



CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

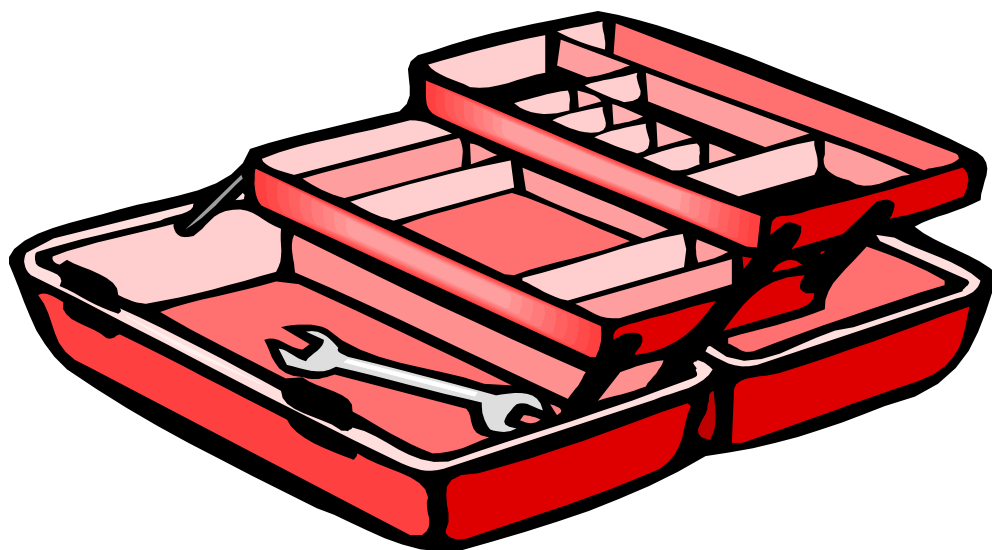
Toolkit

For Understanding and Applying

Standards of Care

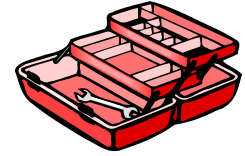
Roles in Oncology Nursing

Role Competencies



Developed by the Canadian Oncology Nursing Education (CONEP) Committee, 2002

This project has been made possible through a generous educational grant from Astra Zeneca Canada



What is the purpose of the Toolkit?

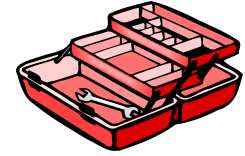
1. To provide resources that promote understanding of the standards document
2. To describe potential applications of the standards document

Who is the Toolkit designed for?

Nurses at all levels and in all settings of the Canadian Cancer Care System

What is in the Toolkit?

- Suggestions for promoting education and participation in educational events about the standards document
- Overhead presentation for educational sessions (power point handouts)
- Case Study Examples for application of the standards document related to:
 - Evaluating nursing roles within existing models of care
 - Developing new models of nursing care delivery
 - Staff orientation and continuing education programs
 - Performance evaluation
 - Career planning and professional development
 - Determining appropriate referrals for nursing consultation
 - Ensuring quality of nursing care
 - Increasing public awareness about oncology nursing roles
 - Creating an environment for excellence in oncology nursing practice
- Benefits and Rewards for Application of standards document Check it out!
- Resources
- Information for ordering more copies of the standards document

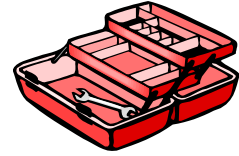


Suggestions for Promoting Education

- Ask your nurse manager and/or nurse educator to provide a formal educational session for nursing staff in your setting
- Include the Standards of Care in new staff orientation sessions
- Ask your local CANO Chapter Executive to provide an education session
- Ask several members of the nursing staff to present a brief summary of different components of the standards and facilitate group discussion about potential implications for practice at a staff meeting
- Invite a CONEP committee member to an education session
- Include a session on the new standards of care at your next local/regional oncology nursing conference
- Increase nursing, staff, and patient awareness about the new standards by developing a colourful information poster for your unit
- Use the enclosed overhead presentation notes page to assist in developing and providing an education session or poster (you can download full size copies from the CANO web site.....see the resource section for address)

Encourage participation in educational sessions by:

- Hosting a pot luck lunch along with the education session
- Asking your local oncology pharmaceutical representatives to sponsor the educational session by providing refreshments and/or a door prize
- Ask your manager to sponsor a one year CANO membership as a door prize
- Provide certificates of participation for nurses involved in continuing education quality assurance and maintaining oncology certification
- Offer more than one education session at times that nursing staff have indicated is most convenient for them

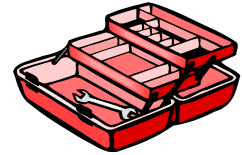


Educational Resource: Power Point Presentation

The following slides from a power point presentation on the Standards of Care, Oncology Nursing Roles, and Role Competencies can be utilized to develop and provide education sessions and materials.

