

A National Professional Development Framework for Cancer Nursing in Aotearoa New Zealand

Palliative Care and Cancer Nursing Education Working Group

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Introduction

Goal 5 of *The New Zealand Cancer Control Strategy Action Plan 2005-2010* (Cancer Control Taskforce, 2005) notes the need for “Improved capacity and capability of the cancer nursing workforce”, which includes the indicative actions; ‘agreeing appropriate establishments’ for nursing in cancer services, ‘defining the scope of senior oncology nurses’ and ‘resourcing for nurses to complete post-graduate certificate or diplomas’.

The rationale for these actions is founded in the need to meet the changing needs of people with cancer across different care delivery settings throughout the cancer journey. Changes in workforce characteristics and developments in treatment approaches requires a well prepared and responsive cancer nursing workforce. Administering complex treatments and providing supportive care in medical oncology, radiation oncology, malignant haematology and palliative care requires an advanced level of nursing practice. It is recognised that the changing client needs and technology will require new workforce roles such as care co-ordinator and patient navigator, which would in many cases be appropriately filled by skilled and experienced nurses.

This professional development framework was developed by the Palliative Care and Cancer Nurses Education Group (PCNEG) as part of the implementation of the *Cancer Control Strategy Action Plan 2005-2010*. We would like to thank everyone who, individually or as a representative of their organisation, contributed to this Framework by providing feedback and suggestions for its direction and content.

The final form of the Framework is indebted to The National Cancer Nursing Education Project (EdCaN) of Australia, in particular their document *A national Professional Development Framework for Cancer Nursing* (EdCaN, 2008).

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2. Purpose, aim and objectives of the Framework

The *Purpose* is: To reduce the incidence and impact of cancer and reduce inequalities with respect to cancer in New Zealand by providing a framework to guide the development of a sustainable nursing workforce capable of providing high quality services.

The *Aim* is: To provide a framework to support nurses' professional development in cancer control.

The *Objectives* are:

- To define the contribution of nursing to cancer control.
- To highlight the need for all nurses to participate in cancer control, irrespective of where they work.
- To guide nurses' ongoing professional development in cancer control.
- To articulate the capabilities expected of nurses working in cancer control.
- To promote the development of learning resources that support the professional development of nurses working in cancer control.
- To provide a national standard for professional development programs aimed at strengthening nurses' abilities to care for people affected by cancer.
- To ensure the professional development of nurses working in cancer control is consistent with nationally agreed standards for the profession of nursing and for cancer control.

3. Context

Within this document the term 'cancer nursing' is used as a broad definition to include those nurses working in the areas of medical oncology, radiation oncology and malignant haematology. This encompasses a broad group of nurses working across primary, secondary and tertiary levels of healthcare and providing care to patients and their family/whanau at any stage of their cancer journey, including diagnosis, treatment (e.g. surgery, chemotherapy or radiotherapy) and palliative care. This care may be delivered across a range of settings, such as the person's own home, outpatient clinics or acute hospital inpatient wards.

Indeed, cancer care touches almost every sphere of nursing, including, but not limited to, nurses in General Practice clinics undertaking prevention, screening and health promotion, surgical and medical wards where many people are first treated and diagnosed with cancer, residential / aged care, research nurses involved in clinical trials, and specialist palliative care services. It is important that nurses working in all of these areas have a basic understanding of cancer and its treatment, as well as the impact of a cancer diagnosis on the patient and their family.

Internationally, cancer nursing is recognised as a specialty area of nursing practice (e.g. National Nursing and Education Taskforce N3ET, 2006). This reflects a recognition that nurses working in areas where cancer care is the main focus will need specialist skills and knowledge. They are required to deliver an advanced level of care to people with cancer in the form of complex and intensive treatment regimens, symptom and side-effect management, psychosocial support and education (European Oncology Nursing Society, 2005). These nurses also act as key members of multidisciplinary care teams.

4. Principles underpinning the Cancer Nursing Professional Development Framework

The following principles have underlined the development of the national Professional Development Framework for Cancer Nursing in Aotearoa New Zealand and the Cancer Specialty Competency Indicators:

The Framework has a focus on the needs of people with cancer and their family/whanau;

The Competency Indicators are evidence-based;

The Competency Indicators are able to be used across a range of healthcare settings;

The Competency Indicators will allow nurses to articulate their practice in a way that is consistent with and builds on the Nursing Council of NZ Competencies for Registered Nurses;

The Competency Indicators will be useful as a guide for nurses, line managers and assessors in supporting and evaluating nurse's professional development;

The Framework will assist nursing education providers in the development of specialty cancer nursing education programmes;

The Framework builds on and promotes the goals of the New Zealand Cancer Control Strategy.

5. Scope of the Cancer Nursing Professional Development Framework

The scope of the National Professional Development Framework for Cancer Nursing in Aotearoa New Zealand is to define the different levels of practice in cancer nursing and outline the skills and knowledge required at each level. This approach is in line with other international cancer nursing professional development documents, in particular from the United Kingdom and Australia (Royal College of Nursing, 2003; National Cancer Nursing Education Project Team, 2006). This Professional Development Framework therefore identifies three levels of cancer nursing practice that relate to a nurses' exposure to, knowledge of, and experience in cancer care. The three levels of practice are Competent Cancer Nurse, Proficient Cancer Nurse and Expert Cancer Nurse. These levels reflect increasing clinical practice expertise (such as technical skills in relation to cancer therapy delivery, ability to recognise, assess and treat adverse effects of cancer therapy and symptoms related to the cancer itself, communication skills and approach to patient education), as well as cancer specialty academic preparation. Each of the practice levels has Specialty Competency Indicators, which clearly set out the skills and knowledge required of the cancer nurse at each level.

The Specialty Competency Indicators are based on the European Oncology Nursing Society's (EONS) Post-basic Curriculum in Cancer Nursing (European Oncology Nursing Society, 2005). The rationale for taking this approach is two fold. Firstly the Core Curriculum clearly identifies the skills and knowledge required for cancer nurses. Secondly it provides an educational underpinning for the Framework that will enable easy translation into professional development programmes, including post-graduate academic courses in cancer nursing.

The Specialty Competency Indicators have been arranged under the four Domains of Competence headings from the Nursing Council of New Zealand Competencies for Registered Nurses. This has been done as a means of enhancing translation of the Indicators to current Professional Development and Recognition Programmes in use throughout New Zealand.

6. A model for nursing in cancer control (EdCaN, 2008)

Professional scope of practice refers to "... the full spectrum of roles, functions, responsibilities, activities and decision-making capacity which individuals within the profession are educated, competent and authorised to perform" (Australian Nursing and Midwifery Council, 2007, p. 6) Professional scope of practice for nurses in New Zealand is set by the Nursing Council of New Zealand in accordance with the Health Practitioners Competence Assurance Act 2003. The Council has articulated expected practice at a generic level in their Competencies for Registered Nurses (NCNZ, 2007). From this start point, each nurse's scope of practice develops over time and is influenced by factors such as the context of practice and organisational policies, the needs of consumers, and the practitioner's education and experience.

The model presented in Figure 1 describes nurses' varying contributions at all phases of the cancer control spectrum, outlining the competencies required of nurses working in different roles, in different settings and at different points along this continuum. According to this model, **all** nurses, regardless of practice setting are likely to have contact with people affected by cancer and will therefore require some level of capability in cancer control. At all stages of the of life and at several points across the cancer continuum, people affected by cancer will require services from nurses in generalist settings such as general practice, diagnostic services and general hospital services.

When in contact with people affected by cancer, all nurses need to be capable of applying generic nursing competencies to meet the health needs of these individuals. For example, some of the key cancer care concepts identified as relevant for nurses entering practice include beginning level skills in communication, psychological, social and emotional support and conceptualisation of the meaning of cancer. These key concepts are achieved through an appropriate level of cancer control education in the undergraduate curriculum and participation in an accredited Nursing Entry to Practice Programme that incorporates an appropriate level of cancer control.

