

# 3.2

## TREATMENT ROOM NURSE ROLE

These are the specific core competencies relevant for Treatment Room Nurses and have been developed with reference to the following:

- Health Education England (2015) District Nursing and General Practice Nursing Service Education and Career Framework;
- Scottish Government (2017) Transforming Nursing, Midwifery and Health Professions' (NMaHP) Roles: pushing the boundaries to meet health and social care needs in Scotland. Paper 3 The district nursing role in intergraded nursing team;
- Royal College of General Practice (2012) General Practice Nurse competencies.

**The core competency domains are relevant to the themes of the current Nursing and Midwifery Council's Code. Other competency frameworks relevant to the Treatment Room Nurse's role are:**

- Q2020 Attributes Framework: Supporting Leadership for Quality Improvement and Safety (2014)
- Adult Safeguarding Competency Framework (DoH 2019);
- Child Safeguarding Learning and Development Strategy and Framework (SBNi 2015).

### CORE COMPETENCY DOMAIN

#### CLINICAL PRACTICE

The Treatment Room Nurse uses effective clinical and communication skills in the assessment and management of patients in General Practice settings, ensuring care is planned in partnership with patients, their families/carers and relevant Health Care Professionals. All information clearly, accurately and contemporaneously recorded, as required by local policies. They also deliver anticipatory and preventative care in line with regional public health priorities.

#### The Treatment Room Nurse will:

- Have an awareness of the current Department of Health, Strategies, National Institute for Clinical Excellence (NICE) guidelines, other national and local policies, including the Quality and Outcomes Framework (QoF) and how they impact on their role.
- Demonstrate an understanding of the Legal and Professional issues pertinent to working as a Treatment Room Nurse.
- Awareness of the demographics of the practice population including General Practice Registers.
- Understand the principles of health literacy and how this affects a patient's ability to understand, participate and act on health information and its impact on their health outcomes.
- Guide and support patients to access local voluntary and statutory services.
- Demonstrate effective communication skills to support patients with a wide range of conditions, to understand and self-manage their condition when appropriate.

- Accurate record keeping in line with current NMC Code, local guidelines and General Practice clinical systems.
- Demonstrate holistic assessment skills, which take account of available social support and relevant environmental factors.
- Be able to develop an agreed, person-centred, evidence-based care plan in partnership with the patient, carer and relevant health care professionals.
- Manage routine consultations with patients including:
  - use a holistic approach to gather information and record a history;
  - identify possible courses of action to undertake and/or refer as appropriate
  - effective time management of clinics.
- Identify clinical risks and recognise signs of deterioration in patients including emergency situations and manage these appropriately to optimise patient safety.
- Communicate effectively with other disciplines to enhance patient care.
- Adhere to and follow relevant patient specific directions and patient group directions.
- Manage the safe storage, cold chain, management of stock, administration and disposal of all medications including vaccines.
- Demonstrate clinical skills using local care pathways and local guidelines underpinned by evidence-based practice.
- Be able to recognise patients whose health, including mental health, could be at risk and offer lifestyle advice to enable self-management using brief interventions.
- Engage in public health campaigns at an individual and population level.

## CORE COMPETENCY DOMAIN: EDUCATION & LEARNING

The Treatment Room Nurse is able to recognise personal development needs and also facilitate learning for patients, carers, other staff and students. They participate in relevant education and learning opportunities and are supported to improve knowledge, skills and behaviours and maintain requirements for NMC revalidation.

### The Treatment Room Nurse will:

- Facilitate students and other members of the General Practice team, in a supportive learning environment.
- Participate in local or regional Treatment Room Nursing networks and events.
- Use reflective supervision and other learning and development opportunities to support and maintain safe and effective person-centred care.
- Participate in appraisal and the development and implementation of a personal development plan to ensure continued professional development.
- Maintain a personal portfolio and meet requirements for NMC revalidation.
- Participate in local or regional Treatment Room Nursing networks and events and disseminate learning to other team members.
- Support colleagues sensitively to reflect on difficult situations in order to enhance self-awareness, learning and practice.

