



DOMAIN 1

Core Learning and Development

TIER 3

Competence Areas – TIER 3

1	Holistic Assessment and Diagnosis	3
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1. Holistic Assessment and Diagnosis

Competence statement:

This competence refers to the knowledge, skills and attitudes required to assess (and diagnose) patients in acute and long term management of asthma, COPD and other respiratory conditions

Rating Scale: 1 Needs a lot of development

2 Needs some development

3 Is well developed

T3 Knowledge	1	2	3
1 Describe the pathophysiological effect of respiratory disease on body systems			
2 Critically evaluate strategies for assessment and early identification of disease			
3 Describe evidence base for respiratory assessment			
4 Describe theoretical frameworks and models for health assessment and physical examination for differential respiratory disease diagnosis and identification of patient/carer needs			
5 Explain relationship of assessment findings to disease pathology			
6 Critically evaluate implications of respiratory disease on patients/carers/families including psychosocial, physical, spiritual and social impacts.			
7 Critically evaluate cost-effectiveness of tests, tools and investigations that inform the assessment and diagnostic processes			
8 Evaluate services provided by multiprofessionals and multi-agencies to ensure appropriate and timely referral			
9 Describe qualities and aspects of clinical and professional leadership			
10 Describe the impact of government policy on development and delivery of respiratory services and care			
11 Evaluate methods to audit and improve quality of respiratory services and care			
12 Critically evaluate the effectiveness of palliative care indicators outlined in the End of Life Care Operating System (ELCOS) for the identification of palliative care needs			
T3 Skills	1	2	3
1 Seek to influence and develop regional and organisational service strategies to promote early identification of disease			
2 Carry out skilled, comprehensive and focused health assessment and physical examination using case management approach			
3 Arrange use of appropriate investigations, tests and other tools in a cost-effective and timely manner			
4 Organise and interpret assessment findings from multi-professionals/ multi-agencies			
5 Develop therapeutic relationship with patient/carer to identify individual needs and/or preferences			

T3 Skill (contd.)			
6 A) Interpret complex information from assessments to inform ongoing diagnostic and management processes			
6 B) Interpret complex information from assessments to identify severity of illness			
6 C) Interpret complex information from assessments to identify in patients with the end-stage and terminal phases of respiratory illness			
7 In partnership with relevant stakeholders, develop and evaluate strategic service systems to support the assessment and diagnostic processes			
8 Develop, sustain and evaluate collaborative work with others			
9 Develop organisational policies and procedures for best practice in assessment and diagnostic process			
10 Develop pathways and protocols to facilitate seamless co-ordination of care across the health sectors			
11 Use continuous quality improvement approach to identify gaps and develop services that are evidenced based and meet organisational and government priorities			
12 Lead and assist nurses to progress and consolidate their assessment and diagnostic skills			
13 Carry out training needs analysis of nurses and multi-professionals to provide appropriate training			
14 Provide mentorship to nurses and multi-professionals in assessment and diagnostic process			

T3 Attitudes	1	2	3
1 Provide clinical leadership to support work of nurses and multi-professionals			

2. Management and Monitoring

Competence statement:

This competence refers to the knowledge, skills and attitudes required to plan, implement, monitor and evaluate care based on ongoing assessment in acute and long term management of asthma, COPD and other respiratory conditions