Many nurses will participate more frequently or for short intensive periods in the care of people affected by cancer due to their expertise in addressing specific health needs. Although not in specialist cancer nursing roles, some of these nurses will be specialists in areas such as head and neck surgery, infection control, stomal therapy or palliative care. They may also be in community health or rural and remote settings where they often come into contact with people affected by cancer.

These '*Many*' nurses need to achieve specific Specialty Competency Indicators in this Framework at the Competent level, relevant to the particular cancer control contexts in which they practice. These nurses will require access to further education in areas of cancer control with a direct application to their role.

These '*Many*' nurses may use some elements in the set of Cancer Nursing Specialty Competency Indicators specified in this Framework relevant to the particular cancer control contexts in which they practice.

Some nurses will, however, require specialty competencies in cancer control, as their practice requires them to respond to more complex patient and family needs. These nurses may choose to become specialty cancer nurses. Specialty cancer nurses work in dedicated cancer services and may be primarily responsible for care of people at a specific phase of their journey (e.g. radiotherapy), or across all phases of the cancer journey (e.g. specialist breast nursing). Others may work in a broader context but provide a specialist resource in cancer control to a range of generalist providers (e.g. cancer nurse coordinator).

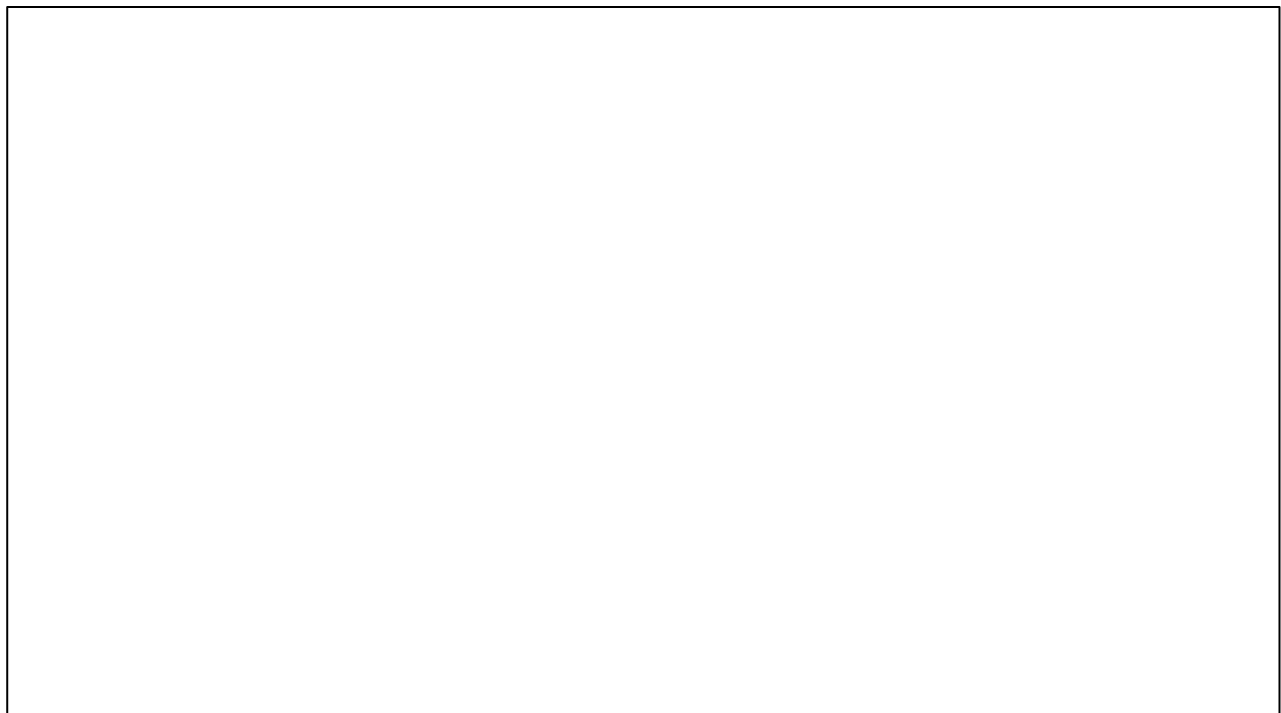
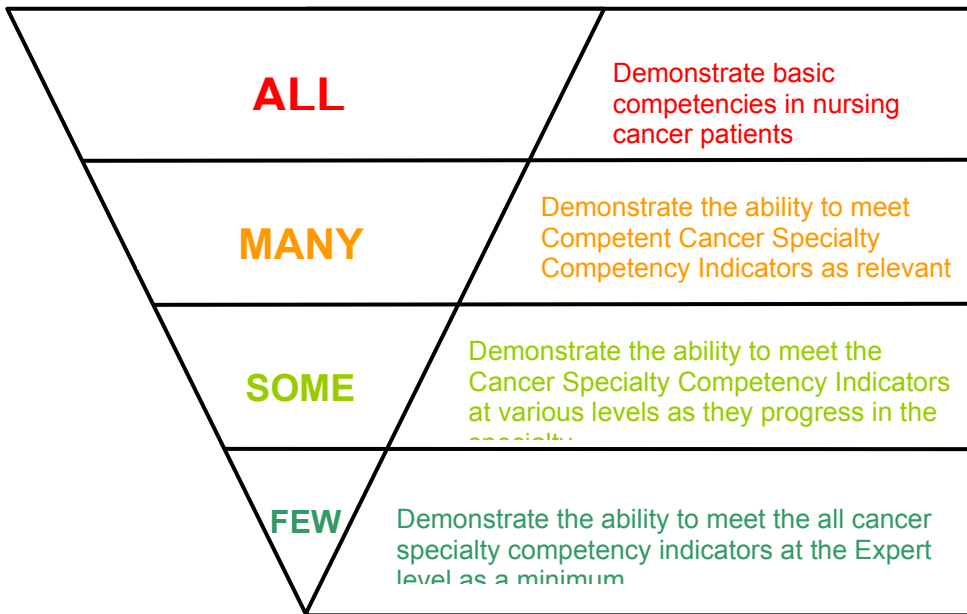
This Framework specifies a set of Cancer Nursing Specialty Competency Indicators that reflect the specialised knowledge and skills required to provide safe and competent care to people affected by cancer. The Exemplar at the end of this document shows an application in the professional development of a nurse at various levels as s/he progresses in the specialty.

Few nurses will become competent and authorised to practice in an advanced and/or extended role in cancer control. These specialist nurses will build on the capabilities of the Specialty Cancer Nurse through additional experience and education at the Masters level or equivalent. The set of Cancer Nursing Specialty Competency Indicators at the Expert level specified in this Framework represent the minimum requirement for specialist cancer nurses.

For nurse practitioners in cancer control, competency standards will be based on the Nurse Practitioner competency standards developed by the Nursing Council of New Zealand. As advanced and extended practice roles in cancer control expand, it is expected that a set of competency standards for Nurse Practitioners in cancer care will be included

in subsequent editions of this Framework.

