

NOVICE TO ADVANCED PRACTICE TRAJECTORY FOR NURSES IN COMMUNITY SPECIALIST PALLIATIVE CARE

NOVICE

Attains foundational skills to fulfil role

Any Nurse entering a Palliative Care clinical setting with limited or no prior palliative care experience to guide practice. Attains foundational skills to fulfil role.

ADVANCED BEGINNER

Expanding skill acquisition

Nurse who has some limited experience in Palliative Care to help guide practice, but requires support to become proficient in this field.

COMPETENT

Ongoing skill acquisition & extended scope of practice

1-2 years Palliative Care nursing experience. Engages in reflective practice; drives clinical outcomes; implements individualised quality care provision; mentors less experienced nurses

ADVANCED

Advanced scope of practice

Palliative Care Nurse who has specialist qualifications, experienced, engaged in critical clinical decision making to manage complexity with innovative solutions and able to teach other clinicians

ORGANISATIONAL

PROFESSIONAL

Systems, policies, quality improvement & research

- Completes probation period
- Introduction to IT Systems
- Introduction to documentation
- Effectively uses departmental & organisational systems, processes & equipment
- Introduction to Open Disclosure
- Introduction to risk screening (staff /client safety)
- Aware of best practice resources & organisational policies & procedures

Professional development

- Demonstrates introductory level knowledge of Palliative Care Standards
- Completes Skills Matrix Assessment (Gippsland PD Smart)
- Understands scope of practice
- Commences professional practice portfolio
- Identifies learning needs
- Actively engages in learning opportunities

Learning, supervision, teaching, mentoring, teamwork

- Is supported by frequent supervision and support
- Works with interdisciplinary teams & developing an understanding of professional roles and referral processes
- Seeks support & frequently asks questions.
- Understands importance of self-care and reflective practice.

Systems, policies, quality improvement & research

- Follows policies and procedures
- Escalates concerns
- Participates in quality initiatives and planning

Professional development

- Maintains education to ensure up to date with best practice
- Establishes professional goals
- Maintains professional portfolio
- Actively participates in performance review process

Learning, supervision, teaching, mentoring, teamwork

- Demonstrates a positive learning mindset through the use of questions and engaging in feedback
- Is supported by regular supervision & support
- Understands and appreciates the roles, responsibilities, & professional boundaries of interdisciplinary team members and generalist service providers
- Engages in reflective practice and demonstrates self care

Systems, policies, quality improvement & research

- Accesses policies, protocols & guidelines to help inform practice
- Involved in best practice development
- Participates in research activities
- Contributes or leads improvement in departmental systems, processes, and quality improvement initiatives.

Professional development

- Sets individual learning goals to enhance clinical competence
- Has experience that guides practice
- Seeks guidance to achieve goals
- Situational awareness
- Works efficiently in an ever-changing environment
- Makes decisions based on clinical reasoning
- Responds quickly in complex situations
- Developing capability to provide clinical support and supervision to learners
- Knowledge of PCNA Competencies

Learning, supervision, teaching, mentoring, teamwork

- Provides clinical support & supervision to learners
- Seeks supervision & support to guide decision making in complex situations
- Buddying, mentoring & role modelling leadership in professional development
- Supports other staff through clinical expertise and provision of informal education
- Promotes and models the value of reflective practice, self care, supervision and peer learning

Systems, policies, quality improvement & research

- Develops evidence based policies, protocols & guidelines to help inform practice
- Leads best practice development
- Designs & leads research activities and protocols
- Designs & leads quality improvement initiatives

Professional development

- Post Graduate Study
- Working with senior roles
- Working towards advanced practice pathways
- Extensive experience & understanding of the whole department /situation
- Provides expert opinion to formulate plans & improve care
- Undertakes a comprehensive patient assessment & implements a thorough plan of care, recognising subtle variations in the client's condition
- Demonstrates advanced skills in PCNA Competencies

