

Cancer Clinic Core Competencies, Skills Checklist, and Development Tool

Oncology nursing is a specialty within the nursing profession. “Cancer is a chronic illness with acute phases which affects people at all stages of the life cycle. Nurses in all practice settings are involved with the process of cancer care: prevention, detection, treatment, rehabilitation and palliative care. Recognizing that individuals with cancer have complex needs, nurses are aware that a specialized body of knowledge and skills is basic to the provision of high quality care” (CANO, 2015).

A competency is an expected level of performance that integrates knowledge, skills, abilities, and judgement. The integration of knowledge, skills, abilities, and judgement occurs in formal, informal, and reflective learning experiences (ANA, 2007). CANO/ACIO has outlined standards and competencies that can be found within this document to support the Registered Nurse in providing quality chemotherapy environments and ensure a high level of cancer chemotherapy nursing practice. (CANO/ACIO, 2011).

Using Benner’s Stages of Clinical Competence, please give yourself a rating on the outlined oncology core competencies and skills.

1. **Novice** – No experience
2. **Advanced Beginner** – Knowledge is developing and demonstrates acceptable performance; has had some real life experience but
Requires cueing and support from mentor
3. **Competent** – Typically 2-3 experience in one area; lacks speed and flexibility of a proficient nurse but has some mastery and can rely on
Planning and organizational skills
4. **Proficient** – Perceives and understands situations as whole parts; achieved independence in performing the skill(s)
5. **Expert** – Performance is now fluid, flexible and highly proficient; operates from a deep understanding of the total situation

References:

American Nurses Association (ANA). (2007). Draft position statement on competence and competency. Web. August 31, 2015.

CANO/ACIO. (2011). Standards and competencies for cancer chemotherapy nursing practice.

CANO/ACIO. (2011). Standards and competencies for cancer chemotherapy nursing practice toolkit.

CANO/ACIO . (2015). Mission and vision. Web, n.d. August 31, 2015.

Practice Domain	Clinical Competence Date: 1 2 3 4 5	Initials	Clinical Competence Date: 1 2 3 4 5	Initials	Recommended Learning Strategies
<p align="center">Comprehensive Health Assessment</p> <p align="center">Registered Nurses providing cancer chemotherapy care shall perform and document comprehensive health assessments at the onset of cancer chemotherapy treatments and continuing throughout the cancer care continuum (CANO/ACIO, 2011, p. 11).</p>					
<p>Demonstrates the ability to perform initial health assessments that identify factors that will impact the patient's cancer chemotherapy experience, this may include:</p> <ul style="list-style-type: none"> ○ Pre-existing health problems including allergies, medication and any previous exposure to cancer chemotherapy medications <hr/> <ul style="list-style-type: none"> ○ Age and stage of development <hr/> <ul style="list-style-type: none"> ○ Psychosocial factors 					
<p>Demonstrates the ability to perform ongoing health assessments in a timely manner:</p> <ul style="list-style-type: none"> ○ Before each chemotherapy cycle <hr/> <ul style="list-style-type: none"> ○ Before renewal of self-administered and non-cyclical chemotherapy and biotherapy prescriptions <hr/> <ul style="list-style-type: none"> ○ In response to patient concerns ○ When health status changes (physical, emotional, mental, spiritual, cognitive, developmental, environmental) <hr/> <ul style="list-style-type: none"> ○ When side effects occur 					

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<ul style="list-style-type: none"> When evidence of an adverse event/toxicity 					
Demonstrates the ability to document assessments by BCHS policy and procedure as well as CNO standards in the following applications: <ul style="list-style-type: none"> Meditech Opis Mosaiq Patient's individualized paper chart 					
Demonstrates the ability to formulate a place of care in collaboration with the patient, family and interprofessional care team to address issues identified during assessments					
Supportive and Therapeutic Relationships Registered Nurses providing cancer chemotherapy care will establish, monitor, and maintain supportive and therapeutic relationships while providing cancer chemotherapy care to persons living with cancer (CANO/ACIO, 2011, p. 11).					
Demonstrates the ability to consider the emotional, cultural, and spiritual context of patients and families during initial and ongoing care					
Demonstrates the ability to work collaboratively with the patient and family to identify support services needed to manage and initiate referrals as appropriate					
Demonstrates the ability to reflect on and monitor the therapeutic relationships that evolve overtime, as needs and outcomes change					

