

Cheshire and Merseyside
Heart Failure Competency record



Introduction

The competency framework is designed to be a rolling record of competency for development of nursing and clinical skill and education in support of the role of Community Cardiac and Cardiac Specialist Nurse Role within the community cardiac team.

The framework is based on a stage 1 to 4 development from beginner to expert/teacher within the team.

The document is designed to be universal for all grades of staff within the team and is to be completed as part of the introductory documentation when joining the team to identify areas of development for your supervising staff, after which it can be referred to within the PDR as a record of development within the heart failure role.

The document covers both the clinical aspects of the role along with organisational skills required to be an effective community practitioner.

Heart failure Nurse Details

Name.....

Job Role.....

Date commenced Framework...../...../.....

The framework outlines the competencies require for the Community Heart Failure and Specialist Heart Failure Nurse role and is in support of your Job description but will not cover all aspect of the Job description, and is not a replacement document.

How to Use the Framework

The aim of the framework is support the development of the learner to achieve the required levels of competencies to carry out the role of Community Cardiac Nurse/Specialist Cardiac Nurse.

Being competent defines a person who has acquired through training, qualification, experience or a combination of these, the knowledge and skills necessary to perform the task required.

The competencies in the frame work reflect the personal and professional development as a Cardiac Nurse as well as a documented record of achievement and should be used in the Cardiac Nurses PDR and portfolio to support their development and learning within the post.

The **assessor** will be a senior member of the Cardiac Nurse team who is deemed **level 4** on the required skill, although it is probable, it is not required to be the same nurse for each skill as there is a mixture of experiences with in the team.

Levels of Competence

Level	Definition
1	Nurse is working under the supervision of an appropriate assessor within the team, observing the required skill in practice/simulated environment
2	Working independently with patients, your assessor will then then meet you to discuss your planned actions as you do not have enough experience to practice this skill autonomously.
3	You are deemed competent by your assessor at this expanded role; you recognise your own limitation and make the appropriate referrals necessary. Competent to supervise Junior staff member.
4	Your knowledge base has developed to a level where you are now competent to assess junior member of the Cardiac Nurse team.

It is expected that the Community Cardiac Nurses (band 6) achieve level 2-3 in all competencies and that the Cardiac Specialist Nurses (band 7) will achieve level 3-4 in all competencies.

Timescale for Achieving the Competencies

As all people learn and develop at different rates it is important to set milestones and engage in one-to-one sessions with your assessor(s) in order to ensure that the learning needs are being met and that the learner is progressing appropriately.

Role of the Cardiac Nurse Learner

It is the learner's responsibility to ensure that they meet their required competencies and that once they have achieved level 3 or above in a competency that they are comfortable in the delivery of the skill in their practice, and that they maintain that skill in practice.

Role of the assessor

It is the role of the assessor to ensure that the learner is exposed to the required competencies in practice and that they are supported in their learning in a way which is both safe for the patient and for the practitioner in order to achieve level 3 or above.

Register of Assessors

Name	Position	Signature	Initials

Record of Academic Achievements

Below is a record for your academic achievements to support your level 3 and 4 competencies there are core components which are essential and desirable to support your practice as a Community Cardiac/Cardiac Specialist Nurse.

There are spaces left for you to complete with related modules you may have completed which support your competencies.

Modules/Course	Date Completed	Institution /education provider
Non- medical Prescribing (NMP)		
Clinical Examination		
Heart Failure		

Competencies	Level 1	Level 2	Level 3	Level4
	Under supervision	With minimal Assistance	Independent	Competent to assess others
Explains the role of the cardiac nurse and their responsibility toward the patient				
Respects the diversity and the culture of the patients				
Uses a structured approach toward history taking				
Explores all patient problems and complaints				
Identifies other conditions and has the ability to manage other related conditions to acceptable levels.				
Able to adapt the history taking to different situations.				
Involves the patients relatives/carers appropriately				
Recognises own limitations and acts appropriately				
Documents findings in a legible and structured manner				

Communication and History Taking

Competencies	Level 1	Level 2	Level 3	Level 4
Applies relevant rationale for ordering investigations and tests				
Provides suitable and timely follow up based on findings				
Involves other specialist input appropriately i.e. renal, palliative, respiratory				
Facilitates patient empowerment and self-management of condition				
Offers reassurance to patient and relatives/carers				
Completes a structured letter to communicate findings and management plans to other health care providers.				
Provides patient with supporting information/ literature/websites				
Provides time for the patient/carer to ask questions				
Maintains confidentiality, both verbally and in written documentation.				