Figure 1: Model for nursing in cancer control (EdCaN, 2008)



7. Professional Development of Cancer Nurses

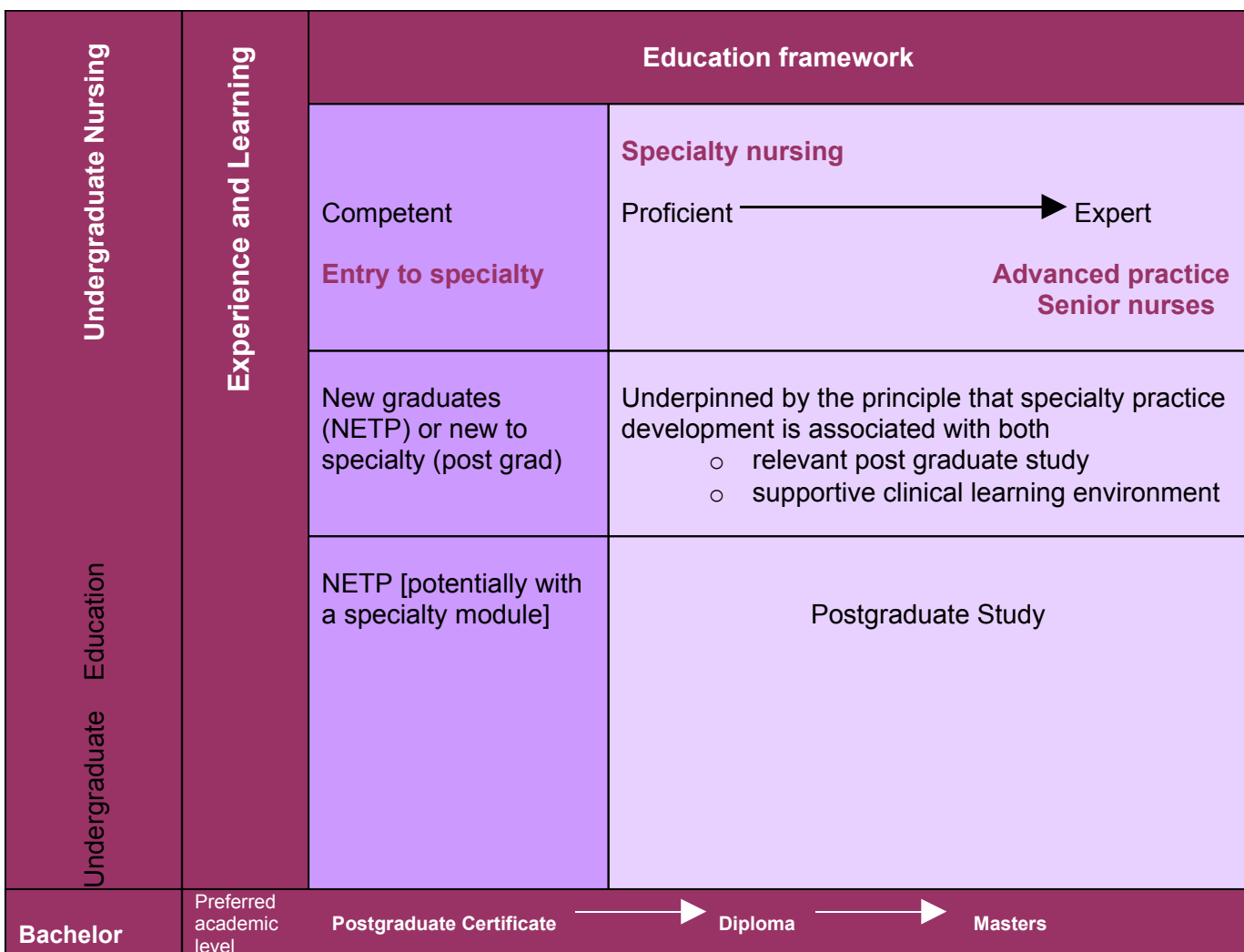
Consistent with the model for cancer nursing outlined in Figure 1, nurses require access to ongoing professional development opportunities that enables them to develop the level of competence in cancer control required to meet the changing needs of the populations they serve and the context of their practices. Typical learning experiences that contribute to the development of the required level of competence in cancer control include:

- Actual practice situations involving working with people affected by cancer, where reflection and learning from practice experiences is facilitated;

- Structured learning experiences, including cancer control learning activities in undergraduate programmes and entry to practice programs (NETP), continuing professional development programs relevant to cancer control, or postgraduate specialist cancer control courses;
- Ongoing learning about current practices and new advances in cancer control through activities such as reviewing research developments, participating in continuous improvement activities, or participating in professional meetings.

The education associated with specialty practice development is summarized in Figure 2. The level of competence required will determine the nature and scope of the learning experiences needed for each individual nurse. Regardless of educational level or practice role, all nurses are bound by the standards of professional practice in nursing and are expected to work with existing decision-making frameworks that guide their scope of practice.

Figure 2: Education and professional development



The Education Framework will enable nursing education providers to orient their specialty cancer nursing education programmes to support nurse's professional development.

8. Cancer Nursing Specialty Competency Indicators

The Cancer Nursing Specialty Competency Indicators are presented under the four Domain headings of the Nursing Council of New Zealand (NCNZ) Competencies for Registered Nurses, and are designed to be used in conjunction with these competencies.

The Specialty Competency Indicators have also been structured to align with the Professional Development and Recognition Programmes (PDRP) developed for nurses across New Zealand. The Professional Development Framework also aligns with the Nursing Titles project endorsed by DHBs and NZNO.

It is anticipated that nurses will use the Cancer Specialty Indicators as a guide when completing PDRP programme assessment documentation. This will allow nurses working in cancer care to demonstrate their level of practice in cancer nursing. The Exemplar given at the end of this document offers a set of indicators describing professional practice development in cancer nursing through the various PDRP levels, which are intended as a useful as a guide for nurses, educators, line managers and assessors. The specialty indicators will complement the NCNZ generic competencies for which individual nurses should ideally use specific examples from their cancer nursing practice.

Competencies for the Registered Nurse Scope of Practice (NCNZ, 2005) and related Cancer Nursing Specialty Practice Principles.

Domain 1: Professional responsibilities

This domain contains competencies that relate to professional, legal and ethical responsibilities and cultural safety. These include being able to demonstrate knowledge and judgement and being accountable for own actions and decisions, while promoting an environment that maximises clients' safety, independence, quality of life and health.

Cancer Nursing Specialty Practice Principles

The Cancer Nurse demonstrates:

An understanding of the context of cancer nursing: how cancer affects individuals and society, and the influence of cultural and socio-economic factors on reducing the burden of cancer on society

An understanding of the biological basis of cancer development and the role of prevention and early detection, as well as the principles and processes of diagnosis and staging.

Cancer knowledge of the differing health and socio economic status of Maori and Non-Maori.

Domain 2: Management of nursing care

This domain contains competencies related to client assessment and managing client care, which is responsive to clients' needs, and which is supported by nursing knowledge and evidence based practice.

Cancer Nursing Specialty Practice Principles

The Cancer Nurse demonstrates:

Knowledge and skills to undertake a comprehensive and holistic assessment of the person with cancer, including the use of appropriate assessment tools, to identify individual patient/family needs.

Knowledge and clinical skills in cancer treatment delivery and the care of people undergoing cancer therapies.

Knowledge and skills required to effectively manage symptoms and treatment side effects of cancer as a disease or as a result of cancer treatment through appropriate nursing interventions, including the provision of supportive care and end of life care.

A commitment to ongoing personal professional development within the specialty of cancer nursing. The nurse is able to retrieve and/or generate evidence to support practice development.

Domain 3: Interpersonal relationships

This domain contains competencies related to interpersonal and therapeutic communication with clients, other nursing staff and inter-professional communication and documentation.

Cancer Nursing Specialty Practice Principles

The Cancer Nurse demonstrates:

An understanding of how a cancer diagnosis impacts on the individual and their family, and how this changes through the course of the disease from diagnosis through active treatment to survivorship or palliation and end of life care.

Knowledge and skills required for effective communication with cancer patients and their families, including patient advocacy and education.

Domain 4: Inter-professional health care and quality improvement

This domain contains competencies to demonstrate that, as a member of the health care team; the nurse evaluates the effectiveness of care and promotes a nursing perspective within the inter-professional activities of the team.

Cancer Nursing Specialty Practice Principles

The Cancer Nurse demonstrates:

Leadership within the cancer care team, as well as facilitating team management, risk management and quality assurance.

