> Recall and monitor as per protocols. <input type="checkbox"/> Recognise any signs of deterioration of these conditions and refer accordingly. 	<ul style="list-style-type: none"> <input type="checkbox"/> Manage patients with more complex needs. <input type="checkbox"/> Manage and adjust medication according to prescribing guidelines (if nurse prescriber) and refer appropriately to specialist services where required. <input type="checkbox"/> Support clinicians in the management of this group, contributing to the maintenance of the CVD, PVD register. <input type="checkbox"/> Ensure working policies and guidelines reflect local and national recommendations and remain up to date with local initiatives. <input type="checkbox"/> Ensure that a quality assured service is provided. <input type="checkbox"/> Contribute to development of governance framework e.g. clinical guidelines, audits, standard operating procedures and patient surveys, making recommendations where necessary. <input type="checkbox"/> Provide a link/liaison role between primary care and specialist services. <input type="checkbox"/> Act as a mentor and educator for members of the primary care team, providing ongoing training and education.

The Benefits of the Practice Nurse Competency Framework (1/2)

- * Clear and user friendly
- * Facilitates benchmarking and appraisal
- * Aligns to the needs of the GP practice population
- * Practice Nurse Development to ensure high quality, safe patient care
- * Makes explicit the role, skills and competencies of Practice Nurses

The Benefits of the Practice Nurse Competency Framework PNCF© (2/2)

- * Provides structure to aid recruitment, retention and training needs assessment
- * Assurance of quality for Care Quality Commission (CQC)
- * Embraces the CNO's 6Cs principal values: Care, Compassion, Communication, Competence, Commitment and Courage
- * May support Practice Nurses with revalidation

The PNCF© in General Practice

- * Supports professional development of Practice Nurses
- * Exposes the PN training and professional development needs
- * Credible, standardised and transferrable benchmarking of PN's
- * Supports career development
- * Recognised by all GP practices
- * Frees GP time to focus on more challenging clinical needs

The PNCF© for Transformational Change

- * Aids the transition of services from secondary care to primary care by proactively anticipating the skills needed by PN's
- * Enables the nursing workforce to work across the clinical needs service pathways
- * Aids integration with health and social care services

The PNCF© for Improving Quality

- * A framework aligned to the maintenance and development of ***safe, effective, caring, responsive, and well led GP services and care***
- * Provides the evidence of quality for the Care Quality Commission (CQC)

The PNCF© for Patient Care and Patient Experience

The PNCF © will contribute to a trained and skilled Practice Nurse workforce leading to:

- * Delivery of safe and effective care
- * Evidence based and patient centred care
- * Engage with the 6Cs principle values: Care, Compassion, Communication, Competence, Commitment and Courage
- * Care Quality Commission compliance
- * Support patients with self-care

The PNCF© and Professional Development of Practice Nurses

The General Practice nursing workforce development and training needs remain largely unaddressed. The PNCF© will:

- * Help to illicit the practice nurse workforce training needs
- * Enable the establishment of a standardised training framework
- * Facilitate the provision of appropriate updates and training for practice nurses
- * Support the extended practice nurse role and responsibilities
- * Support Competency Development Plans (CDPs)

Sharing the Ambition...

Turning the PNCF© into an electronic platform for all Practice Nurses to access across the region/country

The resources could include (non-exhaustive):

- * Practice Nurse Competency Framework (PNCF©) linked to a course directory that has been formally approved – with user feedback
- * Practice Nurse appraisal template
- * Practice Nurse Competency Development Plan (CDP)
- * Practice Nurse Forum
- * Practice Nurse training evidence and certification
- * Library
- * E-portfolio
- * Personal login account

Sharing the Ambition...

Turning the PNCF© into an electronic platform for all Practice Nurses to access across the region/country

Funding to be sourced to develop
a

local/national website

to

host resources

and link into

training providers

to

enable Practice Nurse professional development

Sharing the Ambition...
Turning the PNCF© into an electronic platform for all
Practice Nurses to access across the region/country

The
Practice Nurse Competency Framework
is the

catalyst of change

which supports this vision

Thank you for listening Any Questions?

Contact details:

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For further information about the project visit the Derby and Derbyshire LMC website at http://www.derbyshirelmc.org.uk/practice_nurse.htm

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This project was supported by North Derbyshire CCG as part of the Steering Group working on behalf of all Derbyshire CCGs.