Rating Scale: 1 Needs a lot of development

2 Needs some development

3 Is well developed

T3 Knowledge	1	2	3
1 Describe ways of advocating patient/carer wishes regarding management and treatment options			
2 Critically evaluate effectiveness of treatment and management options			
3 Critically analyse benefits to users, and organisation of approaches, to the operation and delivery of respiratory services across healthcare sectors			
4 Critically analyse palliative/supportive approaches to management in individuals and groups			
5 Critically evaluate roles and services of available statutory/independent and voluntary sectors in meeting identified needs			
6 Identify stakeholders and resources necessary to the organisation and delivery of services at local and regional level			
7 Evaluate ways of integrating government policy, organisational priorities and best practice to provide high quality service to users			
8 Describe qualities and aspects of clinical and professional leadership			
9 Evaluate methods to audit and improve quality of respiratory services and care			
T3 Skills	1	2	3
1 Communicate and discuss with patients/carers the available management options and services to meet their needs			
2 Analyse and integrate complex findings from the range of sources in assessment (and diagnosis) and patient/carer preferences to prescribe effective interventions and formulate an individualised management plan			
3 Monitor and review effectiveness of patient individualised management plan and make adjustments or onward referral to senior practitioner where necessary			
4 Initiate and co-ordinate timely palliative/supportive care for patients/carers			
5 Work in partnership with relevant stakeholders to develop respiratory services at strategic level			
6 Develop organisational policies and procedures for management and monitoring of patients with respiratory care needs			
7 Develop strategic pathways to facilitate the timely implementation of a palliative/supportive care approach in patients/carers			

2. Management and Monitoring

Competence statement:

This competence refers to the knowledge, skills and attitudes required to plan, implement, monitor and evaluate care based on ongoing assessment in acute and long term management of asthma, COPD and other respiratory conditions

Rating Scale: 1 Needs a lot of development

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T3 Knowledge	1	2	3
1 Describe ways of advocating patient/carer wishes regarding management and treatment options			
2 Critically evaluate effectiveness of treatment and management options			
3 Critically analyse benefits to users and organisation of approaches to the operation and delivery of respiratory services across healthcare sectors			
4 Critically analyse palliative/supportive approaches to management in individuals and groups			
5 Critically evaluate roles and services of available statutory/ independent and voluntary sectors in meeting identified needs			
6 Identify stakeholders and resources necessary to the organisation and delivery of services at local and regional level			
7 Evaluate ways of integrating government policy, organisational priorities and best practice to provide high quality service to users			
8 Describe qualities and aspects of clinical and professional leadership			
9 Evaluate methods to audit and improve quality of respiratory services and care			
T3 Skills	1	2	3
1 Communicate and discuss with patients/carers the available management options and services to meet their needs			
2 Analyse and integrate complex findings from the range of sources in assessment (and diagnosis) and patient/carer preferences to prescribe effective interventions and formulate an individualised management plan			
3 Monitor and review effectiveness of patient individualised management plan and make adjustments or onward referral to senior practitioner where necessary			
4 Initiate and co-ordinate timely palliative/supportive care for patients/carers			
5 Work in partnership with relevant stakeholders to develop respiratory services at strategic level			
6 Develop organisational policies and procedures for management and monitoring of patients with respiratory care needs			
7 Develop strategic pathways to facilitate the timely implementation of a palliative/ supportive care approach in patients/carers			

2. Management and Monitoring

T3 Skills (contd.)

	1	2	3
8 Use continuous quality improvement approach to identify gaps in service and to develop, co-ordinate and evaluate systems for the organisation and delivery of respiratory services which are evidence based and meet organisational and government priorities			
9 Manage and co-ordinate core caseload which achieves the best possible outcomes for patient/carer and organisation using case management approach			
10 Develop with primary, secondary and community healthcare teams pathways and protocols to facilitate seamless care			
11 Develop risk management plans to support individuals' independence and daily living within their own home			
12 Lead and assist nurses to progress and consolidate their management and monitoring skills			
13 Carry out training needs analysis of nurses and multi- professionals to provide appropriate training			
14 Provide mentorship to nurses and multi-professionals in management and monitoring of patients/carers			
T3 Attitudes	1	2	3
1 Show motivation and commitment to develop services			
2 Show willingness to provide clinical leadership to support work of nurses and other health professionals			
3 Value user and other stakeholder involvement in the development of services			

3. Communication

Competence statement:

This competence refers to the knowledge, skills and attitudes required to communicate effectively in assessment and management of acute exacerbations of COPD and asthma and long term management of COPD, asthma and other respiratory conditions.

