

Nursing Council of Hong Kong
Core-Competencies of an Advanced Practice Nurse for Oncology Nursing
Developed by The Hong Kong Academy of Nursing under
the Voluntary Scheme on Advanced and Specialised Nursing Practice

The scope of core-competencies of an **Advanced Practice Nurse** builds on the 5 competence areas required of Registered Nurses:

Competence area 1: Professional, Legal and Ethical Nursing Practice

Competence area 2: Health Promotion and Health Education

Competence area 3: Management and Leadership

Competence area 4: Evidence-based Practice and Research

Competence area 5: Personal and Professional Development

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Oncology) is able to:</p> <p>(1) Apply nursing theories, evidence-based nursing knowledge, problem solving skills and therapeutic techniques to perform the advanced practice nursing role safely, legally, ethically and effectively;</p> <p>(2) Manage complex care for patients with complicated health conditions and refer aspects of care to other members of the health care team where appropriate;</p> <p>(3) Conduct case management services to meet multidisciplinary and multiple health care needs;</p>	<p>An advanced practice nurse (Oncology) needs to have knowledge of:</p> <p>A. Social and life sciences relevant to advanced oncology nursing practice, comprising carcinogenesis, immunology, genetic risk factors, pathophysiology, diagnostic measures, prognosis, classification, staging and histologic grading regarding different specific cancer types;</p> <p>B. Human rights and responsibilities in relation to advanced nursing practice;</p> <p>C. Macroscopic views of oncology care systems and models of healthcare;</p>	<p>An advanced practice nurse (Oncology) needs to have skills in:</p> <p>A. Assessment, examination, differential diagnosis, intervention and evaluation in advanced nursing practice in relation to chemotherapy, anticancer systemic therapy, radiation therapy, oncology symptoms / side effects / complications management, nurse-led oncology service;</p> <p>B. Analysis of complex situations in the unstable / complicated context of cancer diseases requiring high level professional judgments;</p> <p>C. Problem solving in volatile / complicated / ambiguous environments requiring critical thinking;</p>	<p>An advanced practice nurse (Oncology) needs to have the following attitudes:</p> <p>A. Proactive in adopting and exploring advanced nursing practice;</p> <p>B. Open-minded and willing to adopt new models in advanced care practice;</p> <p>C. Innovative in attempting to introduce breakthroughs in nursing practice;</p> <p>D. Assertive in constantly striving for excellence in the professional role;</p> <p>E. Client-centred, humanistic and holistic in caring processes;</p> <p>F. Decisive when facing complex practice situations; and</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
<p>(4) Act as a resource person and accept referrals for their clinical expertise;</p> <p>(5) Identify service gaps: design and implement care programmes and monitor outcomes;</p> <p>(6) Provide expert level support and guidance to nurses in their establishment of therapeutic and caring relationships with the client;</p> <p>(7) Participate in the development of nursing care delivery systems in collaboration with the client and multidisciplinary health care teams to achieve optimal outcomes;</p> <p>(8) Execute independent practice in oncology related specialty;</p> <p>(9) Articulate the obligations and rights of clients of advanced nursing practice;</p> <p>(10) Rapidly assess clients' unstable and complex health care problems through synthesis and appropriate prioritisation of historically and currently derived data;</p> <p>(11) Interpret screening and diagnostic tests and report in a timely manner to the health care team to devise management interventions;</p>	<p>D. Legal and ethical issues pertaining to advanced nursing practice to facilitate oncology care, comprising ethical principles in care impacted by cancer, legal obligations with regards to decision making and administration of high risk medications;</p> <p>E. Professional regulation of advanced nursing practice in respect to oncology;</p> <p>F. Professional nursing practice and expertise on par with international standards in relation to the advanced oncology practice area, comprising various anti-cancer treatment modalities including surgery, chemotherapy, anticancer systemic therapy, radiation therapy, concurrent combination therapy, blood and haematopoietic stem cell transplant; oncology disease and treatment management, oncologic emergencies; psychosocial dimensions of care; survivorship, rehabilitation, palliative and end of life care;</p>	<p>D. Undertaking advanced nursing therapeutics and communication appropriate to the illness and treatment episode in different settings including in-patient, out-patient, day-patient and home and / or community for oncology clients;</p> <p>E. Client engagement throughout the treatment / illness episode in the cancer disease journey;</p> <p>F. Interprofessional / Intersectoral collaboration; and</p> <p>G. Application and adoption of health technology and information technology in oncology care.</p>	<p>G. Accountable and responsible for advanced nursing practice.</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
<p>(12) Diagnose and manage acute and long term side effects or sequelae associated with cancer diseases or treatment while attending to the clients' illness experience;</p> <p>(13) Diagnose unstable, emergent and / or complex oncology problems whilst collaborating and consulting with the multidisciplinary health care team in accordance with the protocols;</p> <p>(14) Assess, monitor and adjust plans for continuous management of clients' health status by monitoring variations in wellness and illness from a curative to survivorship, supportive and / or palliative care focus in accordance with the cancer treatment regimens or protocols;</p> <p>(15) Provide emotional and informational support to clients and their families to facilitate their coping and / or recovery through the illness episode in their cancer; and</p> <p>(16) Communicate a sense of "being present" with the clients and their families to facilitate their acceptance of the cancer illness and increase their confidence for fighting and managing the cancer disease.</p>	<p>G. Advanced nursing therapeutics comprising oncology disease symptoms and treatment-related acute and long term side effects; pharmacological and non-pharmacological interventions; nurse-led oncology service - health assessment, care planning, delivery of nursing interventions, and evaluation of interventions;</p> <p>H. Advanced communication skills to facilitate execution of nursing therapeutics and support to clients appropriate to the illness and treatment episode through different phases in their cancers; and</p> <p>I. Health / information technologies in relation to advanced nursing practice and their applications in oncology care.</p>		