Patient Heart Failure Specific Physical assessment

Competencies	Level 1	Level 2	Level 3	Level 4
Completes the assessment in a logical manner				
Obtains relevant information from patient				
Able through good communication skills to assess patients general lifestyle and health status				
Able to safely and correctly use the available equipment <i>i.e.</i> <i>Sphygmomanometer, Spo2 monitor.</i>				
Able to perform a Cardiovascular examination and document the findings				
Able to identify signs of fluid overload in the Heart Failure Patient				
Respects dignity and privacy at all times whilst performing patient examination				
Able to interpret the results of the examination and take appropriate action.				
Able to communicate the findings of the examination to the patient/carer				

Competencies	Level 1	Level 2	Level 3	Level 4
Able to identify when a referral to another specialist or team is required				
Makes appropriate referral for investigations based on their findings i.e Blood tests, ECG, 24 hr tape				
Is able to advise the patient on the action plan and any investigations ordered based on the findings.				
Provides time for the patient/carer to ask questions				
Identifies limitations to knowledge and takes appropriate action				
Able to complete the patient record with clinical findings (paper/electronic)				
Able to initiate urgent/emergency transfer to hospital if required				

Heart Failure Knowledge

Competencies	Level 1	Level 2	Level 3	Level 4
The nurse is able to explain the pathophysiology of the patient's condition in a way in which the patient is able to understand.				
The nurse is able to understand the process of Diagnostic testing and is able to explain this to the patient.				
The nurse is able to understand the results of diagnostic testing and plans for care and is able to relay this in a way the patient understands.				
The nurse is able to identify and understand the effects of comorbidities on the patient condition.				
The Nurse is able to identify and educate the stable patient in decompensation and rescue tools.				
The nurse is able to safely identify when patient are safe for discharge from the service.				

Medications for Heart Failure – Beta-blockers

Competencies	Level 1	Level 2	Level 3	Level 4
Demonstrates understanding of the rationale for use of Beta blockers				
Demonstrates knowledge of the agents licensed for use in heart failure and the regime for use				
Able to identify patients for the whom the treatment is suitable				
Able to safely titrate the dose to maximum dose or maximal tolerated dose, shows understanding of when to discontinue therapy				
Aware of possible drug interactions				
Able to communicate the prescribing decisions to related health care professionals with rationale.				
Knowledge of when to use yellow card reporting.				

Medications for Heart Failure – ACE inhibitors

Competencies	Level 1	Level 2	Level 3	Level 4
Demonstrates understanding of the rationale for use of ACE inhibitors				
Demonstrates knowledge of the agents licensed for use in heart failure and the regime for use				
Able to identify patients for the whom the treatment is suitable				
Able to safely titrate the dose to maximum dose or maximal tolerated dose, shows understanding of when to discontinue therapy				
Aware of possible drug interactions				
Able to communicate the prescribing decisions to related health care professionals with rationale.				
Knowledge of when to use yellow card reporting.				

Medications for Heart Failure – Mineralocorticoid Receptor Antagonists (Spironolactone/Eplerenone)

Competencies	Level 1	Level 2	Level 3	Level 4
Demonstrates understanding of the rationale for use of medication				
Demonstrates knowledge of the agents licensed for use in heart failure and the regime for use				
Able to identify patients for the whom the treatment is suitable				
Able to safely titrate the dose to maximum dose or maximal tolerated dose, shows understanding of when to discontinue therapy				
Aware of possible drug interactions				
Able to communicate the prescribing decisions to related health care professionals with rationale.				
Knowledge of when to use yellow card reporting.				

Palliative and End of life care

Competencies	Level 1	Level 2	Level 3	Level 4
Able to identify patients who require palliative/End of life care and can implement the local pathway				
Discusses individual cases with members of the multidisciplinary team involved with patient care i.e. GP/Community Matron/Cardiologist and the family/carers to determine when palliative care is appropriate				
Assess the individual and family/carers needs for information and involvement indecision making				
Provide psychological support and refer to other agencies if required				
Identify social needs and liaise with social services as required				
Able to discuss with the patient and plan for deactivation of devices as necessary				
Knowledge and application of symptom control and the ability to advise patient, family and other member of the primary care team.				

Practical skill base

Competencies	Level 1	Level 2	Level 3	Level 4
Competency in Venepuncture in accordance with local policy and training				
Correctly record a 12 lead ECG (Not essential but desirable skills for the Cardiac Nurse)				
Basic interpretation in 12 Lead ECGs – Sinus Rhythm Atrial Fibrillation LBBB AV Node blocks (Not essential but desirable skills for the Cardiac Nurse)				
Safe use of the AliveCor ECG patient bedside device (Not essential but desirable skills for the Cardiac Nurse)				

Any additional Comments

Identified Learning needs			
On initial review	Follow up review (within 18months)	Date Completed	Any other issues raised

Mentor comments

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