Rating Scale: 1 Needs a lot of development

2 Needs some development

3 Is well developed

T3 Knowledge		1	2	3
1	Evaluate ways of disseminating and integrating research in professional practice			
2	Describe qualities and approaches to effective clinical and professional leadership			
3	Evaluate approaches to building a therapeutic relationship with patient/carer			
4	Evaluate communication approaches to discussing sensitive issues such as supportive/palliative care with patient/carer			
5	Identify ways of including service users and other stakeholders in planning of services			
T3 Skills		1	2	3
1	Set up, contribute to and evaluate respiratory care support networks for patients			
2	Negotiate with relevant stakeholders to develop, implement and evaluate strategic systems for effective communication within and between multi-professional teams, organisations and healthcare sectors			
3	Identify and collate health data for employers to inform healthcare provision and policy			
4	Provide clinical supervision and mentorship to nurses, students and other health professionals to progress and consolidate knowledge and skills			
5	Seek opportunities to develop a culture of learning and development in respiratory care			
6	Initiate and manage practice developments for nursing and respiratory care taking account of relevant research, clinical guidelines and policy			
7	Develop therapeutic relationship with patient/carer			
8	Act as advocate representing patient/carer interests in ongoing assessment and management			
9	Develop partnerships with multi-professional colleagues within organisation and other sectors to promote high quality, seamless respiratory care			
10	Identify and lead research investigations into relevant areas of respiratory care			

3. Communication

T3 Skills (contd.)	1	2	3
11 Develop systems to disseminate research, clinical guidelines and government policy to nurses and other health professionals			
12 Negotiate at strategic level for resources to maximise quality of respiratory care for individuals or groups			
13 Seek opportunities to influence strategic decision making regarding respiratory services and care			
14 Provide sensitive information to patients/carers, selecting and using the most appropriate communication skills			
T3 Attitudes	1	2	3
1 Show willingness to provide clinical leadership to support work of nurses and other health professionals			
2 Value sharing of information to promote high quality healthcare for patients			
3 Respect contribution of nurses, multiprofessionals and multi-agencies to health and well-being of individuals and groups			
4 Show motivation and commitment to develop services			

4. Patient Education and Enhancing Self-Management

Competence statement:

This competence refers to the knowledge, skills and attitudes required to provide patient education and support patient self-management in acute and long term management of COPD, asthma and other respiratory conditions.

Rating Scale: 1 Needs a lot of development

2 Needs some development

3 Is well developed

T3 Knowledge		1	2	3
1	Critically evaluate the evidence base for approaches to self-management			
2	Evaluate ways of helping patient/carer understand palliative/supportive approach to self-management			
3	Explain impact of power of attorney, statutory and non-statutory policy, formal and informal methods of expressing wishes – including living wills – on patient/carer self-management			
4	Evaluate the range of services that may promote health and well-being in individuals or groups			
5	Describe range of approaches to teaching and education of individuals and groups			
6	Evaluate individual learning styles and factors influencing effective self-management for patient/carer			
7	Evaluate ways of empowering patients to improve their self-management skills			
8	Describe ways of creating a culture of learning and appropriate information giving for individuals or groups			
T3 Skills		1	2	3
1	In partnership with relevant stakeholders across healthcare sectors, initiate, develop and evaluate ongoing effectiveness of policies and procedures for provision of consistent education and self-management for patient/carer			
2	Seek opportunities to develop and evaluate ongoing effectiveness of regional and/or organisational strategies designed to promote health and well-being in individuals and groups			
3	Devise relevant literature/education materials to support patient self-management and health and well-being in individuals/groups			
4	Work in partnership with the patient/carer to empower them to make informed decisions regarding palliative/supportive care including preferred place of death			
5	Support and empower patient/carer to participate effectively in decision making			
6	Seek opportunities to develop culture of learning and self-management for individuals and groups			
7	Regularly evaluate effectiveness of education and individualised self-management plans for caseload of patients			

4. Patient Education and Enhancing Self-Management

T3 Attitudes

	1	2	3
1 Show willingness to provide clinical leadership to promote effective patient education and self-management			