Learning, supervision, teaching, mentoring, teamwork

- Provides advice to novice staff, mentors & teaches clinical skills
- Crucial conversations, staff development, leads with confidence & provides supervision and support
- Identifies key issues from complex, ambiguous and rapidly changing situations
- Provides expert opinion as part of interdisciplinary team decision making to improve care
- Promotes and models the value of reflective practice, self care, supervision and peer learning

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Introduction to Palliative Care Demonstrates introductory level knowledge of what palliative care is including: <ul style="list-style-type: none">Options for end-of-life care & place of deathKnowledge of inpatient palliative care unitKnowledge of services available to support carers
Symptom Management Demonstrates introductory level knowledge of symptom management including nausea, vomiting, constipation, pain, agitation, delirium, itch
Risk screening, assessments & care planning Demonstrates introductory level knowledge of: <ul style="list-style-type: none">Head to toe assessment (developing skill)Completes PCOC FundamentalsPalliative care triage tool (RUNPC)Advance Care Planning and Advance Care DirectivesVoluntary Assisted Dying (overview of legislation, P&P)
Person and family centered care Demonstrates introductory level knowledge of: <ul style="list-style-type: none">Person & family centered care, focusing on physical, psychological, cultural & social needsSpirituality & bereavement
Communication and multidisciplinary care: Demonstrates introductory level knowledge of: <ul style="list-style-type: none">Working within interdisciplinary teamsCommunication in the palliative care settingCultural awareness, including working with interpretersHaving difficult conversations
Medication management: Demonstrates introductory level knowledge of: <ul style="list-style-type: none">Medications used in Palliative CareDrug conversions and syringe driversAnticipatory medications, types & rationale

ADVANCED BEGINNER

Expanding skill acquisition

Nurse who has some experience in Palliative Care but requires support to become proficient in this field

Symptom Management Demonstrates intermediate level symptom management knowledge including Comprehensive Pain Assessment
Risk screening, assessments & care planning Demonstrates: <ul style="list-style-type: none">Physical assessment & auscultationAbility to complete PCOC assessment independentlyAbility to complete care plan of the dying personRecognition of clinical deterioration & a client entering the terminal phaseKnowledge of how to support clients in advance care planning & advance care directivesAbility to set up a care plan to ensure preferred site of death is identifiedReviews interventions for outcomes
Person and family centered care Demonstrates: <ul style="list-style-type: none">Respect for uniqueness and autonomy of client in identifying their wishesAbility to articulate & include holistic care considerations in planning and delivering careDemonstrates ability to discuss the processes of what happens after death
Communication and multidisciplinary care: <ul style="list-style-type: none">Demonstrates ability to have difficult conversationsDemonstrates ability to make independent referrals to other team membersEscalates care to more senior staff for adviceDemonstrates awareness of how to complete a referral to palliative care inpatient unitDemonstrates ability to make recommendations to senior clinicians, GP or external service providers re medications for symptom management at end of life
Medication Management: <ul style="list-style-type: none">Demonstrates ability to educate carers on how to give SOS medicationsDemonstrates ability to make opioid conversionsDemonstrates ability to implement syringe drivers

COMPETENT

Ongoing skill acquisition & extended scope of practice

1-2 years Palliative Care nursing experience. Engages in reflective practice; drives clinical outcomes; implements individualised quality care provision; mentors less experienced nurses