- An ability to apply ethical and legal principles to patient care issues and the allocation of nursing resources.

9. Competent Cancer Nursing Specialty Competency Indicators

The Competent Cancer Nurse is either working in their first two years in a cancer specialty area or longer term in another specialty area that provides frequent care for people with a cancer diagnosis, but where cancer care is not their primary function (for example general surgery, medical, orthopaedics, AT&R and palliative care).

Domain 1: Professional Responsibility

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Demonstrates an awareness of the NZ Cancer Control Strategy	<i>Is able to discuss the main principles of the NZ Cancer Control Strategy as it applies to their work area.</i>	1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.
Applies relevant biological knowledge to nursing practice and cancer patient care situations.	<i>Is able to outline the pathophysiology, epidemiology and aetiology of cancer and the role of the immune system and genetics in cancer formation.</i>	1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.
Is aware of issues related to access and equity of cancer services.	<i>Is able to discuss the NZ Cancer Control Strategy as it relates to issues of equity and access.</i>	1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.
Practises principles of cancer health and safety including: Radiation protection Cytotoxic disposal Infection control Essential emergency procedures	<i>Is able to discuss common hazards and their controls within their work environment.</i>	1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.
Demonstrate an awareness of the cancer incidence statistics in relation to Maori.	<i>Can describe the major disparities in Maori and Non-Maori cancer statistics.</i>	1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.
Practises in a holistic, tolerant, non-judgemental and caring manner, ensuring the rights, beliefs, and wishes of individuals, families, Tangata whenua and	<i>Is able to discuss the importance of employing culturally sensitive approaches in the care of people with cancer and their families.</i>	1.4 Promotes an environment that enables patient/client safety, independence, quality of life, and health.

other ethnic groups are not compromised.		
Adjusts his/her role to respond effectively to population and individual needs dependent on cancer care setting.	<i>Is able to identify the different contexts in which cancer care is delivered.</i>	1.5 Practices nursing in a manner that the patient/client determines as being culturally safe.

Domain 2: Management of nursing care

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Is developing skill in the administration of, and care of the patient undergoing, cancer therapies.	<i>Is able to demonstrate how to administer cancer treatments (relevant to workplace) in a safe and effective manner.</i> <i>For example:</i> <ul style="list-style-type: none"> • <i>Safely administers cytotoxic medicines and other therapies (e.g. biological therapies, immuno-therapy, etc).</i> • <i>Is aware of radiation safety procedures.</i> 	2.1 Provides planned nursing care to achieve identified outcome.
Provides symptom management and supportive care to enhance quality of life for people with cancer.	<i>Is able to carry out planned nursing care to a stable patient group in a safe and effective manner within area of practice.</i>	2.1 Provides planned nursing care to achieve identified outcome.
Elicits patients' understanding of cancer illness and diagnosis.	<i>Is able to describe potential communication barriers related to cancer illness or older age.</i>	2.2 Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.
Accurately reports, records and documents and refers care, using appropriate technologies.	<i>Is able to discuss ethical issues in relation to data collection, and confidentiality and security of data/records</i>	2.3 Ensures documentation is accurate and maintains confidentiality of information.
Promotes self-awareness, through education and information provision, for patients of potential treatment effects.	<i>Is able to discuss the most common treatment related side-effects and relate these to patient education.</i>	2.4 Ensures the client has adequate explanation of the effects, consequences and alternative of proposed treatment options.
Demonstrates sound clinical judgement and reasoning skills in interpreting cancer and health status in a person with cancer.	<i>Is able to recognise and interpret signs of normal and changing health/ill health, distress or disability in a person with</i>	2.4 Ensures the client has adequate explanation of the effects, consequences and alternative of proposed treatment

	<i>cancer.</i>	options.
Recognises unexpected changes in health status and understands emergency procedures and lines of communication to maximise effectiveness in an unexpected situation.	<i>Demonstrates knowledge of expected response to interventions and baseline observations and expected course of action when there is deviation from this.</i>	2.5 Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.
Uses information technology search strategies to retrieve information.	<i>Has undertaken training in, and can demonstrate knowledge of, technology and healthcare informatics.</i>	2.9 Maintains professional development.

Domain 3: Interpersonal relationships

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Enables cancer patients and their carers to express concerns and worries and responds appropriately, and recognises anxiety, stress and depression.	<i>Can discuss the impact of cancer on families and wider community.</i>	3.1 Establishes, maintains and concludes therapeutic relationships with client.
Uses a range of communication techniques to promote well-being in a person with cancer. For example: Counselling skills. Challenging behaviour.	<i>Is able to identify the theories of communication in nursing and cancer care.</i>	3.3 Communicates effectively with clients and members of the health care team.

Domain 4: Inter-professional healthcare and quality improvement

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Aware of role and scope of practice within the cancer care team.	<i>Can describe their role and responsibilities within the cancer care team and effectively implements planned care and discharge plans</i>	4.1 Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care.
Demonstrates an awareness of the roles within the multidisciplinary team	<i>Is able to discuss how the multidisciplinary team approach improves</i>	4.2 Recognises and values the roles and skills of all member of the health care

Practices within accepted guidelines and procedures to maximise personal and client safety.	<i>patient outcomes.</i> <i>Is able to demonstrate a knowledge of risk minimisation practices within workplace and an understanding of quality improvement principles.</i>	team in the delivery of care. 4.3 Participates in quality improvement activities to monitor and improves standards of nursing.
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10. Proficient Cancer Nursing Specialty Competency Indicators

The Proficient Cancer Nurse provides care for people with a cancer diagnosis as the main focus of their work. They will have 2-4 years experience in cancer care and they will have undertaken some specialty training / education in cancer nursing. The settings they work may be varied and range from prevention and screening to inpatient and outpatient treatment facilities, community.

Domain 1: Professional Responsibility

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Can articulate Cancer Control initiatives within area of practice.	<i>Is aware of the Cancer Control Action Plan and is able to discuss how the initiatives in the Plan relate to their area of practice.</i>	1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.
Applies ethical and legal principles to the complex issues that arise in care of people with cancer.	<i>Demonstrates an understanding of the legal, political and ethical issues in cancer care and can discuss the implications of these issues for nursing practice.</i>	1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.
Identifies specific cancer control initiatives targeted at Maori	<i>Is able to discuss factors that contribute to the over representation of Maori in cancer statistics and how Cancer Control Strategies are addressing these issues.</i>	1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.
Assesses health risk of cancer carcinogens and promotes health awareness for cancer signs and symptoms	<i>Is able to identify common causes, signs and symptoms of cancer and explain how their recognition and early diagnosis influences morbidity.</i>	1.4 Promotes an environment that enables patient/client safety, independence, quality of life, and health.
Recognises their own, and society's, attitudes, values and beliefs related to a cancer diagnosis and the impact of cancer on society.	<i>Can describe how attitudes, values and beliefs, in relation to cancer, influence the care that cancer patients and their families receive.</i>	1.5 Practices nursing in a manner that the patient/client determines as being culturally safe.

