

MyelomaAcademy™

..... ★

The Myeloma Nursing Competency Framework

CONTENTS

★ Using the Framework	3
★ Section one:	
KSF dimensions and myeloma-specific skills and knowledge	7
Competency Assessment Form	11
★ Section two:	
Core nursing competencies and myeloma-specific competencies	13
Core nursing competency 1: Collaborative working	14
Core nursing competency 2: Patient assessment	17
Core nursing competency 3: Patient safety	19
Core nursing competency 4: Pain management	22
Core nursing competency 5: Responding to changes in condition	25
Core nursing competency 6: Self-management	28
Core nursing competency 7: Meeting holistic needs of patients	30
Core nursing competency 8: Continuity of care	31
Core nursing competency 9: Transplant management	33
Core nursing competency 10: Accountability for practice	34
★ Appendix I: Background to the Framework	35
★ Appendix II: Monitoring and evaluation	37
★ References	38



Using the Framework

The Myeloma Nursing Competency Framework aims to:

- ★ Provide UK standards which outline the knowledge, skills and behaviours required by nurses involved in the treatment, management and care of myeloma patients.
- ★ Improve the patient experience by maximising the therapeutic alliance between the patient, doctor and nurse.
- ★ Reflect the increasing shift of treatment, management and care to community settings.

Nursing competency - novice to expert

The Framework outlines the knowledge, skills and behaviours required by nurses of all Bands who are involved in the treatment, management and care of myeloma patients and enables nurses to identify, describe and demonstrate their competence.

The aims of the Framework

The Myeloma Nursing Competency has been developed to enable nurses at all levels to demonstrate that they are equipped with the knowledge, skills, behaviours and competencies required to deliver the highest quality of treatment, management and care to all myeloma patients and their families in the UK.

How to use the Framework

The Framework has been developed in line with the NHS Knowledge and Skills Framework and current UK nursing practice and is appropriate for use in all four UK home nations.

The Framework can be used by nurses at any level involved in the treatment, management and care of myeloma patients.

The Framework is relevant for all stages of myeloma in both acute and community care settings including:

- ★ Diagnosis
- ★ Hospital care
- ★ Primary care
- ★ Treatment
- ★ Decisions about clinical trial participation
- ★ Management of symptoms and complications
- ★ Rehabilitation
- ★ Pre and post transplant care
- ★ Palliative and end of life care

The role of the nurse in myeloma treatment

Nurses have the following important roles to play in myeloma treatment, management and care :

- ★ A key member of the multidisciplinary team (MDT)
- ★ Ensuring that nursing goals reflect the changing nature of myeloma as it progresses and as treatment, management and care are adapted to account for individual patient circumstances and characteristics
- ★ Providing targeted information in the right format, at the right time to:
 - ★ enable patients and their families to make informed decisions about their treatment, management and care
 - ★ ensure patients are more in control of their cancer
 - ★ support patients to recognise the importance of treatment compliance and reporting of side-effects, ensuring prompt resolution of any issues

The role of the nurse specialist in myeloma treatment

As well as those roles outlined previously, the myeloma nurse specialist will have additional responsibilities to:

- ★ Be the patient's main point of contact, coordinating treatment, management and care
- ★ Ensure continuity of treatment, management and care throughout all care settings
- ★ Use advanced skills in communication and education to support patients, their carers and families at all stages of myeloma
- ★ Have the experience and judgement to assess patients' physical and psychological responses to treatment and be able to take appropriate action in a timely way
- ★ Contribute to achieving the best outcomes for the patient
- ★ Act as a source of expertise for a wide range of clinical staff involved in the treatment, management and care of myeloma patients but not necessarily myeloma specialists or routinely encountering myeloma patients

MYELOMA: AN INTRODUCTION

Myeloma is a rare, complex and heterogeneous cancer of the bone marrow. It is characterised by a wide range of comorbidities and serious clinical complications including bone fractures, anaemia and kidney damage.

Myeloma comprises 2.0% of overall cases of cancer in the UK and is the second most common blood cancer with 5,500 people diagnosed per year^[1], and is about 1½ times more common in men than women and twice as common in Afro-Caribbean groups compared to the Caucasian population.

There are approximately 12,500 people in the UK with myeloma at any one time^[2]. Myeloma typically occurs in older people, with a median age at diagnosis of 70, meaning that many patients have comorbidities which may impact on their treatment, management and care plans^[3]. There is no clear geographic distribution of

myeloma but there are marked variations in incidence between ethnic populations ranging from 3.9/100,000 in Chinese to 12.7/100,000 in African individuals^[4].

