

Competency Assessment Tool for Management of Central Venous Access Devices (CVADs) 2009

Guidelines for use:

- In assessing competence, a combination of assessment methods may be utilised including clinical questioning/interview and observation.
- During assessment, for each criterion listed below, choose one indicator that best describes the candidate's performance. Circle the number representing the chosen indicator.
- The sum of scores for each item is obtained to determine an overall score. This score will correspond with a band level description of the candidate's overall performance (Refer to page 7) to validate the performance level rating.
- The assessor may prompt the candidate throughout the observation. Such action should be recorded in the comments section. Prompting suggests that the candidate is not yet independent and requires supervision. The rating given should reflect this by circling only the score that the candidate can perform independently.
- For further information please view the Assessment Fact Sheet: Performance Assessment using Competency Assessment Tools.

At the completion of this assessment the specialist cancer nurse (SCN) should, with respect to management of CVADs:

- Demonstrate an understanding of the rationales for and mechanisms involved in cancer therapies (including central venous access device placement) and their related clinical effects, both acute and delayed.
- Undertake and document a comprehensive and timely assessment of current and potential effects and complications arising from having cancer, and cancer control efforts using a systematic, evidence-based approach.
- Anticipate, monitor and respond to potential adverse events associated with cancer and cancer control efforts using current evidence.
- Communicate effectively with the person affected by cancer and other members of the health care team to facilitate timely and comprehensive assessment and identification of current and potential adverse effects of having cancer and cancer control efforts.
- Collaborate with people affected by cancer and other members of the health care team, in planning and implementing care to prevent, minimise and manage the acute and delayed effects of having cancer and cancer control efforts.
- Demonstrate knowledge of and adherence to treatment protocols and clinical guidelines including non-pharmacological treatments, in the context of cancer control.
- Demonstrate safe and effective use of clinical procedures and technologies in the provision of optimum care .

Competency Domain: Professional practice

This domain comprises competencies that reflect the SCN's ability to develop professionally, participate effectively in clinical governance and influence cancer control efforts at the systems level.

Criteria	Indicator	Comments
1.1 Abides by legislation, guidelines and professional standards relevant to scope of practice	<p>0 Does not identify legislation, guidelines and professional standards relevant to managing a CVAD</p> <p>1 Practice reflects recall of local policy and procedure relevant to managing a CVAD</p> <p>2 Practice and rationale reflects appreciation of local policy, guidelines and professional standards relevant to managing a CVAD</p>	
1.2 Adheres to infection control guidelines	<p>0 Infection control compromised</p> <p>1 Practice reflects recall of local policy, guidelines and procedure relevant to managing a CVAD</p> <p>2 Practice reflects local policy and procedure relevant to managing a CVAD, supports practice with evidence based explanation</p>	
1.3 Explains interventions with individual to obtain consent for interventions	<p>0 Consent not obtained</p> <p>1 Describes procedures, consent obtained</p> <p>2 In obtaining consent, acknowledges the rights of people affected by cancer OR advocates for individual with regard to consent issues</p>	
1.4 Completes the requirements for reporting and documenting interventions	<p>0 Reporting and documentation incomplete</p> <p>1 Practice reflects recall of local policy for documenting and reporting CVAD management</p> <p>2 In accordance with local policy, documents and reports CVAD management in a timely, objective and accurate manner, reports significant outcomes where appropriate</p>	
1.5 Disposes of waste safely and appropriately	<p>0 Does not identify legislation related to waste disposal</p> <p>1 Practice reflects recall of local policy relevant to waste disposal</p> <p>2 Practice reflects appreciation of local policy and legislation concerning waste disposal in the context of CVAD management</p>	

Competency Domain: Critical thinking and analysis

This domain comprises competencies that reflect the SCN's ability to practice within an evidence-based framework, participate in ongoing professional development, ensure optimal standards of cancer care and lead ongoing development of cancer nursing.