Domain 2: Management of nursing care

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Uses a range of nursing skills, medical devices and interventions / activities to provide optimum care related to cancer treatment.	<i>The nurse is able to demonstrate safe practice in the delivery of cancer treatments (appropriate to work environment) Examples: Safely administers complex cytotoxic regimes. Actively promotes and implements risk reduction/management strategies in relation to cancer therapy delivery. Supports and educates less experienced staff in delivery of cancer therapies.</i>	2.1 Provides planned nursing care to achieve identified outcome.
Understands the principles of supportive and palliative care	<i>Is able to discuss the nursing objectives of care in a palliative care situation.</i>	2.1 Provides planned nursing care to achieve identified outcome.
Demonstrates systematic assessment (using appropriate tools) of the person and family with cancer.	<i>Provides evidence of appraising and using frameworks and tools for assessment of people with cancer</i>	2.2 Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.
Formulates and documents a nursing care plan based on research evidence or standards of care.	<i>Provides evidence of planning and implementing evidence-based nursing interventions for the treatment and prevention of symptoms and complications of cancer treatment.</i>	2.3 Ensures documentation is accurate and maintains confidentiality of information.
Demonstrates good clinical practice in supporting patients undergoing clinical trials.	<i>Is able to describe the principles of cancer clinical trials and the nurse's role in good clinical practice in this area.</i>	Ensures the client has adequate explanation of the effects, consequences and alternative of proposed treatment options.
Implements nursing responses, procedures and protocols for managing threats to safety within the practice	<i>Is able to implement preventative strategies, and recognise and respond appropriately to developing complications</i>	2.5 Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.

environment.	<i>within area of practice.</i>	
Applies relevant treatment knowledge to the nursing care of treatment side effects and toxicities.	<i>Is able to explain the principles and application of commonly used treatment modalities, including potential treatment side effects and toxicities and their management.</i>	2.5 Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.
Utilises support strategies and interventions available for patients with complex needs.	<i>Is able to describe the role of supportive care, both physical and psycho-social and spiritual in the rehabilitation process.</i>	2.6 Evaluates client's progress toward expected outcomes in partnership with clients.
Provides education on, and supports, health promotion and encourages the health and well-being of those affected with cancer.	<i>Can describe approaches to the prevention and early detection of cancer and be able to make explicit their role in this area.</i>	2.7 Provides health education appropriate to the needs of the client within a nursing framework.
Uses evidence and research to implement cancer nursing practice.	<i>Is able to analyse different sources of information and apply as appropriate to practice. Provides evidence of enhancing practice through research utilisation.</i>	2.9 Maintains professional development.

Domain 3: Interpersonal relationships

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Maintains patient/client dignity, advocacy and confidentiality (using nursing skills, interventions / activities to provide optimum care).	<i>Is able to assess the actual and potential impact of cancer and its treatments on patients and plan and implement appropriate care.</i>	3.1 Establishes, maintains and concludes therapeutic relationships with client.
Assesses the ongoing and changing needs of the patient, carers and family for education.	<i>Is able to apply the principles of teaching and learning to patient education.</i>	3.2 Practises nursing in a negotiated partnership with the client where and when possible.
Confident to communicate effectively with patients and families across a range of cancer nursing situations.	<i>Is able to analyse and interpret cancer patient problems through treatment and illness to advanced disease.</i>	3.3 Communicates effectively with clients and members of the health care team.

Domain 4: Inter-professional healthcare and quality improvement

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Works and communicates collaboratively and effectively with all cancer healthcare staff.	<i>Is able to discuss, and provide evidence of, their role in leadership within cancer nursing.</i>	4.1 Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care.
Works effectively as a member of the multidisciplinary team and with other agencies, such as carers and volunteers.	<i>Is able to describe the role of multidisciplinary team members and multi-professional agencies in supporting individuals with cancer.</i>	4.2 Recognises and values the roles and skills of all member of the health care team in the delivery of care.
Assesses risk and actively promotes well-being and safety.	<i>Is able to explain the principles of risk assessment in cancer care. Provides evidence of initiating risk minimisation in workplace. Can demonstrate involvement in continuous quality improvement initiatives within workplace.</i>	4.3 Participates in quality improvement activities to monitor and improves standards of nursing

11. Expert Cancer Nursing Specialty Competency Indicators

The Expert Cancer Nurse works solely in cancer care and has broad experience in cancer nursing along with specialty academic preparation in cancer nursing (e.g. post graduate qualification in cancer nursing). The Expert Cancer Nurse is able to provide an advanced level of care to people with cancer and their families, including a high level of technical skill, advanced assessment, care planning and interventions, and supportive care. They will be recognised as a leader within their area of work and provide mentoring and support to developing cancer nurses, including participation in education, as well as enhancing patient care through quality and risk management projects and research.

Domain 1: Professional Responsibility

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Is aware of national Cancer Control programmes and local cancer plan initiatives. Demonstrates involvement in local cancer control initiatives.	<i>Is able to discuss the Cancer Control Strategy and Action Plan, and can demonstrate how the initiatives in the Plan influence cancer nursing practice. Is able to discuss national and local cancer plan initiatives.</i>	1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.
Initiates and interprets a range of information and data sources to facilitate patient choice in relation to a cancer diagnosis.	<i>Can describe approaches to the diagnosis and staging of cancer and the nurse's role in this area.</i>	1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.
Facilitates debate and policy development relating to ethical-legal aspects of care delivery.	<i>Acts as a resource and client and nurse advocate in ethical-legal practice issues.</i>	1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.
Contributes to development and/or implementation of culturally appropriate services to meet identified cancer control objectives.	<i>Is able to demonstrate involvement in Maori cancer control initiatives at a local and national level.</i>	1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.
Articulates the different roles, responsibilities and functions of a cancer nurse, and is able to respond effectively to population and individual needs.	<i>Is able to outline the principles of cancer nursing practice and explain how health care is organised through the cancer journey.</i>	1.4 Promotes an environment that enables patient/client safety, independence, quality of life, and health.

Domain 2: Management of nursing care

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
<p>Is able to deliver a wide range of cancer therapies from simple to complex regimes and is involved in training and development of skills in less experienced staff.</p>	<p><i>Is able to demonstrate safe administration of cancer treatments (appropriate to work environment)</i> <i>For example:</i> Safely administers complex cytotoxic regimes, novel therapies and new treatment approaches. Assess and implements interventions to prevent or manage side-effects/complications of cancer therapies. Educates less experienced staff in safe practices related to cancer therapies.</p> <ul style="list-style-type: none"> • <i>Is involved in practice development and quality/risk management initiatives related to cancer therapy administration.</i> <p><i>Is able to demonstrate involvement in education and practice development in cancer treatment delivery.</i></p>	<p>2.1 Provides planned nursing care to achieve identified outcome.</p>
<p>Demonstrates holistic care throughout cancer treatment, palliative care and for those who are dying.</p>	<p><i>Is able to discuss their own and societal attitudes and beliefs towards end of life care, as well as models of bereavement support.</i></p>	<p>2.1 Provides planned nursing care to achieve identified outcome.</p>
<p>Obtains a comprehensive and holistic assessment taking into account relevant physical, social, cultural, psychological, spiritual and environmental factors of cancer illness.</p>	<p><i>Is able to explain the principles of holistic assessment in cancer practice.</i></p>	<p>2.2 Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.</p>

Develops and evaluates nursing care plans and procedures to manage expected complications and unexpected responses to planned interventions.	<i>Provides evidence of care plan development, implementation and review.</i>	2.5 Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.
Reflects on, and critically evaluates, his/her own practice.	<i>Is able to explain how previous learning experience can inform and enrich new knowledge and skills gained for the practice of cancer nursing.</i>	2.8 Reflects upon, and evaluates with peers and experienced nurses the effectiveness of nursing care.
Critically questions, evaluates, interprets and synthesises a range of information for evidence-based practice.	<i>Is able to discuss the contribution of research to cancer nursing and can demonstrate research utilisation skills. Provides evidence of critical review of local nursing practice and subsequent practice development.</i>	2.9 Maintains professional development.

Domain 3: Interpersonal relationships

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Evaluates the impact of living with cancer on the health/illness status of the person and family.	<i>Is able to explain the challenges in surviving and living with a cancer diagnosis and the transition between active treatment, survival, palliation and end of life care.</i>	3.1 Establishes, maintains and concludes therapeutic relationships with client.
Actively works towards collaboration of care between and within services and health professionals.	<i>Is able to demonstrate involvement in collaborative care initiatives, inter-professional / department / service communication.</i>	3.2 Practises nursing in a negotiated partnership with the client where and when possible.
Acts as an advocate for the person with cancer.	<i>Can discuss theories of advocacy and disclosure in cancer care.</i>	3.3 Communicates effectively with clients and members of the health care team.