## CORE COMPETENCY DOMAIN: RESEARCH AND EVIDENCE-BASED PRACTICE

The Treatment Room Nurse has an enquiring approach to practice and updates their knowledge to ensure best quality care is provided within any constraints of the service.

### The Treatment Room Nurse will:

- Engage actively in data collection, audit, quality assurance and service development activities.
- Be able to source and critique evidence to underpin practice.
- Use patient-experience information/stories to implement improvements to care and services.
- Recognise ethical implications when participating in audit, research, clinical trials or quality improvement activities and act appropriately.
- Keep up-to-date with new innovations and developments locally and nationally, identifying those that will enhance your practice.

## CORE COMPETENCY DOMAIN: LEADERSHIP & MANAGEMENT

The Treatment Room Nurse is a vital member of the primary care team and works with other Health Care Professionals and agencies to facilitate the delivery of quality, patient-centred care and services.



### The Treatment Room Nurse will:

- Recognise and understand the roles and responsibilities of individuals working within the Team and relevant agencies to enable effective collaboration and onward referral where appropriate.
- Practice within the limits of competence in line with the current NMC Code (2018).
- Use effective strategies to manage stress, develop practice and promote resilience.
- Be able to delegate clearly and appropriately including assessment of clinical risk and application of the principles that underpin delegation.
- Manage their time and work effectively.
- Recognise personal accountability and responsibility to monitor and evaluate the provision of quality care against General Practice governance arrangements.
- Contribute to Team meetings and other multi-disciplinary forums.
- Recognise and report any adverse incidents, accidents or near misses and undertake significant events analysis, in line with local policies and professional duty of candour.
- Demonstrate the ability to recognise and challenge poor practice and/or performance and know how to raise and escalate concerns.

## TREATMENT ROOM NURSE EDUCATION REQUIREMENTS

The education and development requirements have been identified as essential for all Treatment Room Nurses, whether General Practice or HSC Trust employed. The Treatment Room Nurse programme is essential for all nurses wishing to work as a Treatment Room nurse in General Practice. It is recommended that the programme should be commenced within the first six months of taking up post; aim for completion within the first year.

### **The Treatment Room Nurse Programme should focus on the following:**

- Orientation to Primary care culture, DoH Delegation Framework (2019) and current NMC Code, General Practice IT systems and Record Keeping, Practice population demographics and trends, health needs and social determinants of health, Primary Prevention, screening programmes and recognition of co-morbidities.
- Interpersonal and communication skills essential for General Practice
- Safeguarding Adults and Children and Young People.
- Venepuncture.

- General wound care to include wound care formulary, burns, nutrition.
- Introduction to Leg ulcer management (Doppler scanning - ABPI and Compression bandaging)
- Ear care.
- Emergency situations including: abdominal pain; acute asthma attack; anaphylaxis; bleeding; breathing difficulties; burns; cerebrovascular episode; chest pain; choking; convulsions; sepsis; traumas; vasovagal syncope.
- Identification and management of patients with sepsis in the community.
- Identification of patients with mental health issues including suicide awareness and appropriate sign posting.
- 12 lead ECG procedure.
- 24 hour blood pressure monitoring.
- Seasonal vaccination programme for the elderly and patients with Chronic Diseases
- Principles and practice protocols for triaging patients.
- Effective management of Treatment Room and team.
- Building resilience and wellbeing
- Q2020 Level 1 Attributes Framework

Following completion of the Treatment Room Nurse programme, the practitioner should continue to develop their knowledge and skills in all of the above including the competencies for the role. Supervision, appraisal and ongoing development are essential processes which can facilitate practitioners to achieve effective CPD.

## TREATMENT ROOM NURSE CONTINUOUS LEARNING AND DEVELOPMENT

Treatment Room Nurses may wish to continue in this important role and may also wish to obtain an NMC recordable Community Practitioner prescribing qualification V100/150 to facilitate them in an enhanced clinical role. It is also possible for Treatment Room Nurses to undertake a managerial role for example as a Treatment Room Sister/ Charge Nurse. Management skills development should be undertaken to prepare the individual for this role.

The Treatment Room Nurse role is a useful platform for those practitioners who would like to progress along the General Practice Nursing career pathway.