Competence area 2: Health Promotion and Health Education

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Oncology) is able to:</p> <ol style="list-style-type: none"> (1) Integrate health status, disease prevalence, and scientific information to tailor make health education and health promotion activities for various target client groups in oncology; (2) Appropriately adopt and use the media, advanced technologies and community networks to promote health for different clients or target groups in oncology; (3) Organise, implement and evaluate health promotion and disease / side effect prevention interventions according to the priority health problems or needs assessment results; (4) Collaborate with different stakeholders and service providers to address oncology health issues of individuals and communities and contribute to policy development; (5) Appraise critically the effectiveness of health education and health promotion activities; (6) Contribute to best practice and goals of health promotion; (7) Provide leadership in developing health promotion capacities of individuals and teams; 	<p>An advanced practice nurse (Oncology) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Assessment of health status, social determinants of health and high risk health behaviours; B. Epidemiology and disease prevalence, mortality, morbidity and survival rates of cancers and the associated side effects and complications; C. Health informatics, information and communication technology; D. Local and cross-territory strategies of health promotion, prevention, early detection and screening of cancer diseases and the associated side effects and complications in the oncology practice area and their impacts; and E. Approaches and strategies for social marketing, health promotion and disease prevention taking into account the latest evidence for behavioural, social, environmental and cultural factors. 	<p>An advanced practice nurse (Oncology) needs to have skills in:</p> <ol style="list-style-type: none"> A. Community health and needs assessment of oncology clients; B. Adopting and using advanced communication approaches in individual client interviewing, counselling, and empowerment, as well as in public speaking and presentation; C. Advocacy, influencing, negotiation and lobbying; D. Data analysis in health and epidemiology, needs assessments and evaluations; E. Planning and implementing cancer disease / side effects prevention and health promotion programmes targeting issues relevant to improved treatment compliance and clinical outcomes in oncology; and F. Using advanced information technology to design and deliver health education and health promotion in cancer care. 	<p>An advanced practice nurse (Oncology) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Committed to advocating health; B. Proactive in identifying clients' health and learning needs; C. Positive and innovative in meeting identified needs; D. Concerned about contemporary health issues affecting the individual and the community; E. Active in participating in activities for health education and health promotion at local, national and ecological levels; F. Committed to protecting the health of the individual and community; and G. Role modelling for health optimisation.

Competence area 2: Health Promotion and Health Education			
Ability	Knowledge	Skills	Attitude
<p>(8) Review medication regimes for cancer therapy and symptom relief, and counsel clients and their families concerning drug regimens, drug side effects, interactions and self-management measures;</p> <p>(9) Use human skills to enhance therapeutic relationships between the health care providers, clients and families;</p> <p>(10) Apply principles of self-efficacy and empowerment in promoting clients' positive behaviour and restoration of health; and</p> <p>(11) Coordinate and liaise effectively with other health providers in different facilities and various sectors when providing chemotherapy, radiotherapy, haematology malignancy therapy, surgery, supportive or palliative therapy through the cancer treatment episode.</p>			

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Oncology) is able to:</p> <p>(1) Demonstrate effective managerial and leadership skills in the promotion of high quality standards and quality improvement;</p>	<p>An advanced practice nurse (Oncology) needs to have knowledge of:</p> <p>A. Advanced management and leadership in health care;</p>	<p>An advanced practice nurse (Oncology) needs to have skills in:</p> <p>A. Applying advanced management and leadership in oncology care;</p> <p>B. People and resource management;</p> <p>C. Project management;</p>	<p>An advanced practice nurse (Oncology) needs to have the following attitudes:</p> <p>A. Positive towards challenges;</p> <p>B. Proactive and assertive with new challenges;</p>