Recent advances in myeloma treatment mean that myeloma patients are living longer and can have a greater proportion of treatment delivered in an outpatient or community setting^[5]. However, whilst treatment options and overall survival figures have improved considerably in the last decade, myeloma typically runs a course of multiple remissions and relapses and still has an ultimately fatal outcome for patients.

The complex clinical features of myeloma and the range of complications associated with it means that the treatment, management and care of myeloma patients is challenging, requiring input from a broad range of healthcare professionals in which nurses play a vital role.

Using the Framework

SECTION ONE: APPLICATION OF KNOWLEDGE AND SKILLS FRAMEWORK DIMENSIONS TO MYELOMA

- ★ Section one sets out how the NHS Knowledge and Skills Framework (KSF) can be applied to myeloma. Nurses encountering myeloma patients for the first time may be competent in many of the KSF dimensions appropriate for their Band, but will benefit from understanding how the KSF dimensions translate to myeloma specifically.

SECTION TWO: APPLICATION OF CORE NURSING COMPETENCIES TO MYELOMA-SPECIFIC COMPETENCIES

- ★ Section two of the Competency Framework demonstrates how core nursing competencies translate to the competencies for the treatment, management and care of myeloma patients. This section acknowledges that, irrespective of Agenda for Change Band, any nurse new to the field of myeloma will need to identify and assess areas for development.

Competency assessment process

Nurses should examine the competency statements in both sections, working with their clinical supervisor or medical mentor as appropriate, to judge where they fit within the Framework and to identify what individual training or development they require. It is expected that Band 5 – 6 nurses will be appraised by the clinical nurse specialist and Band 7 and 8 nurses will be appraised by a consultant or a medical mentor. It is suggested that steps 1 – 4 outlined below should be followed when using the Framework.

Step one: Nurses and their clinical nurse specialist/medical mentor identify a competency or standard of practice that needs to be achieved.

Step two: Nurses and their clinical nurse specialist/medical mentor identify how and by when the identified competencies are to be assessed and achieved.

Step three: Nurses collect evidence to demonstrate how relevant competencies have been met.

Step four: Nurses and their clinical nurse specialist/medical mentor evaluate whether the competency has been achieved, and reflect on any further development, necessary actions and ongoing assessment.

Collecting evidence to demonstrate competence^[6]

Nurses are responsible for developing their own portfolio of evidence for each competency in order to demonstrate that they have achieved the identified/desired level. Forms of evidence that can be used include case histories, self-appraisal via a reflective diary, 360-degree feedback, verification of practice and structured observation of practice.

When gathering evidence it is important for nurses to:

- ★ Ensure they understand what the competency statement is asking of them
- ★ Review any existing work that could be used
- ★ Identify whether the existing evidence is appropriate
- ★ Consider what else they may need to do to collect evidence
- ★ Think about using evidence that covers several competencies



Examples of evidence

There is a variety of material that can be collected to capture evidence of competence and different approaches should be combined.

Examples include:

- ★ Observation and critical analysis of everyday practice
- ★ Audit and notes review
- ★ Case presentations
- ★ Excerpts from a reflective diary, with self-assessment of competence, identified development needs and an action plan
- ★ Active contribution to policy groups, developing or revising guidelines, standards or audits
- ★ Evidence of change or project management
- ★ Certificate of attendance and an evaluation of the outcomes of study days or courses
- ★ Demonstration of evidence-based practice, with supportive literature, protocols etc
- ★ Planning, delivering and evaluating teaching sessions
- ★ Individual performance review
- ★ 360-degree feedback process
- ★ Personal and professional development portfolio
- ★ Active involvement in clinical supervision, mentorship and multidisciplinary meetings
- ★ Demonstrable ability to liaise with the multidisciplinary team and external agencies
- ★ A relevant contribution to a verbal discussion about patient treatment, management and care that is appropriate for the individual's level
- ★ Contribution to local or national documents, or journals about service delivery, education etc
- ★ Leading or contributing to a journal club or other in-house teaching and learning sessions
- ★ Written documentation about patient treatment, management and care that is appropriate for the individual's level



Section one: KSF dimensions and myeloma-specific skills and knowledge

Use these tables to understand how knowledge and skills outlined in the NHS KSF dimensions by nursing Bands translate to specific skills and knowledge needed for myeloma treatment, management and care. The Skills and Knowledge column in the table is based on the most relevant factors listed in the NHS Job Evaluation Handbook^[7].

Does your knowledge of myeloma reflect the skills and knowledge for your Band or are there areas of development you can identify?