The full presentation slides can be downloaded for use from the CANO web page (see the resource section in the toolkit for the address)

[Power Point Presentation Slides](#)



Useful Applications of the Standards Document: Case Study Examples

There are 3 important aspects of the standards document that can be utilized to develop, support and evaluate oncology nursing practice roles in a variety of situations. These aspects include:

Standards of Care: Individualized and Holistic Care
Family-Centered Care
Self-Determination & Decision-Making
Navigating the System
Coordinating Continuous Care
Supportive Therapeutic Relationship
Evidence-Based Care
Professional Care
Leadership

Definitions of Oncology Nurse Roles: Generalist, Specialized, and Advanced

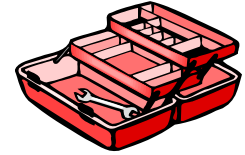
Competencies: Competency Statements for each Standard of Care
Competencies specific to types of oncology nursing roles

The following case studies provide some practical examples of how these 3 aspects can be applied to oncology nursing practice:

Case 1 - Evaluating Nursing Roles Within New or Existing Models of Care

A cancer centre has introduced its first **advanced oncology nursing role** and the administrator wants to monitor role activities and evaluate the impact of this new role. In developing the evaluation plan, the **role competencies for the 5 domains of advanced oncology nursing practice** related to direct patient care, education, research, organizational leadership, and scholarly/professional development were utilized to: 1) identify specific goals for each role domain; 2) determine goal related activities to be documented in monthly audit reports; and 3) formulate

measurable outcomes expected to result from activities relevant to each role domain. The **Standards of Care** were utilized as the framework to develop a patient satisfaction questionnaire as part of the role evaluation.



Case 2 - Evaluating and Developing New Models of Nursing Care Delivery

Upon reviewing the standards document, nursing staff providing palliative care in a community oncology program began to question the extent to which their current model of care delivery enabled them to meet **Standards of Care** related to **individualized, holistic, and family-centered care**. In keeping with the **patient-focused philosophy** of the Standards of Care, patients, families, and their community partners were invited to participate in a formal evaluation of the care delivery model. The **Standards of Care** and guidelines from the palliative care literature provided the framework for generating focus group questions as part of the evaluation process. In recognizing and responding to the need to evaluate their care delivery model, the nursing staff demonstrated excellence in oncology nursing practice related to **evidence-based care, professional care, and leadership**.

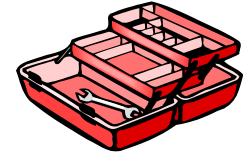
Case 3 - Staff Orientation and Continuing Education Programs

In developing orientation resources for new staff, the nurse-educator in an oncology program, works with experienced staff to develop examples of clinical practice situations that demonstrate how the **Standards of Care and Role Competencies for the Specialized Oncology Nurse** are enacted on their unit. Following a presentation on the standards document during the orientation program, the clinical situations are used to help new staff complete a learning needs assessment and develop a focused learning plan.

Case 4 - Performance Evaluation

Oncology nurses, enrolled in a post-diploma baccalaureate program must develop a professional portfolio as part of their evaluation in the clinical practice course. In combination with existing provincial professional practice standards, the **Standards of Care and Role Competencies for a Specialized Oncology Nurse** provides the structure and guidelines for the professional portfolio. Upon graduation the nurses continue to use their professional portfolio to meet provincial nursing licensure requirements for quality assurance. In doing so the portfolio assists in establishing yearly personal learning objectives and

demonstrating their accomplishments and level of **professional oncology nursing practice** in annual performance evaluations.



Case 5 - Career Planning and Professional Development

A nurse working in the Emergency Department of the local hospital was aware that the new cancer centre would be developed at his institution. Having cared for many patients requiring treatment for oncologic emergencies, he saw an opportunity for a career change. He reviewed the standards document and recognized himself as a **Generalist Nurse** and was able to plan educational and clinical activities that would support his application for a **Specialized Oncology Nurse** position at the new cancer centre over the next year. As a first step he enrolled in a workshop on community cancer services so that he would be better prepared to assist patients in **navigating the system** in his current role in the emergency department.

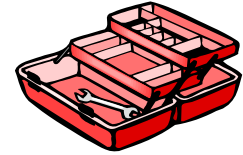
Case 6 - Determining Appropriate Referrals for Nursing Consultation

Due to a shortage of beds, many patients with cancer are not admitted to the oncology unit but to other units in the hospital. To ensure that these patients have access to the appropriate nursing care, the oncology nurse manager utilizes the **Standards of Care and Role Competencies** to develop nursing consultation guidelines. These guidelines are helpful because they clarify the role and responsibilities of **Generalist Nurses** in caring for patients with cancer in non-oncology units. Secondly, the guidelines identify that the majority of consultations are for common cancer treatment issues and can be managed by staff nurses on the oncology unit who are **Specialized Oncology Nurses**. Consultations for less common but more complex patient care issues requiring the expertise of an **Advanced Oncology Nurse** are referred to the clinical nurse specialist.