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Demonstrates the ability to document the patient and family perspective to enable individualized cancer chemotherapy and biotherapy care while maintaining confidentiality					
Demonstrates the ability to listen and explore the patient and family concerns					
<p align="center">Management of Cancer Symptoms and Treatment Side Effects</p> <p align="center">Registered Nurses providing cancer chemotherapy care will manage cancer symptoms and treatment side effects in collaboration with the interdisciplinary healthcare team (CANO/ACIO, 2011, p. 11-12).</p>					
Demonstrates the ability to maintain and apply current knowledge, judgement and skill in the management of chemotherapy and biotherapy side effects and toxicities related to the specific population in which is practiced. This includes but not limited to: <ul style="list-style-type: none"> ○ Neutropenia <hr/> ○ Anemia <hr/> ○ Peripheral neuropathies and neurotoxicity <hr/> ○ Thrombocytopenia <hr/> ○ Hepatotoxicity <hr/> ○ Nephrotoxicity <hr/> ○ Hemorrhagic cystitis <hr/> ○ Cutaneous changes: nail changes, rash, pigmentation alternations, hand-foot 					

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syndrome, photosensitivity <hr/> ○ Alopecia <hr/> ○ Cardiac toxicity <hr/> ○ Pulmonary toxicities <hr/> ○ Cognitive changes <hr/> ○ Psychosocial distress <hr/> ○ Chemotherapy induced nausea & vomiting <hr/> ○ Anorexia & cachexia <hr/> ○ Mucositis <hr/> ○ Diarrhea <hr/> ○ Constipation <hr/> ○ Sleep disorders <hr/> ○ Ocular toxicity <hr/> ○ Fatigue <hr/> ○ Sexuality and fertility alterations <hr/>					

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<ul style="list-style-type: none"> ○ Infusion reactions <hr/> <ul style="list-style-type: none"> ○ Extravasation and infiltration <hr/>					
Demonstrates the ability to communicate to members of the interdisciplinary team, the patient and family to assist in developing care plans that address chemotherapy and biotherapy side effects, toxicities, adverse events, and patient identified concerns in a timely manner					
Demonstrates an understanding of the principles, indications, classifications, and mechanism of action for chemotherapies and biotherapies commonly administered in the Cancer Clinic at BCHS					
Applies principles of safety and safe handling specific to the route and method of chemotherapy and biotherapy administration and the cytotoxic profile of the drugs					<i>BCHS policy: Medications – Safe Handling and Disposal of Cytotoxic/Hazardous Drugs N-IV-1280</i>
Applies principles of safe handling to disposal of contaminated equipment and cytotoxic agents, spill management, and contaminated body fluids					
Demonstrates understanding of and utilizes principles of monitoring of patient during blood and blood product transfusion: <ul style="list-style-type: none"> ○ PRBC ○ FFP ○ Platelets ○ Immune globulin ○ Albumin 					<i>BCHS policy: Administration of Blood Products Policy R-VI-170G</i> <i>Competency checklist: Blood Product Administration Checklist</i>
Identifies blood transfusion reactions and nursing					

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responsibilities					
Demonstrates the ability to care for central venous access devices & peripherally inserted central catheters (PICC): <ul style="list-style-type: none"> ○ Explain indication of use and sites <hr/> <ul style="list-style-type: none"> ○ States complications of CVAD's & PICC's <hr/>					<i>Self-directed learning package: Management of Central Venous Access Devices (CVAD)</i> <i>Competency checklist: PICC Line Dressing Change/Cap Change</i>
Demonstrates the skill to access CVAD's for intravenous therapy					
Demonstrates the skill to obtain blood sampling from: <ul style="list-style-type: none"> ○ Percutaneous CVAD <hr/> <ul style="list-style-type: none"> ○ Implanted CVAD <hr/> <ul style="list-style-type: none"> ○ Peripherally inserted central catheter (PICC) 					<i>BCHS policies: Intravenous Therapy – Central Venous Access Devices Standards of Care N-IV-818; Intravenous Therapy – PICC Blood Sampling N-IV-881</i> <i>Competency checklist: Blood Sampling from PICC lines</i>
<p style="text-align: center;">Teaching and Coaching</p> <p style="text-align: center;">Registered Nurses providing cancer chemotherapy will provide teaching and coaching specific to the assessed learning needs of persons receiving cancer chemotherapy (CANO/ACIO, 2011, p. 12)</p>					
Demonstrates the ability to assess the patient and family's readiness to learn by evaluating age and developmental level, existing knowledge level, their expectations for the treatment and response to learning					
Demonstrates the ability to pace the teaching based on the patient's readiness to learn					
Provides the patient and family with information specific to their cancer treatment in relation to the following, based on best practice guidelines, protocols					