Level	Skills and knowledge ⁷	NHS KSF dimensions ^[8]	Level	Myeloma-specific
Competent nurse (Band 5)	<ol style="list-style-type: none"> 1. Communicates sensitive information concerning patient's medical condition 2. Has professional/clinical knowledge acquired through training to degree/diploma level 3. Exercises judgement in assessing problems requiring investigation, analysis e.g. assessment of patient's condition, suitability for discharge 4. Assesses, plans, implements and evaluates clinical care of patients 5. Organises their own time and that of junior staff and learners 	<p>Core dimensions</p> <ol style="list-style-type: none"> 1. Communication 2. Personal and people development 3. Health, safety and security 4. Service development 5. Quality 6. Equality and diversity <p>Specific dimensions</p> <ol style="list-style-type: none"> 1. HWB1 2. HWB2 3. HWB3 4. HWB4 5. HWB5 6. HWB6 7. HWB7 <p>Information and knowledge</p> <ol style="list-style-type: none"> 1. IK2 2. IK3 <p>General</p> <ol style="list-style-type: none"> 1. G1 	3	1. Effectively communicates accurate and timely information to myeloma patients
			3	2. Has a broad clinical knowledge of myeloma, provides advice for patients, their families and other clinical staff
			2	3. Adapts nursing measures to the patient's phase of treatment:
			2	★ Acute phase
			2	★ Palliative phase
			1	★ Rehabilitation phase
			3	★ Pre and post transplant
			3	★ End of life care
			1	4. Understands myeloma treatment decisions, risks and benefits in order to take nursing measures to prevent, treat or alleviate myeloma symptoms, complications and treatment of side-effects
			2	5. Recognises their own limitations and are aware of the contribution from other colleagues, asking for advice and support as appropriate
			3	
			3	
			2	

1. Communicates sensitive/highly sensitive condition-related information to patients and relatives with empathy and reassurance
2. Has professional knowledge acquired through degree supplemented by diploma level specialist training and experience
3. Has skills for assessing and interpreting specialist acute and other patient conditions and taking appropriate action
4. Assesses, develops and implements specialist nursing care programmes; advises patients and relatives
5. Contributes to development of specialist protocols

Experienced/proficient nurse (Band 6)

Core dimensions

1. Communication
2. Personal and people development
3. Health, safety and security
4. Service development
5. Quality
6. Equality and diversity

Specific dimensions

1. HWB1
2. HWB2
3. HWB3
4. HWB4
5. HWB5
6. HWB6
7. HWB7

Information and knowledge

1. IK1
2. IK2
3. IK3

General

1. G1
2. G2
3. G4
4. G5
5. G6
6. G7

As Band 5 plus:

1. Communicates and discusses with patients that myeloma is life-limiting and explains treatment and side-effects
2. Recognises opportunities to enhance treatment, management and care to the patient
3. Observes and assesses a patient's need for acute interventions and/or hospital admission for:
 - ★ Chemotherapy
 - ★ Sepsis
 - ★ Bleeding
 - ★ GVHD
 - ★ Spinal cord compression
4. Recognises normal and abnormal parameters of myeloma and communicates these to patients and relatives
5. Participates in myeloma practice development and training initiatives

3

3

3

2

3

3

3

3

2

3

3

3

3

2

2

3

2

1

1

3

1

1

Level	Skills and knowledge ⁷	NHS KSF dimensions ⁸	Level	Myeloma-specific
Experienced/proficient nurse (Band 7)	<ol style="list-style-type: none"> 1. Communicates sensitive, complex condition-related information to patients and relatives with empathy and reassurance 2. Has professional knowledge acquired through degree/diploma supplemented by specialist training, experience and/or short courses to master's level equivalent 3. Has skills necessary to assess and interpret specialist acute and other patient conditions and taking appropriate actions 4. Plans specialist nursing service provision, including education and training 5. Assesses, develops and implements specialist nursing care programmes 	<p>Core dimensions</p> <ol style="list-style-type: none"> 1. Communication 2. Personal and people development 3. Health, safety and security 4. Service development 5. Quality 6. Equality and diversity <p>Specific dimensions</p> <ol style="list-style-type: none"> 1. HWB1 2. HWB2 3. HWB3 4. HWB4 5. HWB5 6. HWB6 7. HWB7 <p>Information and knowledge</p> <ol style="list-style-type: none"> 1. IK1 2. IK2 3. IK3 <p>General</p> <ol style="list-style-type: none"> 1. G1 2. G2 3. G4 4. G5 5. G6 6. G7 7. G7 	4	<p>As Band 5 and 6 plus:</p> <ol style="list-style-type: none"> 1. Supports patients undergoing diagnostic processes 2. Has specific clinical expertise (in-depth knowledge and understanding of myeloma) 3. Undertakes medicines management for myeloma patients. Critically assesses prescriptions to maximise patient management and recovery 4. Initiates and implements standards of nursing treatment, management and care for myeloma patients: <ul style="list-style-type: none"> ★ Develops new approaches to running services ★ Undertakes strategic planning to incorporate: <ul style="list-style-type: none"> ★ specific speciality needs ★ evidence-based practice ★ Judges quality and relevance of new clinical information 5. Provides nurse-led clinics as appropriate such as pre and post transplant and inpatient/outpatient clinics
			4	
			4	
			3	
			3	
			4	
			3	
			4	
			3	
			4	
			4	
			4	
			4	
			3	