Domain 4: Inter-professional healthcare and quality improvement

Specialty Indicator	Assessment Criteria	Related NCNZ Competency
Allocates, co-ordinates, monitors and assesses the work of teams and individuals.	<i>Is able to demonstrate management principles and processes and explore their application to clinical practice.</i>	4.1 Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care.
Acts as a resource to clients with complex needs, nursing staff delivering care and members of the MDT	<i>Is able to demonstrate effective communication and collaboration strategies in a range of cancer care situations.</i>	4.2 Recognises and values the roles and skills of all member of the health care team in the delivery of care.
Educates, mentors, and facilitates support for junior personnel in all aspects of cancer care delivery within scope of practice.	<i>Is able to discuss strategies for facilitation of learning in adult learners.</i>	4.2 Recognises and values the roles and skills of all member of the health care team in the delivery of care.
Ensures quality standards are met.	<i>Is able to discuss the relative merits of quality standards. Provides evidence of involvement in quality initiatives in workplace.</i>	4.3 Participates in quality improvement activities to monitor and improves standards of nursing.

12. Exemplar: Cancer Nursing Competency Indicators

This Exemplar articulates selected generic nursing competency indicators for the nurse working in the cancer specialty as a set of assessment criteria at the various PDRP levels. Thus this Exemplar offers one description of professional practice development in cancer nursing through the various PDRP levels.

This Exemplar is intended to be useful as a guide for nurses, educators, line managers and assessors.

In this Exemplar the indicator assessment criteria are meant to be cumulative, i.e. the Expert nurse will also be able to demonstrate achievement of the Competent and Proficient indicators. Statements in *italics* are the suggested cancer nursing assessment criteria to be used in judging achievement of each indicator at a specific level.

Domain 1: Professional responsibility

This domain contains competencies that relate to professional, legal and ethical responsibilities and cultural safety. These include being able to demonstrate knowledge and judgment and being accountable for own actions and decisions, while promoting an environment that maximizes clients' safety, independence, quality of life and health.

NZ Nursing Council RN Competencies	Cancer Indicators Assessment Criteria		
	Competent	Proficient	Expert
1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements			

<ul style="list-style-type: none"> Practices nursing in accord with relevant legislation/codes/policies and upholds client rights derived from that legislation 	<p><i>Can describe principles of cancer health and safety including:</i></p> <ul style="list-style-type: none"> <i>Radiation protection</i> <i>Cytotoxic disposal</i> <i>Infection control</i> <i>Essential emergency procedures.</i> 	<p><i>Can demonstrate up-to-date knowledge and skills relevant to particular area of practice:</i></p> <ul style="list-style-type: none"> <i>Cancer prevention</i> <i>Screening and early detection</i> <i>Diagnosis and treatment</i> <i>Rehabilitation and Support</i> <i>Palliative/ End of Life care</i> <i>Surveillance and Research.</i> 	<p><i>Demonstrates and maintains advanced clinical knowledge relevant to area of cancer nursing</i></p> <p><i>Contributes to developing and reviewing policies and procedural guidelines that have implications for cancer nursing.</i></p>
<ul style="list-style-type: none"> Accepts responsibility for actions and decision making within scope of practice 	<p><i>Is able to outline cancer pathophysiology, epidemiology and aetiology</i></p> <p><i>Can demonstrate relevant cancer knowledge to cancer nursing practice and nursing decision making, consulting with colleagues as appropriate.</i></p>	<p><i>Can give examples of basing nursing practice and decision making on in-depth understanding and knowledge of cancer pathophysiology, treatment modalities and psycho-social impact of cancer.</i></p>	<p><i>Demonstrates a high level of clinical responsibility in recognising and managing complex risk to provide care which meets the needs and interests of people with cancer.</i></p> <p><i>Advocates for resources that are matched to demands in specific areas of cancer service, using advanced cancer knowledge.</i></p>
<ul style="list-style-type: none"> Demonstrates knowledge of and accesses, policies and procedural guidelines that have implications for practice 	<p><i>Is able to discuss the objectives of the Cancer Control Strategy relating to equity and access.</i></p>	<p><i>Is able to identify and discuss initiatives within area of practice which relate directly to the Cancer Control Strategy objectives.</i></p>	<p><i>Is actively involved in planning, implementing and evaluating Cancer Control Strategy objectives at a local and /or national level.</i></p>
<ul style="list-style-type: none"> Uses professional standards of practice 	<p><i>Is engaging in relevant post registration education in cancer nursing</i></p>	<p><i>Can shows evidence of implementation of evidence based practice in their cancer nursing practice area.</i></p>	<p><i>Is actively involved in the development of educational resources which reflect current legislative and professional standards and competencies</i></p>

1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/ Te Tiriti o Waitangi to nursing practice			
<ul style="list-style-type: none"> Understands the Treaty of Waitangi/Te Tiriti o Waitangi and its relevance to the health of Maori in Aotearoa/New Zealand 	<i>Is able to discuss the importance of employing culturally sensitive approaches in the care of people with cancer and their families.</i>	<i>Can demonstrate the application of Treaty principles in planning and delivering cancer care</i>	<i>Ensures Treaty principles are reflected at a policy making level within the area of cancer care where s/he practices.</i>
<ul style="list-style-type: none"> Demonstrates knowledge of differing health and socio-economic status of Maori and non-Maori 	<i>Can demonstrate an awareness of the cancer incidence statistics in relation to Maori.</i> <i>Is able to articulate factors which contribute to the over representation of Maori in cancer statistics</i>	<i>Is able to articulate the objectives of the Cancer Control Strategy as it applies to Maori in their particular area of practice</i>	<i>Is actively involved in local and or national initiatives aimed at addressing inequalities in relation to equity of access to cancer services for Maori</i>
<ul style="list-style-type: none"> Applies the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice 	<i>Can articulate cancer nursing practice in a holistic, tolerant, non-judgemental and caring manner, ensuring the rights, beliefs, and wishes of individuals, families, Tangata Whanau and other ethnic groups are not compromised.</i>	<i>Can identify specific Cancer Control initiatives targeted at Maori</i> <i>Can demonstrate respect for cultural influences as they relate to the cancer experience, treatment and family coping mechanisms and communication</i>	<i>Is able to discuss health need disparities in the local and New Zealand Context and the relevant legislation relating to addressing these disparities</i>
1.3 Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by nurse assistants, enrolled nurses and others			

<ul style="list-style-type: none"> Understands accountability for directing, monitoring and evaluating nursing care provided by nurse assistants, enrolled nurses and others 	<i>Is able to discuss the implications of direction and delegation as it applies in their work area of cancer practice.</i>	<i>Can give examples of mentoring and coaching on direction and delegation in cancer care to less experienced nurses</i>	<i>Ensures principles of delegation and direction underpin the culture of cancer nursing within area of practice and is reflected in area policies and processes</i>
<ul style="list-style-type: none"> Makes appropriate decisions when assigning care, delegating activities and providing direction for enrolled nurses, nurse assistants and others 	<i>Is able to articulate the scope of practice within a particular area of cancer care</i>	<i>Can give examples of mentoring to less experienced staff within area of cancer practice</i> <i>Participates in the development of orientation and educational cancer nursing resources for area</i>	<i>Demonstrates leadership through allocation, coordination, monitoring and assessment of the work of teams and individuals to meet the particular needs of the person with cancer</i>
1.4 Promotes an environment that enables client safety, independence, quality of life and health			
1.5 Practices nursing in a manner that the client determines as being culturally safe			
<ul style="list-style-type: none"> Recognises the impact of the culture of nursing on client care and endeavours to protect the client's wellbeing within this culture 	<i>Is able to articulate the potential negative effects of nursing and organisational practices on the person with cancer and their family</i>	<i>Can give evidence of planning and delivering cancer care, community and in patient (including discharge planning) in a way that enhances the experience of the person with cancer and their family</i>	<i>Provides leadership to other staff in addressing the impact of nursing and organisational culture on the care of the person with cancer and their family and endeavours to protect their wellbeing within this culture</i>
<ul style="list-style-type: none"> Practices in a way that respects each client's identity and right to hold personal beliefs, values and goals 	<i>Can discuss the patient's right to use alternative or complementary therapies or to decline specific therapeutic interventions</i>	<i>Can give examples of facilitating the patient to integrate their use of alternative or complementary therapies with their prescribed therapeutic interventions as far as possible</i>	<i>Facilitates other staff members in working with patients to enable them to understand the interrelationships between their prescribed therapeutic interventions and their use of alternative or complementary</i>