Criteria	Indicator	Comments
<p>2.1 Demonstrates sound knowledge to manage CVADs</p>	<p>0 Follows policy and procedure without inquiry</p> <p>1 Able to describe relevant anatomy and physiology, criteria for device selection, types of CVAD and clinical applications, pre/post insertion and maintenance care</p> <p>2 Demonstrates capacity to critique CVAD care against established standards and guidelines, manages complications effectively</p>	
<p>2.2 Commitment to learning is evident through preparedness to assist the general/ novice nurse with their clinical education needs or through completion of relevant educational activities</p>	<p>0 Ability to share knowledge with colleagues not demonstrated</p> <p>1 Practice reflects familiarity with local policy and procedure, clinically adept and willing to demonstrate skills for the benefit of new staff</p> <p>2 Comprehensive understanding demonstrated through explanation of the various controversial issues associated with CVAD management, makes or guides informed clinical decisions, engages others in discussion</p>	

Competency Domain: Provision and coordination of care

Provision and coordination of care relates to coordination, organisation and provision of nursing care. It includes the assessment, planning, implementation, and evaluation of care for people affected by cancer, and consists of the following four dimension:

- Disease and treatment related care
- Supportive care
- Coordinated care
- Information provision and education

Criteria	Indicator	Comments
3.1 Using appropriate language and demonstration, provides tailored education and supportive resources based on an assessment of individual need, capabilities, preferences and treatment protocol	<p>0 Does not assess individual's understanding of indication for device and care requirements</p> <p>1 Lists routine care requirements and demonstrates skills that individual/carer may be required to perform</p> <p>2 Using appropriate language and demonstration, provides tailored education and supportive resources based on an assessment of individual need, capabilities, preferences and treatment protocol</p>	
3.2 Assesses individual's vascular access needs	<p>0 Does not consider vascular access needs</p> <p>1 Identifies individual with ongoing intravenous access difficulties for CVAD insertion and makes recommendations OR is able to provide a rationale for indication for device placement</p> <p>2 Anticipates the need for device based on assessment of risks and benefits, considers the psychological and emotional impact of the insertion procedure and the ongoing presence of CVAD, likely compliance with CVAD maintenance</p>	
3.3 Conducts ongoing comprehensive assessment of CVAD in accordance with local policy	<p>0 Does not perform assessments</p> <p>1 Assesses site of device, dressing integrity and patency, vital signs, blood counts, common sites of infection, functionality and care requirements</p> <p>2 Conducts comprehensive individualised nursing assessment reflecting knowledge of pathophysiology and effects of CVAD insertion and placement, educational and compliance issues assessed</p>	

Criteria	Indicator	Comments
3.4 Prevents, detects and manages complications associated with CVADs, including sepsis, line occlusion, catheter fracture and malfunction	<p>0 Requires continuous prompts in the care of an individual with a CVAD</p> <p>1 Recognises signs and symptoms of complications and anticipates therapeutic strategies for management of these</p> <p>2 Implements proactive interventions to prevent and manage complications based on evidence, provides rationales</p>	
3.5 Collects and prepares equipment and the individual for procedures	<p>0 Equipment incomplete</p> <p>1 Practice reflects recalls local policy, equipment collected</p> <p>2 Equipment preparation complete, rationales for practice are provided. Practice promotes individual comfort and safety</p>	
3.6 Verifies individual's identity, allergy status, and that an appropriate medical order exists throughout procedures	<p>0 Does not verify patient identification, allergy status or orders</p> <p>1 Practice reflects recall of local policy</p> <p>2 Confidently uses a variety of techniques to verify orders, an individual's identity and allergy status before administration of medications/interventions</p>	
3.7 Accesses and de-accesses external catheters	<p>0 Inappropriate techniques employed</p> <p>1 Demonstrates slow or awkward techniques, occasional prompts required</p> <p>2 Demonstrates efficient and dexterous technique in accordance with policy, rationales for practice are provided</p>	
3.8 Changes dressing, injection ports and intravenous lines	<p>0 Inappropriate techniques employed</p> <p>1 Demonstrates slow or awkward techniques, occasional prompts required</p> <p>2 Demonstrates efficient and dexterous technique in accordance with policy, rationales for practice are provided</p>	
3.9 Performs blood collection from CVAD	<p>0 Inappropriate techniques employed</p> <p>1 Demonstrates slow or awkward techniques, occasional prompts required</p> <p>2 Demonstrates efficient and dexterous technique in accordance with policy, rationales for practice are provided</p>	