Competence area 3: Management and Leadership

Ability	Knowledge	Skills	Attitude
<p>(2) Assess the need for change and lead changes to make an impact on patient care and service delivery systems;</p> <p>(3) Participate in health care policy formulation in partnership with other health care team members and community sectors;</p> <p>(4) Manage risks, crises and emergency situations specific to the oncology advanced practice area;</p> <p>(5) Build the culture and systems to ensure safe and effective care delivery and work environments;</p> <p>(6) Lead the team to facilitate team processes and work across sectors and professions to cultivate a caring and supportive culture;</p> <p>(7) Optimise resource utilisation and facilitate the provision of an accessible, effective and efficient service; and</p> <p>(8) Enhance staff development and contribute to manpower planning to ensure smooth service operations.</p>	<p>B. Concepts associated with the vision, goals, objectives, strategies, governance and safety mechanisms in clinical practice of cancer therapy to ensure best outcomes, care quality, safety, and their implications for management;</p> <p>C. Policy development, implications and review processes with respect to oncology;</p> <p>D. Politics in health care and oncology nursing;</p> <p>E. Resource management; and</p> <p>F. Risk management and quality improvement in advanced oncology nursing practice.</p>	<p>D. Building cultures for positive work environments, morale and performance to support advanced oncology practices;</p> <p>E. Political astuteness in influencing and lobbying;</p> <p>F. Conflict resolution, negotiation and mediation; and</p> <p>G. Risk management and quality improvement for advanced oncology nursing practice.</p>	<p>C. Supportive and facilitative to colleagues and clients;</p> <p>D. Open-minded and objective, adopting a broad vision and global view;</p> <p>E. Collaborative in building collegiality and team optimisation;</p> <p>F. Fair in addressing equity;</p> <p>G. Decisive in management decisions; and</p> <p>H. Accountable and responsible.</p>

Competence area 4: Evidence-based Practice and Research

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Oncology) is able to:</p> <ol style="list-style-type: none"> (1) Utilise principles of epidemiology and demography and research findings to identify service and practice areas and to evaluate current practice for further improvement in oncology care and practice management; (2) Appraise critically and reflectively health care research findings to support evidence-based oncology practice; (3) Identify issues to initiate and participate in nursing research; (4) Lead and support the review and development of evidence-based guidelines, protocols and clinical pathways; (5) Use best evidence to enable practice innovation, adoption of advanced technology and shape decision making; (6) Benchmark various care programmes with evaluative outcome measures; and (7) Initiate and implement quality improvement strategies and clinical audits in collaboration with the multidisciplinary team regarding a range of issues from direct clinical services to occupational safety in cancer treatment. 	<p>An advanced practice nurse (Oncology) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Best available evidence and new knowledge in respect to chemotherapy, systemic therapy, radiation therapy, disease/ site-based cancer case management, and symptom management; B. Relevance and appropriateness of various research designs in relation to the study objectives to generate evidence to inform oncology practice; C. Implementation science to translate evidence into oncology practice; and D. Understanding of the purpose and design of research studies including the types and phases of clinical trials with respect to oncology drug trials and interventional therapies. 	<p>An advanced practice nurse (Oncology) needs to have skills in:</p> <ol style="list-style-type: none"> A. Critical analysis and interpretation of research findings, and dissemination of research outcomes; B. Application of evidence to substantiate / negotiate / influence advanced health care interventions in oncology areas; and C. Using evaluation tools to assert and facilitate evidence-based changes. 	<p>An advanced practice nurse (Oncology) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Proactive in initiating evidence-based practice and research; B. Inquisitive in identifying knowledge/practice gaps and new horizons for care processes; C. Creative and innovative; and D. Scientific in critically reviewing and adopting evidence-based findings.

Competence area 5: Personal and Professional Development

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Oncology) is able to:</p> <ol style="list-style-type: none"> (1) Accept accountability for increased responsibility in the advanced oncology practice area; (2) Maintain competence as an advanced practice nurse, identify their own professional strengths and limitations, and promote continuous development in the advanced oncology practice area; (3) Uphold nursing as a profession and act as a key member of the health care team; (4) Supervise, educate and support the socialisation of nurses, act as a role model and set exemplary standards for professional behaviours; (5) Articulate and promote the image and roles of advanced practice nurses to facilitate collaboration and referrals in professional and community contexts; and (6) Be supportive to staff with their emotions and grief associated with nurse-client relationships. 	<p>An advanced practice nurse (Oncology) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Philosophy and scope of practice in the advanced oncology practice area; B. Professional organisations facilitating the growth of the profession and their members; and C. Healthcare landscape, legislation and political climate for maximising advanced nursing practice in oncology. 	<p>An advanced practice nurse (Oncology) needs to have skills in:</p> <ol style="list-style-type: none"> A. Maintaining their own holistic well-being; B. Critical self-reflection for continuous improvement; C. Coaching and mentorship to nurture and prepare the next generation of nurses; D. Public speaking and presentation; and E. Professional networking and exploration of potential opportunities for intra- and inter-disciplinary collaboration. 	<p>An advanced practice nurse (Oncology) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Enthusiastic and positive towards life, human beings, society and health, safeguarding optimal health and promoting quality of life; B. Visionary and passionate towards advanced nursing practice; C. Open to learning and extending their horizons; D. Committed to continuous learning in advanced oncology nursing practice; and E. Supportive of professional organisations which develop advanced nursing practice in oncology.