			<i>therapies and/or decision to decline specific therapeutic interventions</i>
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Domain 2: Management of nursing care

This domain contains competencies related to client assessment and managing client care, which is responsive to clients' needs, and which is supported by nursing knowledge and evidence based practice

Competency	Cancer Indicators Assessment Criteria		
	Competent	Proficient	Expert
2.1 Provides planned nursing care to achieve identified outcomes			
<ul style="list-style-type: none"> Contributes to care planning, involving clients and demonstrating an understanding of clients rights, to make informed decisions 	<i>Can give examples of using a range of nursing skills, medical devices and interventions/activities to provide optimum care to stable patients receiving cancer treatment/care</i>	<i>Can give examples of using a developed range of nursing skills, medical devices and interventions/activities to provide optimum care to people requiring complex cancer care and/or who are experiencing expected or unexpected complications related to treatment or advanced disease</i>	<i>Acts as a resource for colleagues in facilitating the person with cancer's access to appropriate therapies or interventions and demonstrates how to obtain information</i>
<ul style="list-style-type: none"> Demonstrates understanding of the processes and environments that support recovery 	<i>Is able to outline the therapeutic factors which will influence the person with cancer's response to planned treatment and or advanced disease</i>	<i>Is able to discuss the challenges of living with a cancer diagnosis and the transition between active treatment, survival, palliation and End of Life care</i>	<i>Evaluates the impact of living with cancer on the health/illness status of the person and family and plans resources to support identified needs.</i>

<ul style="list-style-type: none"> Administers interventions, treatments and medications, (for example Intravenous therapy, calming and restraint), within legislation, codes and scope of practice; and according to authorised prescription, established policy and guidelines 	<p><i>Can give examples of safely administering planned therapies according to scope of practice and relevant policies and procedures</i></p>	<p><i>Is able to demonstrate how to safely administer cytotoxic medicines and other therapies e.g. biological therapies, immunotherapy, etc. Is able to demonstrate how to administer cancer treatments (relevant to workplace) in a safe and effective manner</i></p>	<p><i>Provides nursing leadership in guiding and supporting others to evaluate the effectiveness of the response of the person with cancer to prescribed treatments, interventions and health education in collaboration with the person and family, and other health care team members</i></p>
<p>2.2 Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings</p>			
<ul style="list-style-type: none"> Undertakes assessment in an organised and systematic way 	<p><i>Can demonstrate systematic assessment (using appropriate tools) of the person and family with cancer.</i></p>	<p><i>Can provide evidence of systematic assessment of the person with complex cancer needs and a plan initiating appropriate interventions..</i></p>	<p><i>Role models and educates others in the principles of holistic assessment in cancer nursing practice</i></p>
<ul style="list-style-type: none"> Applies relevant research to underpin nursing assessment 	<p><i>Can discuss consolidated cancer nursing knowledge, effectively applying knowledge and skills to practice. Cancer nursing knowledge includes:</i></p> <ul style="list-style-type: none"> <i>-Carcinogenesis and the metastatic process</i> <i>Causes, prevention and screening practices,</i> <i>-An overview of the major cancer treatment modalities of surgery, chemo and radiation therapy, hormone manipulation</i> <i>-Supportive care</i> <i>-Clinical trials</i> <i>-Symptom management</i> 	<p><i>Can discuss consolidated cancer nursing knowledge effectively applying knowledge and skills to practice that includes an understanding of diagnosis, staging, disease trajectory.</i></p> <p><i>Can demonstrate advanced knowledge and skills related to cancer nursing area of practice such as Administration of chemotherapy, targeted therapies, adjunctive treatments, management of advanced disease symptoms and problems</i></p>	<p><i>Provides clinical leadership within planning and delivery of cancer care to assess health needs, anticipate problems and develop solutions in line with best practice guidelines</i></p>

	<ul style="list-style-type: none"> -Pain pathophysiology -Cancer nursing resources 		
2.3 Ensures documentation is accurate and maintains client confidentiality of information			
<ul style="list-style-type: none"> Maintains clear, concise, timely, accurate and current client records within a legal and ethical framework 	<p><i>Is able to discuss ethical issues in relation to cancer patient records, and confidentiality and security of data/records.</i></p>	<p><i>Provides evidence of planning and implementing evidence-based cancer nursing interventions targeted at identified individual needs through documentation which meets legal and ethical requirements</i></p>	<p><i>Provides nursing leadership in guiding, educating and supporting others to develop systems of documentation which reflect evidence of nursing assessment, care planning and response to the changing health status of the person with cancer as well as legal and ethical standards</i></p>
2.4 Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options			
<ul style="list-style-type: none"> Provides appropriate information to clients to protect their rights and to allow informed decisions 	<p><i>Can discuss eliciting the person with cancer's understanding of cancer illness and diagnosis and delivers appropriate information within scope of practice within work area</i></p> <p><i>Cancer Prevention Screening and Early Detection Diagnosis and Treatment Rehabilitation and Support Palliative Care Surveillance and Research</i></p>	<p><i>Provides evidence of actively collaborates in complex care planning with the person with cancer and demonstrates a broad understanding of that persons right to make informed decisions and right to choose alternate options</i></p>	<p><i>Guides and supports other staff in the principles and actual care planning for people with cancer who have complex needs</i></p>

<ul style="list-style-type: none"> Makes appropriate professional judgement regarding the extent to which the client is capable of participating in decisions relating to his/her care 	<p><i>Can discuss a person's right to make informed decisions through provision of education and information relating to routine treatment and potential/expected treatment effects.</i></p>	<p><i>Can give examples of enhancing a person's right to make informed decisions through provision of education and information relating to complex/ non-standard treatment and potential/expected treatment effects.</i></p>	<p><i>Provides nursing leadership in guiding and supporting others to make appropriate professional judgement regarding the extent to which the person living with cancer is capable of participating in decisions related to his/her care</i></p>
<ul style="list-style-type: none"> Discusses ethical issues related to health care/nursing practice, (for example: informed consent, privacy, refusal of treatment and rights of formal and informal clients) 	<p><i>Discusses ethical issues related to cancer nursing practice</i></p> <p><i>Is able to describe potential communication barriers related to cancer illness, gender, culture.</i></p>	<p><i>Is able to provide evidence of ethical reasoning and practice in cancer nursing practice</i></p> <p><i>Can demonstrate in-depth understanding of the complex factors that contribute to the cancer patients health outcomes and respects the clients right to choose amongst alternatives</i></p>	<p><i>Encourages the use of case review and ethical debate within the interdisciplinary care team to enhance the care of people and families dealing with a cancer diagnosis</i></p>
<p>2.5 Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations</p>			
<ul style="list-style-type: none"> Understands emergency procedures and plans and lines of communication to maximise effectiveness in a crisis situation 	<p><i>Is able to respond appropriately and follow directions in an oncological emergency situation</i></p>	<p><i>Is able to recognise symptoms of oncological emergencies and facilitate appropriate response actions</i></p>	<p><i>Provides nursing leadership and planning to ensure that resources and education are available to maximise the safety of the client while receiving cancer care</i></p>