Competency Assessment Form

You may wish to photocopy this form and use it to document actions agreed at your appraisal or performance review

Competence	Expected level	Current level	Evidence for self-assessment of current level e.g. observation	Appraiser feedback	Agree actions to support development
1. Collaborative working	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>			
2. Patient assessment	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>			
3. Patient safety	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>			
4. Pain management	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>			
5. Responding to changes in condition	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>			



Competence	Expected level	Current level	Evidence for self-assessment of current level e.g. observation	Appraiser feedback	Agree actions to support development
6. Self-management	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>			
7. Meeting holistic needs of patients	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>			
8. Continuity of care	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>			
9. Transplant management	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>			
10. Accountability for practice	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>	Competent <input type="checkbox"/> Proficient <input type="checkbox"/> Expert <input type="checkbox"/>			



Section two: Core nursing competencies and myeloma-specific competencies

This section translates core nursing competencies to myeloma-specific competencies, setting out the knowledge, skills and behaviours required for nurses treating myeloma patients.

Remember that there may be specialist myeloma practice which you are not familiar with, whatever Band you are working at. The Framework maps out myeloma-specific competencies against Benner^[9] stages 3, 4 and 5 – competent, proficient and expert nurses in the field.



Core nursing competency 1: Collaborative working

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
<p>1. Develops a knowledge and understanding of the aetiology and possible causes of myeloma</p>	<p>1. Acts on the pathology of myeloma to identify and implement management options</p>	<p>1. Specialist in-depth clinical expertise and understanding of myeloma and myeloma treatments, including awareness of potential future treatments</p>
<p>2. Shows awareness of possible pathways to diagnosis for myeloma patients</p>	<p>2. Understands the differences in presentation, symptoms and management options</p>	<p>2. Designs, develops, implements and evaluates care pathways for myeloma management which address individual patient and family circumstances and social demographics</p>
<p>3. Demonstrates an awareness of staging and prognostic factors associated with myeloma</p>	<p>3. Applies management strategies tailored to each distinct stage of myeloma</p>	<p>3. Develops, leads and manages strategies tailored to patients at different stages in their myeloma trajectory</p>
<p>4. Is able to discuss the diagnosis with the patient and their family/carer</p> <ul style="list-style-type: none"> ★ Provides appropriate information to patients about myeloma which is accurate and up-to-date, using external resources and their contact details ★ Revisits this at different time points in the course of the illness 	<p>4. Recognises, states and puts into practice the individual's rights to information, and what information is relevant and most useful during different phases of myeloma treatment</p>	<p>4. Has in-depth knowledge of the role and needs of the myeloma patient's family/carer and provides tailored information as part of a structured approach to treatment, management and care</p>
<p>5. Develops an understanding of the presentation, symptoms, management options and adverse effects of treatment</p>	<p>5. Ensures myeloma patients are aware of the risks of their myeloma and treatment</p>	<p>5. Develops protocols/ guidelines to ensure a safe approach to myeloma treatment, management and care</p>
<p>6. Shows awareness of the investigative procedures used throughout patients' myeloma pathways</p>	<p>6. Has a critical understanding of the investigative procedures used within myeloma and uses this to assist decision-making</p>	<p>6. Ensures patient feedback is incorporated into procedures and standards where possible</p>



Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
7. Shows awareness and understanding of the testing involved in a 'myeloma screen'	7. Can describe the tests involved in a 'myeloma screen' to patients, families and other staff	7. Has in-depth knowledge and understanding of the diagnostic tests used within myeloma and can interpret the data for discussion with the patient
8. Shows awareness of local and national procedures and guidelines affecting the treatment, management and care of myeloma patients	8. Is aware of, and implements, national, local and organisational procedures that affect an individual with myeloma	8a. Leads the implementation and monitoring of national and local procedure within the unit 8b. Evaluates existing procedures and where necessary inputs into the design and development of new local and national procedures
Skills	Skills	Skills
1. Can recognise the presenting features of myeloma	1. Can recognise risk factors associated with a diagnosis of myeloma: ★ Anaemia ★ Thrombotic risks ★ Hypercalcaemia ★ Bone disease ★ Infection	1. Initiates intervention strategies to manage risk factors associated with myeloma
2. Works as part of the multidisciplinary team to ensure referral to other colleagues if necessary, to support the information needs of patients and their carers	2. Represents the patient within the multidisciplinary team meetings and understands the referral/support needs of the patient	2. Has expertise and is a key member of the wider multidisciplinary team including primary/ community/secondary care and commissioners
3. Has awareness of the impact a diagnosis of myeloma has on the person with myeloma, their family and friends	3. Is able to identify the areas of support required by the patient and their family following diagnosis and has an understanding of services to meet those support needs	3. Coordinates, signposts and implements appropriate support services and organisations for a caseload of myeloma patients



Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Behaviours	Behaviours	Behaviours
<p>1. Exhibits empathy, compassion and respect for the individual patient from diagnosis and throughout treatment</p>	<p>1. Works collaboratively with patients and their families to facilitate understanding of myeloma diagnosis, treatments and risk factors</p>	<p>1. Acts as an advocate for a caseload of myeloma patients to ensure health needs are met consistent with patients' wishes</p>
<p>2. Recognises the impact of myeloma on the patient and family</p>	<p>2. Supports patients in complex treatment decisions with appropriate information</p>	<p>2. Puts systems in place to ensure clear and consistent information is available for patients from the outset as part of a structured approach to treatment, management and care</p>
<p>3. Seeks input and advice from more senior nurses, doctors and allied healthcare professionals, when necessary</p>	<p>3. Displays effective team work with wider members of the multidisciplinary team</p>	<p>3. Collaborates across professions and voluntary sector to develop new partnerships</p>



Core nursing competency 2: Patient assessment

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
1. A working knowledge of the needs of individuals with myeloma and the resources and services available to support them	1. Assesses complex health and wellbeing needs as they change across the case load and myeloma trajectory	1. Identifies service needs and deficits and develops strategic plan for service
2. Aware of clinical rating tools and their use	2a. Has a knowledge of clinical rating tools to assess needs: <ul style="list-style-type: none"> ★ SPARC tool^[10] ★ Distress Thermometer^[11] ★ HAD^[12] 2b. Understands the limitations associated with the clinical use of scales	2a. Identifies scales appropriate or specific clinical measurement, particularly in clinical studies for example: EORTC QOL C30 ^[13] plus myeloma-specific QLQ ^[14 15] , MY20 2b. Understands the limitations associated with the clinical use of scales
3. Undertakes a holistic assessment to determine accurately actual and potential problems	3. Makes decisions in collaboration with patients and other team members about prioritising treatment management and care for patients with varying needs	3. Works with a range of healthcare professionals to design and implement care pathways in anticipation of potential problems
4. Has knowledge of referral pathways for professional psychological support for patients	4. Refers to other healthcare professionals such as psychology services to provide additional support	4. Collaborates with wider interprofessional networks to ensure that patients have access to the professional services they require
5. Uses an evidence-based and person-centred assessment approach to identify health and education needs	5. Addresses patient and family/carer health and education needs as a structured approach to treatment, management and care	5. Evaluates the needs of a caseload of patients on a regular basis throughout their myeloma pathway, and assesses and develops or accesses health education resources to address these needs

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Skills	Skills	Skills
<ol style="list-style-type: none"> Adapts nursing measures to the specific phase of treatment to maximise a patient's wellbeing Documents clear and accurate information about the patient arising from the assessment 	<ol style="list-style-type: none"> Selects clear decision making processes to achieve care that is evidence-based Monitors the assessment and care planning of the team to ensure a range of needs are met with patients at different stages of diagnosis with myeloma 	<ol style="list-style-type: none"> Has the ability to assess psychological distress using well established tools Able to outline the needs of a caseload of myeloma patients and use this to facilitate service improvement
Behaviours	Behaviours	Behaviours
<ol style="list-style-type: none"> Listens to the impact that myeloma is having on the patient and family 	<ol style="list-style-type: none"> Acts on patient's narrative to develop a care plan 	<ol style="list-style-type: none"> Coordinates with wider interprofessional networks and develops recommendations for channels of communication between specialist and generalist services, healthcare and social care