Symptom Management <ul style="list-style-type: none">Able to recognise complex symptom management needsAble to independently develop a treatment plan in consultation with medical professionals as appropriateWorks within their scope of practice to use resources & escalate symptoms for active management
Risk screening, assessments & care planning <ul style="list-style-type: none">Undertakes a comprehensive patient assessment, interprets & reports findings, uses policies & procedures to help guide decision making processAble to interpret PCOC assessmentsAble to recognise the deteriorating client & transition to terminal phase, palliative emergencies and treatment optionsEvaluates care & interventions, moderates care planning & supports client & carer wellbeingEngages in & promotes EOL discussions to help identify and advocate for client wishesCompetent in setting up care plan to ensure preference for site of death is met where possibleAbility to verify a death
Person and family centered care <ul style="list-style-type: none">Actively promotes client, their caregivers & family as partners in holistic assessment, planning & care delivery in line with their wishesSensitively applies advanced knowledge of client, caregiver & family's social, cultural, spiritual & personal contexts to complex care needsEvaluates care across the continuum & prepares the client & family for the expected care changes, promoting active engagement in care planningEngages actively to communicate and evaluate outcomesComprehensive knowledge of Voluntary Assisted Dying legislation. P&P.
Communication and multidisciplinary care: <ul style="list-style-type: none">Consults & collaborates with other members of care team, to support & enhance a holistic approach to meeting complex needs of clients, caregivers and familyDe-escalates conflict & supports resolution via clear communicationAware how to complete a referral to a palliative care unitDemonstrated graded assertivenessManaging challenging situations / how to have difficult conversations (withdrawal of treatment, responding to emotion)
Medication Management: <ul style="list-style-type: none">Able to educate carers on how to give SOS medicationsIndependent with recommendations to GP or external service providers re medications for symptom management at end of life within scopeSyringe Driver consideration and evaluationUndertakes and teaches opioid conversions

ADVANCED

Advanced scope of practice

Palliative Care Nurse who has specialist qualifications, experienced, engaged in critical clinical decision making to manage complexity with innovative solutions & able to teach other clinicians

Risk screening, assessments & care planning <ul style="list-style-type: none">Advanced patient assessment skillsUndertakes a comprehensive patient assessment & implements a thorough plan of care, recognising subtle variations in the client's conditionAble to recognise palliative emergencies and treatment options.
Person and family centered care <ul style="list-style-type: none">Works collaboratively with carers/families on identifying bereavement risk & actions plans via the interdisciplinary teamDiscusses options of care within scope of practice
Communication and multidisciplinary care: <ul style="list-style-type: none">Advanced understanding of the roles and utilises strengths of interdisciplinary team to facilitate optimal outcomes for client, caregivers & family with complex care needs.Leads highly skilled & timely communication between client, caregivers, IDT and service providers to optimize care in complex situations with changing needsLeads complex end of life care conversations and interventions
Medication Management: <ul style="list-style-type: none">Supports the interdisciplinary team on medication planningEvaluates the outcome of medication administration & considers alternatives

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- Hume Palliative Care Consortium
- Loddon Mallee Palliative Care Consortium
- Melbourne City Mission Palliative Care
- North and West Metropolitan Region Palliative Consortium
- Palliative Care South East

Appendix

- Gippsland Palliative Care Consortium Skills Matrix and PD Smart <https://app.box.com/s/3kxbq2d2xyh7zc5p4jdruu8uh50m3icr>
- Gippsland Palliative Care Professional Development for Health Professionals <https://app.box.com/s/lcpfoec5z66k2ftm5d36vi3m2z7tvzqg>
- PCNA Skills Competency <https://www.pcna.org.au/our-work/competency-standards>
- PCOC fundamentals <https://www.uow.edu.au/ahsri/pcoc/palliative-care/education/>

Disclaimer

This document contains information and links which have been collated by a body of clinicians working in Victorian specialist palliative care services. In order to promote evidence-based practice and reduce clinical practice variation in Victoria.

This Novice to Advanced Practice Trajectory for Nurses in Specialist Palliative Care was developed as a general informational tool to support qualified health professionals. The information is provided solely for information purposes of qualified health professionals in Victoria.

The Novice to Advanced Practice Trajectory may be used by service providers to develop similar guidance that can be customised according to the organising clinical context and requirements. Health organisations must also ensure that use of this Novice to Advanced Practice Trajectory complements their organisational governance structure including health professional palliative care delivery scope of practice.