

What to expect and what is expected!

A competency framework for Band 6 Clinical Nurse Specialists (CNSs) in Palliative Care.

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Background:

Specialist Palliative Care Services across Tayside recognised inequalities in the level of induction provided for Clinical Nurse Specialists (CNSs) across Tayside. A short life working group was established to update the induction programme for Band 6 CNSs to provide consistency, guidance and structure. The absence of a national or local competency framework prompted the group to look at developing this for their service.

Aim:

To improve consistency in training education and clinical practice by developing a competency framework for Clinical Nurse Specialists working in Specialist Palliative Care in Tayside.

Method:

A short life working group was developed to look at what induction and orientation looked like across Tayside Specialist Palliative Care Services. Based on feedback from existing staff, gaps were identified.

National documents/information were used to develop the competency framework.



Results:

TAYSIDE SPECIALIST PALLIATIVE CARE SERVICE - Clinical Nurse Specialist (Band 6)

"Reviewing the Framework allowed me to identify gaps in my own knowledge."
CNS

"Good to have guidance about what is expected in my role."
CNS

"I found the competency framework useful as a reflective tool, enabled me to think about my practice in a structured way and identify areas of strength and improvement."
CNS

"The framework offers Band 6 CNSs to identify/explore/enhance their role and can be used to support annual Turas appraisals."
Team Leader

"A great way to evidence and advance Nurse Autonomy."
Clinical Coordinator

"The virtual questionnaire was simple to complete, and easy to compare previous results. It's encouraged me to think about what I can do to become a more effective practitioner."
CNS

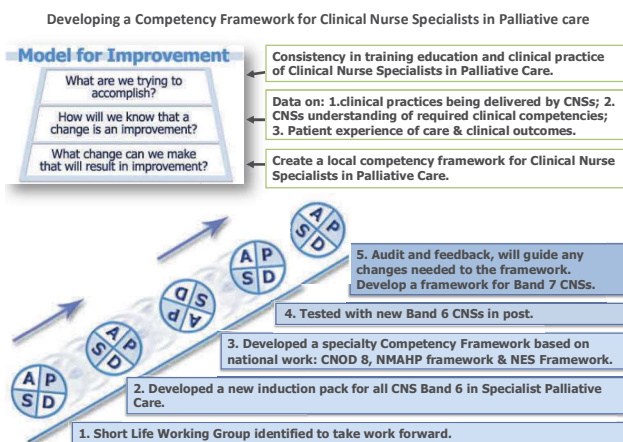
Conclusions:

There is a national drive to develop a competency framework for the role of Clinical Nurse Specialists.

Until a national framework becomes available, it is essential that CNSs in Specialist Palliative Care know what is expected of them by the organisation and what to expect when new in post.

A structured framework of expected competencies ensures consistency in training, education and practice. From a CNS perspective this provides guidance to help them develop and flourish in all 4 Pillars of Practice. It provides governance and assurance to the organisation that the CNS is competent in their role. It can guide training and education requirements and support workforce and succession planning.

Process Change:



Next Steps:

- ❖ To test the framework and capture audit and feedback.
- ❖ Support with portfolio and annual TURAS appraisal.
- ❖ Develop a competency framework for Band 7 CNSs in Specialist Palliative Care.

Key Reference Material:

- Chief Nursing Officer Directorate (CNOD) Paper 8.
- Nursing, Midwifery and Allied Health Professionals (NMAHP) Development Framework.
- Palliative and end of life care: enriching and improving experience.