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<p>and standards:</p> <ul style="list-style-type: none"> ○ Purpose, mechanism of action, route, and schedule of the treatment and supportive medication <hr/> <ul style="list-style-type: none"> ○ Immediate, early, late and delayed side effects and toxicities of treatment and their management, differentiating between expected, non-urgent side effects and those that require immediate medical attention <hr/> <ul style="list-style-type: none"> ○ Safe use of mechanical devices and equipment <hr/> <ul style="list-style-type: none"> ○ Vascular access device assessment and care <hr/> <ul style="list-style-type: none"> ○ Safe handling of contaminated equipment and body fluids <hr/> <ul style="list-style-type: none"> ○ Requirements and rational for monitoring parameters including bloodwork, diagnostic interventions, and symptoms <hr/>					
Provides patients and families with opportunities for reinforcement of the education and validation of their understanding					
Evaluates the outcomes of the education provided to patients and families					
Documents teaching provided					
Collaborates with the healthcare team, including the					

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pharmacist and physician, to provide patient education, share relevant findings and concerns					
Facilitating Continuity of Care/Navigating the System Registered Nurses providing cancer chemotherapy care work to promote continuity of care and help patients navigate the health care system (CANO/ACIO, 2011, p. 12)					
Demonstrates facilitation and advocacy for chemotherapy and biotherapy care to be provided in the most appropriate setting along the cancer continuum for the patient and family, with consideration given to their needs					
Facilitates processes that enable patients and families to communicate with the appropriate members of the health care team leading to access to resources and assistance when needed. This process addresses who, when and how to communicate with the health care team					
Communicates with healthcare providers at points of transition for the patient and family to promote continuity of care and safety for the patient					
Demonstrates ability to assist patients and families to access comprehensive supportive care. This includes psychosocial care, spiritual care, home care/CCAC and additional care based on patient and family specific needs					
Decision Making and Advocacy Registered Nurses providing cancer chemotherapy care promote autonomous decision making and advocate for the wellbeing of patients receiving cancer chemotherapy care (CANO/ACIO, 2011, p. 13)					
Demonstrates providing information, education, and support to patients and families to facilitate their					

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decision making and autonomy in the informed consent processes					
Advocates for the patient's wishes and decisions in relation to their cancer chemotherapy care					
Professional Practice and Leadership Registered Nurses providing cancer chemotherapy care participate in and support professional practice and leadership (CANO/ACIO, 2011, p. 13)					
Recognizes the limit of my competence and will only perform cancer chemotherapy					
Collaborates with healthcare professionals to make decisions about BCHS capacity to provide safe chemotherapy and biotherapy services based on the level of competence of involved healthcare professionals and clinical facilities available					
Seeks out mentorship in areas where my expertise is limited					
Provides mentorship to novice nurses in areas in which I possess expertise					
Demonstrates use of research and evidence based knowledge to provide care to patients and families					
Participates in professional oncology associations and professional practice groups to further the practice of cancer chemotherapy and biotherapy nursing					
Demonstrates ability to recognize and critically analyse situations for potential ethical and legal issues and apply ethical frameworks to support patients and families decision making – accessing recourses as needed to assist in this process					

<p>I am working towards completing the de Souza Institute Provincial Standardized Chemotherapy and Biotherapy Course. This must be completed prior to initiating chemotherapy or biotherapy interventions. Chemotherapy Competency Maintenance Course offered by the de Souza Institute will be completed annually.</p>	<p>Yes: _____ No: _____</p> <p>Date completed: _____</p> <p>If No – please review with Group Leader</p>
<p>I am working towards completing (or maintaining my national certification CON(C) in oncology offered by the Canadian Nurses Association, if feasible.</p>	<p>Yes: _____ No: _____ Not Feasible: _____</p> <p>Comments:</p>

Comments: