

Barts and The London NHS Trust

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Staff Nurse
(Band 5)

Specific HIV Outpatients Nursing
Competency Pack

Definitions of depth and breadth of Knowledge and Understanding

<p>Band 5 Foundation Gateway</p>	<p style="text-align: center;"><u>BASIC</u></p> <p>This refers to an essential or fundamental knowledge. At this level the most important facts, ideas or things connected with a subject should be known <i>e.g. being able to detect altered vital signs and seek appropriate help/intervention</i></p>
<p>Band 5 Second Gateway</p>	<p style="text-align: center;"><u>IN-DEPTH</u></p> <p>This refers to a detailed and thorough knowledge of specific areas, giving careful consideration to all details and aspects of a subject <i>e.g. being able to interpret the altered vital signs, think of the cause and initiate first line treatment / investigation according to guidelines/the patients plan</i></p>
<p>Band 6/7</p>	<p style="text-align: center;"><u>ADVANCED</u></p> <p>This refers to a global highly developed and complex knowledge dealing with more difficult and challenging concepts <i>e.g. being able to supervise others in the interpretation of the altered vital signs and initiation of treatment. Is able to teach the junior nurse about the guidelines/plan giving the rationale for choice/decisions</i></p>
<p>Band 7, 8</p>	<p style="text-align: center;"><u>EXPERT</u></p> <p>Having, involving or demonstrating great knowledge, skill or dexterity as the result of training and/or experience. At this level global superior knowledge and skill should be demonstrated <i>e.g. develops, teaches and evaluates clinical guidelines/patient plans (according to clinical setting), making collaborative decisions with medical staff and other members of the MDT as appropriate</i></p>

HWB1/Level 2 Plan, develop and implement approaches to promote health and wellbeing and prevent adverse effects on health and wellbeing

Indicators

The worker:

- a) works effectively with people to identify their concerns about health and wellbeing and the target groups for any approaches
- b) identifies how the health and wellbeing of the target group can be improved through promotion and/or prevention approaches consistent with legislation, policies and procedures
- c) involves people in the target group in the planning and development of the approaches
- d) designs approaches that are based on evidence and the interests of the target group
- e) enables people to participate effectively in the promotion of their health and wellbeing and the prevention of adverse effects
- f) acts as a resource for improving health to the people in the target group keeping a record of what has been done
- g) reviews with people from the target group the effectiveness of the approaches in improving their health and wellbeing.

Competency & Criteria (Examples of application)

Foundation Gateway:

Demonstrates knowledge or the transmission dynamics of HIV.

Demonstrates an understanding of maintaining a healthy lifestyle and how this relates to HIV.

Reflects on, and evaluates, the effectiveness of own health promotion activity.

Makes appropriate referrals when the limits of own health promotion knowledge are reached.

Demonstrates an awareness of the health screening needs of people with HIV (e.g. Cervical Smears, hepatitis, sexual health, lipids, blood pressure) and ensures patients are aware of the need and rationale for health screening.

Demonstrates an awareness of the sexual health needs of people with HIV and understands the individual's right to sexual and reproductive fulfilment.

Assists in the assessment and treatment of the sexual health needs of patients living with HIV.

Undertakes nursing assessment in relation to maintaining health and healthy lifestyle including: recreational drug use, smoking and alcohol; diet; exercise; weight; adherence; stress management; sexual health; travel health; hygiene and prevention of infection.

Demonstrates an awareness of HIV/STI transmission risk and the resources available e.g. free condoms, leaflets, post exposure prophylaxis and the potential criminalisation of HIV transmission.

Refers individuals to appropriate healthcare workers (e.g. dietitian, health adviser, smoking cessation adviser) for specific health promotion interventions and risk modification discussions.

Identifies psychosocial factors that may affect the ability of individuals to adopt/maintain a healthy lifestyle and reports findings to care team for further management and onward referral.

Enables people to learn and develop skills

Demonstrates an awareness of local referral pathways for individuals needing skills building support.

Demonstrates an awareness of and refers to external organisations providing skills building courses and workshops.

Is able to provide Asymptomatic sexual health screening according to local policy and guidelines.

Proactively discusses sexual health with patients and encourages regular checks/screens as appropriate.

Undertakes a sexual health assessment as part of routine assessment of patients with HIV.

Second Gateway:

Demonstrates an understanding of issues relating to the sexual health needs of people living with HIV including: cultural and belief issues; confidentiality; role screening; women's and men's health issues; preconception advice; health promotion and is able to articulate them to the rest of the MDT as appropriate

Provides information, education and prevention advice to individuals and/or groups according to local need and defined role.

Accesses up-to-date information and clinical guidelines for the care and management of HIV.

Demonstrates knowledge of local referral pathways to specialist HIV services e.g. counselling, community care, palliative care and outpatient services.

Recognises individual needs in relation to how health promotion, information and education are provided to client's partners, family and friends.

	<p>Demonstrates an awareness of own role in supporting the learning environment (for patients/staff/carers) in the workplace.</p> <p>Demonstrates knowledge of relevant policies, protocols and guidelines, both local and national, which relate to the sexual health needs of people living with HIV.</p> <p>Utilises effective communication skills for the delivery of risk reduction messages.</p> <p>Demonstrates awareness of national and local immunisation policies for people with HIV and performs appropriate risk assessment.</p> <p>Demonstrates an understanding of the communication, negotiation, assertiveness skills and coping strategies required for individuals to self manage a long term condition.</p> <p>Demonstrates collaborative working and facilitates and supports decision making within the ethos of the expert staff and patient.</p>
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Ward/Dept: HIV Outpatients
Directorate: Infection & Immunity

Nursing Competency Record Sheet

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HWB2/Level 3 Assess health and wellbeing needs and develop, monitor and review care plans to meet specific needs

Indicators	Competency and Criteria (Examples of application)
<p><i>The worker:</i></p> <p>a) plans the assessment of people's <u>health and wellbeing needs</u> and prepares for it to take place</p> <p>b) explains clearly to people:</p> <ul style="list-style-type: none"> - own role, responsibilities and accountability - the information that is needed from the assessment and who might have access to it - the benefits and risks of the assessment process and alternatives approaches <p>c) respects people's dignity, wishes and beliefs; involves them in shared decision making; and obtains their consent</p> <p>d) uses <u>assessment methods</u> and processes of reasoning that</p> <ul style="list-style-type: none"> - are based on available evidence - are appropriate for the people concerned - obtain sufficient information for informed decision making - s/he has the knowledge, skills and experience to use effectively - are consistent with <u>legislation, policies and procedures</u> <p>e) considers and interprets all of the information available and makes a justifiable assessment of people's health and well-being, related needs and <u>risks</u> and explains the outcomes to those concerned</p> <p>f) develops and records care plans that are appropriate to the people concerned and:</p> <ul style="list-style-type: none"> - are consistent with the outcomes of assessing their health and wellbeing needs - identify the risks that need to be managed - have clear goals - involve other practitioners and agencies when this is necessary to meet people's health and wellbeing needs and risks - are consistent with the resources available - note people's wishes and needs that it was not possible to meet <p>g) monitors the implementation of care plans and makes changes to meet people's needs</p>	<p>Foundation Gateway:</p> <p>Demonstrates a Knowledge and understanding of, and can identify the major presenting signs and symptoms of acute and chronic HIV-related conditions and risks of illness associated with relevant CD4 counts.</p> <p>Identifies appropriate methods, techniques and equipment necessary to carry out assessment and prepares appropriately, taking into consideration any risk. Completes the nursing assessment of the patient's physical well-being and reports relevant findings to the care team.</p> <p>Records new information related to clinical assessment and passes it on to relevant colleagues in a timely manner.</p> <p>Encourages the patient's participation in the assessment process</p> <p>Participates in the development of a plan of care to meet the identified needs.</p> <p>Participates in the assessment of clinically stable patients on and off therapy as part of routine follow-up care within the outpatient or community setting</p> <p>Demonstrates an awareness and understanding of the psychological and emotional impact of an HIV/PID diagnosis on a newly diagnosed HIV/PID patient.</p> <p>Recognises own limitations and seeks advice from senior colleagues and refers appropriately.</p> <p>Demonstrates an understanding of the different spiritual needs of patient living with HIV/PID.</p> <p>Refers patients to relevant spiritual support as appropriate.</p> <p>Assesses plans, delivers and evaluates PID patient care using a holistic and individualised approach</p>

	<p>based on principles of best practice with supervision by the Band 6 Charge Nurse and Immunology Nurse Specialist.</p> <p>Identifies major signs and symptoms of HIV and risks of illness associated with relevant CD4 counts and PID Conditions</p> <p>Demonstrates the ability to carry out a nursing assessment of unwell patients, reports the assessment findings in the appropriate format to senior members of the team in a timely fashion.</p> <p>Recognises the more urgent presentation of HIV/PID and associated urgent antiretroviral issues</p> <p>Monitors individuals during assessment activities for significant change and acts appropriately.</p> <p>Describes own role in relation to the support and management of clinically stable patients.</p> <p>Discusses with patients the pros and cons of accessing nurse-led stable patient clinics and advises regarding access appropriately according to local protocols</p> <p>Is aware of the required routine blood test appropriate for stable patients according to local protocol.</p> <p>Is aware and can describe local PEP/SE provision.</p> <p>Demonstrates awareness of how staff and patients can access PEP/SE on a 24-hour basis across local and networked services.</p> <p>Second Gateway:</p> <p>Accesses evidence-based local/national clinical guidelines on the care and management of HIV-related conditions, co-infections and co-morbidities e.g. Hepatitis, TB, and metabolic problems.</p> <p>Demonstrates an understanding of the assessment of a patient presenting with palliative care needs.</p> <p>Is aware of the assessment needs of a patient who requires terminal care and the evidence-based tools available e.g. the Liverpool Pathway.</p>
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	<p>Understands the relevant social, cultural, lifestyle, diversity and sexuality issues of patients with HIV/PID that impact on their health and well-being, including adherence and sexual health etc.</p> <p>Demonstrates an awareness and understanding of the psychological and emotional impact of an HIV/PID diagnosis on a newly diagnosed HIV/PID patient, patients starting or switching therapy or a patient with acute, chronic or terminal conditions or palliative needs.</p> <p>Demonstrates an understanding of the impact of health beliefs on the self-management of HIV/PID, including adherence to medication.</p> <p>Is aware of the requirement to assess capacity to make decisions within the terms of the Mental Capacity Act.</p> <p>Completes a nursing assessment of spiritual needs and belief system needs promptly and appropriately.</p> <p>Assists the Immunology Nurse Specialist in teaching patients and carers in relation to identified health needs and home therapy training. Home therapy is for PID, including immunoglobulin and c1inhibitor replacement</p> <p>Demonstrates an ability to offer own insights into the well-being needs and wishes of the patient being assessed and offers own suggestions on the treatment that might be needed.</p> <p>Discusses and identifies own role within the overall assessment of patients presenting as unwell and can identify the activities to be undertaken through telephone and person-to-person assessment.</p> <p>Demonstrates an awareness of the needs of patients living with a long-term condition and the National Service Framework for Long-term Conditions.</p> <p>Demonstrates an understanding of treatment choices open to people with HIV co-infections and co-morbidities.</p> <p>Demonstrates an awareness of the impact of stigma on the social needs of a patient living or dying with HIV.</p>
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	<p>Completes a nursing assessment of the social care needs of a patient with HIV/PID.</p> <p>Is aware of the relevant agencies both statutory and voluntary providing social care and support for patients with HIV/PID.</p> <p>Understands the importance of sensitively assessing the family responsibilities, social network and support of a patient with HIV/PID.</p> <p>Demonstrates an awareness of the impact of stigma on the emotional and psychological needs of a patient living or dying with HIV.</p> <p>Provides an environment and opportunity to enable a patient with HIV/PID to express their emotional and psychological needs.</p> <p>Understands the referral process to local statutory and voluntary professionals and agencies that provide HIV/PID specialist assessment, support and advice e.g. health.</p> <p>Ensures an individual patient's beliefs are respected and their wishes understood at all times throughout the assessment process.</p> <p>Describes the local/network policy relating to the inclusion/exclusion criteria for stable patients whether on or off ART.</p> <p>Demonstrates an understanding of own role in managing patient with HIV co-infection and co-morbidities.</p> <p>Demonstrates an understanding of relevant policies and protocols in relation to HIV co-infection and co-morbidities.</p> <p>Demonstrates knowledge and skills in relation to education patients about different common co-infections and co-morbidities and healthy lifestyle choices.</p> <p>Is aware of national policies and guidelines that influence and inform PEP access and support.</p> <p>Describes own role in the support and management of people accessing PEP/SE.</p>
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HWB5/ Level 2 Provision of Care to meet the Health and Wellbeing needs of patients	
<p>Indicators</p> <p><i>The worker:</i></p> <ul style="list-style-type: none"> a) Discusses individuals' care plans and their health and well being needs with the care team and understands his/her own role in delivering care to meet those needs. b) Respects people's dignity, wishes and beliefs; involves them in shared decision making; obtains their consent for the care to be undertaken. c) Prepares appropriately for the care activities to be undertaken d) Encourages individuals to do as much for themselves as they are able e) Undertakes and records care activities as delegated and consistent with legislation, policies and procedures f) Promptly alerts the relevant person when there are changes in individuals' health and wellbeing or any possible risks 	<p>Competency and Criteria (Examples of application)</p> <p>Foundation Gateway:</p> <ul style="list-style-type: none"> Understands role of MDT and own role within it. Contacts appropriate HIV specialist personnel for advice and information about clinical issues. Ensures patient access to the relevant members of the MDT Participates in MDT meetings and discussions of patient care. Acts as an advocate for the patient as required. Understands the issues around confidentiality affecting people with HIV and is able to apply this to practice across a number of clinical settings. <p>Second Gateway:</p> <ul style="list-style-type: none"> Understands link between health and social care and the need to provide integrated care. Aware of the national standards on integrated health and social care in HIV Utilises referral pathways for inpatient and outpatient care in line with local care pathways Recognises the impact of HIV/AIDS stigma on the patient experience of living with HIV. Identifies when a patient disclosure of HIV diagnosis can be difficult and engages the MDT to assist patients with disclosure issues. Recognises difficulty in disclosing HIV diagnosis after death and acts as a patient advocate when this arises.

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HWB7/ Level 2 Interventions and Treatments					
<p>Indicators</p> <p><i>The worker:</i></p> <p>a) discusses the individuals treatment plan an their related condition/illness with the care team and understands his/her own role in delivering interventions and/or treatments within the plan</p> <p>b) respects individuals’ dignity, wishes and beliefs; involves them in shared decision making; and obtains their consent for the interventions and/or treatments to be undertaken</p> <p>c) identifies any specific precautions or contraindications to the proposed interventions/treatments and takes the appropriate action</p> <p>d) prepares for, undertakes and records interventions/treatments correctly, and in line with legislation, policies and procedures and/or established protocols</p> <p>e) supports and monitors people throughout promptly alerting the relevant person when there are unexpected changes in individuals’ health and well being or risks</p> <p>f) provides information to the team on how individuals’ needs are changing and feedback on the appropriateness of the individuals treatment plan when there are issues</p> <p>g) responds to, records and reports any adverse events or incidents relating to the intervention/treatment with an appropriate degree of urgency</p>		<p>Competency and Criteria (Examples of application)</p> <p>Foundation Gateway:</p> <p>Demonstrates an understanding of how ART works, drug classes, administration, times, dietary restriction and key side effects.</p> <p>Recognises common side effects particularly those requiring urgent attention and has awareness that these may be similar to HIV disease manifestations.</p> <p>Demonstrates awareness of the occurrence of drug interactions and knows how to access advice about interactions.</p> <p>Demonstrates an awareness of ART related blood tests and other relevant investigations, such as urinalysis, according to national an local protocols</p> <p>Demonstrates how to access help and advice on HIV treatments, their outcomes and side effects.</p> <p>Recognises when situations are detrimental to the correct administration of ART, such as nausea and vomiting and hospitalisation.</p> <p>Reports appropriately to the HIV specialist nurse, pharmacist or doctor if there are difficulties with ART administration.</p> <p>Identifies potential and actual problems with adherence.</p> <p>Explains treatments to a patient in a manner relevant to the patient’s own knowledge and understanding.</p> <p>Identifies the information needs of patients in relation to ART.</p> <p>Identifies how to access help for clients if they experience problems with ART both within and outside working hours.</p>			

	<p><i>Second Gateway:</i></p> <p>Demonstrates an in-depth knowledge of administration of ART including times, dietary restrictions, side effects, adherence assessments for Kivexa/Truvada/Combivir with NNRTI first line therapy.</p> <p>Correctly administers or advises patients on administration of 1st line ART (Kivexa/Truvada/Combivir with NNRTI)</p> <p>Able to implement and advise on self-medication programmes for first line therapy only (Kivexa/Truvada/Combivir with NNRTI)</p> <p>Assesses and triages problems associated with 1st line therapy medications and short term side effects.</p> <p>Assesses the patients information needs and develops plan of care to address those needs in relation to 1st Line Therapy.</p> <p>Demonstrates an understanding of relevant policies and protocols that relate to the provision of ART.</p> <p>Facilitates correct administration of ART in specialist and non-specialist settings, including self administration of medication according to local policies.</p> <p>Asks appropriate questions about adherence in relation to local adherence protocol and with regard to evidence base for health beliefs and other factors that influence adherence.</p> <p>Supports the administration and assessment of treatment regimens according to local protocols and policies and in conjunction with relevant members of the MDT.</p> <p>Demonstrates and understanding of physical and psychological needs of patients presenting with long-term side</p>
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	<p>effects and where to refer patients who need support.</p> <p>Demonstrates the ability to recognise long-term side effects of ART, such as lipoatrophy, lipodystrophy, raised lipids, cardiovascular disease risk factors, renal and liver dysfunction, metabolic and osteopenic disorders.</p>
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