Core nursing competency 3: Patient safety

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
<p>Knowledge</p> <p>1. Aware of the anti-tumour agents used in the treatment of myeloma</p>	<p>Knowledge</p> <p>1. Has a wide knowledge and puts into practice different anti-tumour agents used in the treatment of myeloma</p>	<p>Knowledge</p> <p>1a. Has expert knowledge and experience of the use of different anti-tumour agents used in the treatment of myeloma</p> <p>1b. Involved in development research and contributes to innovations in myeloma management</p>
<p>2. Understands assessment and re-assessment of a myeloma patient receiving chemotherapy</p>	<p>2. Is capable of performing accurate and comprehensive clinical assessments and reassessments of a myeloma patient on chemotherapy. Selects or develops risk assessments which include venous thromboembolic events (VTE) and peripheral neuropathy (PN)</p>	<p>2. Performs assessment of both acute and long-term consequences of myeloma, recognising the patient's response to their illness experience</p>
<p>3a. Demonstrates pharmacological knowledge to ensure safe handling and administration of drugs used for myeloma patients</p> <p>3b. Shows awareness of novel agents used in the treatment of myeloma</p> <p>3c. Recognises drugs that may be contraindicated in the management of myeloma</p>	<p>3a. Discusses and explains the drugs used in the management of myeloma patients, their carers, and other healthcare professionals</p> <p>3b. Demonstrates an understanding of the use and management of novel agents</p> <p>3c. Administers and supplies pharmacological agents</p>	<p>3a. Leads on total intervention management in line with national and local protocols</p> <p>3b. Monitors and evaluates the effectiveness of pharmacological agents</p> <p>3c. Leads on the risk reporting of adverse events for inclusion in audit and policy reviews</p>

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
<p>4. Develops understanding of protocols and their use in effective drug management</p>	<p>4. Revises and updates established protocols which use haemopoietic growth factors and antifungal agents</p>	<p>4a. Oversees effective implementation of protocols and makes recommendations</p> <p>4b. Uses in-depth clinical and research knowledge to empower patients to make well informed decisions about participating in myeloma research</p>
<p>5. Uses accurate and up-to-date information to make decisions</p>	<p>5. Uses judgement and decisions to improve practice</p>	<p>5. Works both independently and within the multidisciplinary team to make clinical judgements and decisions</p>
<p>6. Has an understanding of bone marrow suppression and haematological and biochemistry values</p>	<p>6. Has an in-depth knowledge of the effects of myeloma on the bone marrow microenvironment and biochemistry values</p>	<p>6. Has specialist expertise in effects of myeloma on the bone marrow microenvironment and biochemistry values, and provides education and training about these to staff</p>
Skills	Skills	Skills
<p>1a. Acts proactively when receiving haematological and biochemistry results and recognises complex issues beyond personal scope</p> <p>1b. Knows who to contact for further information, support and advice</p>	<p>1. Acts on the results of haematological and biochemistry results by adjusting the patient's management plan</p>	<p>1. Has specialist expertise in haematological and biochemistry results and provides training to wider members of the multidisciplinary team</p>
<p>2. Works with and manages central venous catheters and central lines to minimise risk of complications</p>	<p>2. Works with and manages central venous catheters and central lines to minimise risk of complications</p>	<p>2. Performs assessment of complications and influences the development and improvement of local protocols</p>



Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Skills	Skills	Skills
3. Is able to recognise sepsis, bleeding, medullary compression and coagulation disorders	3. Takes responsibility for admissions to ward area of patients suspected with neutropenic sepsis, bleeding and medullary compression, initiating emergency treatment according to protocols and monitoring the patient	3. Uses clinical judgement to treat sepsis, bleeding and medullary compression and refers patients as an oncological emergency
4. Has completed the BETTER ^[16] blood transfusion programme	4. Supervises and supports nurses undertaking the BETTER blood transfusion continuing education programme	4. Reviews and evaluates the educational needs of nurses undertaking the BETTER and blood transfusion education programmes
5. Provides the patient with an emergency contact number and explains its use to the patient	5. Triage emergency contacts from patients	5. Monitors patient emergency contacts and develops improvements to emergency care, co-ordinating with other agencies, services or departments e.g. primary care out of hours services
Behaviours	Behaviours	Behaviours
1. Communicates information effectively to the patient when undertaking procedures relating to chemotherapy, CVAD or administration of blood products	1. Contributes to, and works effectively with, the wider multidisciplinary team to ensure procedures, treatments and care are safe and effective	1. Exhibits leadership in patient safety matters



Core nursing competency 4: Pain management

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
1. Has an awareness of the high incidence of pain among myeloma patients and is capable of diagnosing the cause	1. Has extensive knowledge of the various causes of pain in myeloma	1. Obtains, analyses and interprets history, presenting symptoms, and diagnostic information to develop the appropriate differential diagnoses
2. Has a working knowledge of pain assessment tools and pharmacological strategies to manage pain	2. Has in-depth understanding of cancer pain assessment tools and analgesic drugs	2. Monitors and evaluates pain assessment tools and makes recommendations for modification and improvement
3. Shows understanding of the considerations for pain management and appropriate methods for pain relief	3. Can identify the regulatory issues that impact on pain management and is capable of undertaking a comprehensive assessment using a standardised pain assessment tool; recognising the impact of comorbidities among older patients	3. Uses expertise to coordinate, and contribute towards the multidisciplinary management of the patient's pain
4. Is knowledgeable regarding different categories of pain, acute, chronic and breakthrough	4. Demonstrates and applies non-pharmacological interventions in clinical practice including psychological support	4. Develops protocols and guidelines which minimise the regulatory issues that impact on effective pain management
5. Demonstrates the ability to recognise physiological signs associated with pain such as tachycardia and hypertension	5. Has knowledge of the benefits of NSAIDS in acute, short-term circumstances for myeloma patients	5. Works with specialist teams who provide anaesthetic procedures such as nerve blocks and epidural catheters to coordinate and support pre and post procedure care for the myeloma patient
6. Demonstrates and appropriately applies non-pharmacological interventions in clinical practice such as positioning, distraction and relaxation	6. Has extensive knowledge of evidence-based pharmacological therapies used alongside radiotherapy	6. Administers, supplies and audits pharmacological agents

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
7. Knows the major risks of NSAIDS such as renal failure and diminished platelet function and the impact of this on myeloma patients	7. Recognises the common side-effects of adjuvant analgesics	7. Develops strategies for educating patients on the importance of early detection of side-effects and recommends self management tips for patients
8. Is able to describe the potential side-effects of opioids	8. Makes recommendations for opioid use taking into account potential side-effects	8. Writes protocols for use of opioids
9. Understands the rationale for use of bisphosphonates in managing cancer pain	9. Has in-depth understanding of the different classes of bisphosphonates and their different modes of action	9. Has expertise in bisphosphonates, recognising lifestyle factors affecting choice of bisphosphonates
Skills	Skills	Skills
1. Aware of the need to educate patient, family and significant others about pain management	1. Includes and provides the patient, family and significant others with information about all aspects of pain management through ongoing education and with reference to: <ul style="list-style-type: none"> ★ Their role in pain management ★ The impact of unrelieved pain on the individual ★ Overcoming barriers to effective pain management ★ The pain management plan and expected outcomes of the plan 	1. Analyses patient and family feedback to identify any required strategic changes to the use of pain management tools and pain services

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Skills	Skills	Skills
<p>2a. Understands and communicates with the patient about individual patient factors that affect their pain threshold</p> <p>2b. Discusses self-management tips with patients to help them to manage their pain</p>	<p>2. Recognises how personal attitudes, beliefs, values, influences and cultural background can affect their interpretation of a patient's pain</p>	<p>2a. Competent in the assessment and management of pain</p> <p>2b. Selects appropriate diagnostic and therapeutic interventions with respect to:</p> <ul style="list-style-type: none"> ★ Safety ★ Cost ★ Effectiveness ★ Timing ★ Acceptability
Behaviours	Behaviours	Behaviours
<p>1. Listens to the patient's pain pattern, pain experiences and pain management with empathy and respect</p>	<p>1. Exhibits advanced listening skills when interacting with the patient about pain experiences and pain management</p>	<p>1. Evaluates the patient's pain patterns and identifies areas for prevention and effective management</p>
<p>2. Recognises the impact of pain on the patient and their family</p>	<p>2. Promotes the use of a variety of pain management strategies to reduce patient distress</p>	<p>2. Recognises the importance of the patho-physiology of myeloma in the management of the patient's pain</p>