Criteria	Indicator	Comments
3.10 Flushes and locks device	0 Inappropriate techniques employed 1 Demonstrates slow or awkward techniques, occasional prompts required 2 Demonstrates efficient and dexterous technique in accordance with policy, rationales for practice are provided	
3.11 Removes external, non-tunnelled CVADs	0 Inappropriate techniques employed 1 Demonstrates slow or awkward techniques, occasional prompts required 2 Demonstrates efficient and dexterous technique in accordance with policy, rationales for practice are provided	
3.12 Accesses and de-accesses implanted ports	0 Inappropriate techniques employed 1 Slow and awkward techniques employed, occasional prompts required 2 Efficient and dexterous technique employed in accordance with policy, rationales for practice are provided	

Competency Domain: Collaborative and therapeutic practice

This domain comprises competencies reflecting the SCN's ability to develop effective collaborative relationships with people affected by cancer that will assist to maximise health outcomes, and to establish a collaborative approach to working effectively as part of a multidisciplinary team across the care continuum. These competencies include recognition of the critical interdependence between the roles of the SCN, other health professionals and organisations and the establishment of partnerships with people affected by cancer to maximise outcomes.

Criteria	Indicator	Comments
4.1 Effectively communicates with individual and multidisciplinary team	0 Communication is limited with individual and/or multidisciplinary team (MDT) 1 At ease in interactions with individual and MDT, evidence- based communication strategies promoting information exchange not attempted 2 Therapeutic relationships established and maintained with individual, needs are assessed, facilitates timely involvement of other team members in care	

Band Level Descriptors

Performance Level	Interpretation	Range
<p>COMPETENT</p> <p>Established competence as specialist cancer nurse</p>	<p>Complies with legislation relevant to cancer care. Explains and justifies practice in accordance with local policy. Evaluates and appraises treatment orders. Is cognisant of individual's specific condition, needs and preferences. Performs comprehensive and ongoing assessments. Is able to prevent and manage CVAD complications. Documents and reports across the care continuum. Is cognisant of controversies in practice and makes sound evidence-based clinical decisions. Confident and independent in procedures. Efficient and dexterous techniques demonstrated. Has a sound knowledge underpinning the management of CVADs, enabling support and education of people affected by cancer, junior health professionals and peers. Practices in a way that acknowledges the impact of cancer on the culture, dignity, values, beliefs of people affected by cancer.</p>	33 – 40
<p>COMPETENT</p> <p>Beginning competence as specialist cancer nurse</p>	<p>Identifies and follows standard policy requirements with some specificity to policy or individuals. Identifies and resolves unsafe situations. Nursing considerations limited to specific context but lack organisational/global perspectives. Requires occasional prompts to carry out routine processes and practice. Evolving technique demonstrated.</p>	20 – 32
<p>NOT YET COMPETENT</p>	<p>Knowledge of local policy and rationales for practice limited to recall. Limited focus on task, individual or context. Requires continuous directions or prompts to carry out routine procedures. Accuracy and technique not dependable.</p>	0 – 19

Management of Central Venous Access Devices Record of Competency Assessment

Candidate's Name: _____

Date of assessment: _____

Total Score: _____

Assessor's comments/ suggested areas for improvement:

(Circle appropriate score range)

Performance Level	Interpretation	Range
COMPETENT Established competence as specialist cancer nurse	Complies with legislation relevant to cancer care. Explains and justifies practice in accordance with local policy. Evaluates and appraises treatment orders. Is cognisant of individual's specific condition, needs and preferences. Performs comprehensive and ongoing assessments. Is able to prevent and manage CVAD complications. Documents and reports across the care continuum. Is cognisant of controversies in practice and makes sound evidence-based clinical decisions. Confident and independent in procedures. Efficient and dexterous techniques demonstrated. Has a sound knowledge underpinning the management of CVADs, enabling support and education of people affected by cancer, junior health professionals and peers. Practices in a way that acknowledges the impact of cancer on the culture, dignity, values, beliefs of people affected by cancer.	33 – 40
COMPETENT Beginning competence as specialist cancer nurse	Identifies and follows standard policy requirements with some specificity to policy or individuals. Identifies and resolves unsafe situations. Nursing considerations limited to specific context but lack organisational/ global perspectives. Requires occasional prompts to carry out routine processes and practice. Evolving technique demonstrated.	20 – 32
NOT YET COMPETENT	Knowledge of local policy and rationales for practice limited to recall. Limited focus on task, individual or context. Requires continuous directions or prompts to carry out routine procedures. Accuracy and technique not dependable.	0 – 19

Candidate's Signature: _____

Assessor's Name: _____

Assessor's Signature _____