Case 7 - Ensuring Quality of Nursing Care

Rapid changes in treatment mean that your patients are frequently receiving new and complex protocols involving drugs with which you are unfamiliar. In addition, patient information materials necessary to support patient **self-determination and decision-making** regarding new treatments are often not available. Recognizing the importance of the providing **evidence-based care** and your **professional and leadership** responsibilities to identify gaps and advocate for changes to improve patient care, you raise these concerns with your unit manager and use the **standard**

document to support your arguments. As a result, mechanisms to ensure staff education and development of patient information packages prior to the initiation of new treatment protocols are put in place.

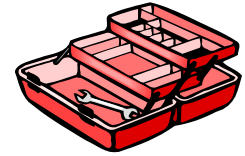


Case 8 - Increasing Awareness about Oncology Nursing Roles

As the Director of Nursing, you decide to use a brief presentation at the opening ceremonies of your new cancer centre, to increase public awareness about the role of the oncology nurse. The **Competency Statements for each Standard of Care**, describe the type of nursing care that all Canadian patients with cancer are entitled to receive. You use the **Competency Statements** to inform the public about the level of nursing care they should expect to receive at your cancer centre. The **Standards of Care and Role Competencies** are used to highlight the types of nursing expertise available at your centre. In describing the role of the primary nurse you provide examples of how the nurse will establish a **supportive therapeutic relationship**, facilitate the delivery of **coordinated continuous care**, and assist patients and families in **navigating the health care system**.

Case 9 - Creating an Environment for Excellence in Oncology Nursing Practice

As the nursing director of an oncology program you notice that the new **Standards of Care** describe a contemporary view of oncology nursing in which nurses play a more powerful role in providing multi-dimensional care that is **evidence-based, individualized, and holistic**, and involves **coordinating, facilitating, advocating** for the types of care and services that patients and families require across the cancer continuum. You note that this emphasis on the person with cancer differs somewhat from the disease focused emphasis of care in your program. You raise these observations at the next staff meeting and use examples from the oncology nursing literature to demonstrate how patients in your program would benefit from the introduction of the new **Standards of Care**. The nursing staff feel that the **Standards of Care** reflect important health needs of their patients and are enthusiastic about expanding their role to meet these needs! Over the next few months, you and the staff use the **Standards of Care** to develop a program mission statement about the philosophy and goals of nursing care. The staff and nurse educator create an action plan to support the development of nursing practice necessary to achieve these goals and you are successful in securing additional funding for these activities. As this process unfolds you see improvement in staff morale and increased attendance at weekly staff meetings and inservice education programs.



What are some of the benefits of using the Standards of Care, Roles in Oncology Nursing, and Role Competencies outlined in the standards document?

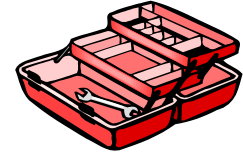
- Profession credibility and accountability
- Articulates the goals of nursing care, the enhanced role, and unique contribution of oncology nurses in the delivery of cancer care
- Emphasizes the importance of patient-focused care and describes the types and levels of oncology nursing care that Canadian patients and families are entitled to receive
- Distinguishes different types of oncology nursing roles and expectations for educational preparation and role performance.

REWARDS..... for using the standards document in your nursing practice or health care setting!!!

- Five **free** one year CANO memberships for the most original implementation applications.
- An individual, health care setting, or educational program must submit a two page summary, describing how the standards document was used in a specific project or initiative to enhance the development of the oncology nursing role. The summary should also provide examples of the positive outcomes or impact of the project on the nursing role and/or patient care. Members of the CONEP committee will judge entries for originality, impact, and professionalism.
- **Free** 1 year CANO membership to the first 5 health care settings who have provided educational sessions relevant to the standards document. Entrants must submit the advertisement flyer, list of attendees, and evaluation of the session.

Application Deadline to apply for these rewards: August 31, 2003

Submit application to: Chair, CONEP Committee, c/o CANO



RESOURCES!

1. Canadian Oncology Nursing Education Project (CONEP) Committee

The standards document is a national CANO initiative developed by the Canadian Oncology Nursing Project or CONEP. Members of the CONEP committee are available for consultation and support regarding the understanding and application of the new standards of care, delineation of specific types of oncology nursing roles, and role competencies.

Committee Members and Contact Information:

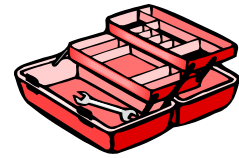
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2. Educational Resource: Power Point Presentation

A power point presentation on the Standards of Care, Oncology Nursing Roles, and Role Competencies can be utilized to develop and provide education sessions and materials.

The full sized slides can be downloaded **Free** from the CANO web page at www.cos.ca/cano/cano.htm

3. Additional copies of the Standards Document and Toolkit can be downloaded **FREE** from the CANO Web Page: www.cos.ca/cano/cano.htm



Order form for Additional Copies of CONEP Document:

PRICE PER COPY (Canadian) \$22.00 + 7% GST = 23.54 (except NS/NB/NFLD)
PRICE PER COPY (Canadian) \$22.00 + 15% HST = 25.30 (NS/NB/NFLD)

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