<ul style="list-style-type: none"> Takes action in situations that compromise patient safety and wellbeing 	<p><i>Is able to recognise, interpret and report signs of normal and changing health/ill health, distress or disability in a person with cancer</i></p>	<p><i>Can give example of sound clinical judgement to anticipate, identify, interpret and respond to expected or unexpected side effects or complications resulting from cancer treatment or advanced disease</i></p>	<p><i>Uses advanced clinical assessment skills and experiential knowledge to anticipate problems/care needs and develop solutions</i></p> <p><i>Acts as a resource to less experienced staff to anticipate, identify, interpret and respond to expected or unexpected side effects or complications resulting from cancer treatment or advanced disease</i></p>
<p>2.6 Evaluates clients progress toward expected outcomes in partnership with clients</p>			
<p>2.7 Provides health education appropriate to the needs of the client within a nursing framework</p>			
<ul style="list-style-type: none"> Checks clients level of understanding of healthcare when answering their questions and providing information 	<p><i>Can describe use of assessment skills to ascertain client level of understanding of current cancer status before delivering education or information, seeking guidance from experienced registered nurses as required</i></p>	<p><i>Can give examples of assessing the ongoing and changing needs of the patient, carers and family for education</i></p> <p><i>Can demonstrate application of the principles of teaching and learning to patient education</i></p>	<p><i>Educates, mentors and facilitates support for junior personnel</i></p> <p><i>Is able to discuss strategies for facilitation of learning in adult learners</i></p>
<p>2.8 Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of ongoing care</p>			

<ul style="list-style-type: none"> Identifies one's own level of competence and seeks assistance and knowledge as necessary 	<p><i>Can demonstrate a commitment to ongoing personal professional development within the specialty of cancer nursing.</i></p> <p><i>Can give evidence of undertaking training in and using information technology to search strategies to retrieve information, can demonstrate knowledge of, technology and healthcare informatics</i></p>	<p><i>Can give evidence of consolidating cancer nursing knowledge and experiential learning through formal and informal learning opportunities</i></p> <p><i>Can give examples of using information technology search strategies to retrieve information. Has undertaken training in, and can demonstrate knowledge of, technology and healthcare informatics</i></p>	<p><i>Reflects on and critically evaluates his/her own practice and that of others.</i></p> <p><i>Is able to explain how previous learning experience can inform and enrich new knowledge and skills gained for the practice of cancer nursing</i></p>
<p>2.9 Maintains professional development</p>			
<ul style="list-style-type: none"> Contributes to the support, direction and teaching of colleagues to enhance professional development 	<p><i>Can demonstrate awareness of scope of practice within area of cancer nursing and engages in Continuing Professional Development Programme for area of practice</i></p>	<p><i>Is able to describe examples of analysing different sources of information and applying as appropriate to practice. Provides evidence of enhancing practice through research utilisation.</i></p>	<p><i>Is able to discuss the contribution of research to cancer nursing and can demonstrate research utilisation skills.</i></p> <p><i>Provides evidence of critical review of local nursing practice and subsequent practice development)</i></p> <p><i>Participates in professional activities to keep abreast of current trends and issues in cancer nursing.</i></p>

Domain 3: Interpersonal relationships

This domain contains competencies related to interpersonal and therapeutic communication with clients, other nursing staff and inter-professional communication and documentation.

Competency	Cancer Indicators Assessment Criteria		
	Competent	Proficient	Expert
3.1 Establishes and concludes therapeutic interpersonal relationships with client			
<ul style="list-style-type: none"> Initiates, maintains and concludes therapeutic interpersonal relationships with clients 	<i>Is able to articulate an understanding of the psycho-social effects of cancer on individuals and families within area of practice</i>	<i>Can demonstrate use of support strategies and interventions available for people with cancer with complex needs. Is able to describe the role of supportive care, both physical, emotional and psycho-social, in the rehabilitation or palliative process</i>	<i>Demonstrates advanced interpersonal skills and the ability to engage, maintain and disengage from therapeutic relationships with people with cancer who have complex needs; and educates team members with this</i>
3.2 practices nursing in a negotiated partnership with the client where and when possible			
<ul style="list-style-type: none"> Undertakes nursing care that ensures clients receive and understand relevant and current information concerning their health care that contributes to informed choice 	<i>Can discuss the importance of demonstrating respect, empathy and interest in person with cancer</i>	<i>Can give examples of maintaining patient/client dignity, advocacy and confidentiality, using nursing skills, interventions / activities to provide optimum care. Is able to assess the actual and potential impact of cancer and its treatments on patients</i>	<i>Acts as an advocate for the person with cancer Can discuss the theories of advocacy and disclosure in cancer care</i>
3.3 Communicates effectively with clients and members of the health care team			

<ul style="list-style-type: none"> • Uses a variety of effective communication techniques 	<p><i>Is able to identify and use a range of communication techniques in a variety of cancer nursing settings</i></p> <ul style="list-style-type: none"> • <i>Principles of open and closed questioning</i> • <i>Explaining procedures</i> • <i>Discussing day-to day care needs</i> • <i>Responding to challenging behaviour.</i> 	<p><i>Can discuss enabling cancer patients, families and their carers to express concerns and responds appropriately, recognising anxiety, stress and depression.</i></p> <p><i>Is confident to communicate effectively with patients and families across a range of cancer nursing situations, such as discussing 'bad news situation effectively and therapeutically</i></p>	<p><i>Works and communicates collaboratively and effectively with all cancer healthcare staff to provide professional guidance</i></p> <p><i>Demonstrates advanced communication skills when working with people with cancer and their family and and mentor other health professionals in this process</i></p>
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Domain 4: Inter-professional healthcare and quality improvement

This domain contains competencies to demonstrate that, as a member of the health care team; the nurse evaluates the effectiveness of care and promotes a nursing perspective with the inter-professional activities of the team.

Competency	Cancer Indicators Assessment Criteria		
	Competent	Proficient	Expert
<p>4.1 Collaborates and participates with colleagues and members of the healthcare team to facilitate and coordinate care</p>			
<ul style="list-style-type: none"> • Promotes a nursing perspective and contribution within the inter-professional activities of the healthcare team 	<p><i>Is able to articulate the cancer nurses role and contribution to the inter-professional health care team</i></p>	<p><i>Can demonstrate working and communicating collaboratively and effectively with all cancer healthcare staff</i></p> <p><i>Can give examples of representing the cancer nursing perspective in the multidisciplinary cancer care team</i></p>	<p><i>Is recognised for clinical expertise within the cancer nursing area and the organisational structure</i></p>

4.2 Recognises and values the roles and skills of all members of the healthcare team in the delivery of care			
<ul style="list-style-type: none"> • Contributes to the coordination of care to maximise health outcomes for the client 	<p><i>Can discuss the role and scope of the multidisciplinary cancer care team</i></p> <p><i>Can articulate the roles and responsibilities of the various members of the team and implements effectively planned care and discharge plans</i></p>	<p><i>Can demonstrate working effectively as a member of the multidisciplinary team and with other agencies, such as carers and volunteers.</i></p> <p><i>Is able to engage the multidisciplinary cancer care team and multi-professional agencies in supporting individuals with cancer</i></p>	<p><i>Is recognized as a resource to the multidisciplinary cancer care team in planning, delivering and evaluating care and service delivery</i></p>
4.3 Participates in quality improvement activities to monitor and improve standards of nursing			
<ul style="list-style-type: none"> • Distributes research findings that indicate changes to practice to colleagues 	<p><i>Can discuss a quality improvement initiative they are involved with in their workplace</i></p>	<p><i>Can show evidence of participation in audit and policy/procedure development/ review of cancer nursing practice</i></p>	<p><i>Is able to discuss the relative merits of quality standards. Provides evidence of involvement in quality initiatives in workplace</i></p>

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