Core nursing competency 5: Responding to changes in condition

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
<p>Knowledge</p> <p>1a. Acts on advice from senior nurses/doctors to initiate preventative measures</p> <p>1b. Is able to work within a multidisciplinary team and understand the role of each person, referring as appropriate</p>	<p>Knowledge</p> <p>1a. Demonstrates an understanding of the physiology of symptoms and side-effects which manifest among myeloma patients</p> <p>1b. Accurately assesses symptoms associated with myeloma and its treatment, distinguishing the cause</p>	<p>Knowledge</p> <p>1. Has extensive knowledge of the patho-physiological reasons for symptoms in myeloma</p>
<p>2. Develops a knowledge of symptoms associated with myeloma and the treatment used to alleviate them</p> <ul style="list-style-type: none"> ★ Peripheral neuropathy (PN) ★ Hypercalcaemia ★ Spinal cord compression ★ Infection ★ Bone disease ★ Thrombotic risks ★ Osteonecrosis of the jaw 	<p>2. Takes responsibility for leading the team in managing the following:</p> <p>Peripheral neuropathy (PN) Has knowledge of:</p> <ul style="list-style-type: none"> ★ Myeloma-related PN including spinal cord compression ★ Chemotherapy induced PN ★ Assessment and investigation of PN using appropriate tools especially prior to each cycle of chemotherapy <p>Hypercalcaemia Has knowledge of:</p> <ul style="list-style-type: none"> ★ Symptoms of hypercalcaemia ★ Usual blood parameters ★ Bisphosphonate use in myeloma treatment <p>Infection Has knowledge of:</p> <ul style="list-style-type: none"> ★ Infection risk associated with myeloma ★ Infection risk associated with the treatment ★ Steroid use and the link to increased infection risk 	<p>2a. Leads as well as initiates clinical practice development initiatives in relation to symptom management, protocol development and safe practice</p> <p>2b. Chooses interventions based on a sound rationale and accepted best practice</p>



Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	<p>Knowledge</p> <p>Infection (continued) Has knowledge of:</p> <ul style="list-style-type: none"> ★ Patient education requirements to minimise acute episodes ★ Awareness of vaccination recommendations against influenza within haematology practice <p>Bone disease Has knowledge of:</p> <ul style="list-style-type: none"> ★ Presenting patients extent of bone disease and care required to minimise discomfort ★ Reasons for bone destruction <p>Thrombotic episodes Has knowledge of:</p> <ul style="list-style-type: none"> ★ Risk to a myeloma patient of the development of a Venous Thromboembolic Event (VTE) ★ Methods which include risk assessment for all patients receiving thalidomide and lenalidomide ★ Patient related (comorbidities) risks <p>Osteonecrosis of the jaw (ONJ) Has knowledge of:</p> <ul style="list-style-type: none"> ★ Risk to a myeloma patient of the development of ONJ when on bisphosphonate treatment ★ Signs and symptoms of ONJ ★ Measures to reduce risk of developing ONJ 	Knowledge
3. Demonstrates understanding of the blood test panels and the implications of their results	3. Has in-depth knowledge of the reference values for blood test panels and the cause of abnormal values	3. Can critically evaluate and interpret blood values as a sign of myeloma progression



Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
<p>4. Provides immediate care and competence when dealing with an acute situation: using a range of technical skills, venepuncture, cannulation, central venous access device management, a systematic assessment approach and good interpersonal and communication skills</p>	<p>4. Takes responsibility for patient management in acute situations</p>	<p>4. Leads the development of protocols and guidelines for dealing with acute situations</p>
Skills	Skills	Skills
<p>1a. Is able to recognise the specific symptoms associated with myeloma and its treatments</p> <p>1b. Seeks out more experienced healthcare professionals for advice and support if unsure</p>	<p>1. Communicates symptom management options clearly to the patients and their family</p>	<p>1a. Demonstrates expertise in assessing and recognising subtle changes in symptoms and initiates care</p> <p>1b. Uses expert knowledge to assess, prioritise, treat and safely refer or discharge patients with either treatment or myeloma-related side-effects</p>
<p>2. Communicates rationale for assessment clearly to patients</p>	<p>2. Initiates treatment according to clinical guidance and in conjunction with the MDT</p>	<p>2. Prioritises health problems and intervenes appropriately, including initiation of emergency care</p>
Behaviours	Behaviours	Behaviours
<p>1. Recognises the impact of the symptoms on a patient's overall wellbeing</p>	<p>1. Promotes participation in the treatment, management and care of patients and carers</p>	<p>1a. Displays an ability to reassure patients in a manner which reduces anxiety</p> <p>1b. Can relate theoretical knowledge of myeloma to the patient</p>



Core nursing competency 6: Self-management

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
<p>1. Develops and evaluates a self-management plan with the patient to:</p> <ul style="list-style-type: none"> ★ Maximise their quality of life ★ Promote rehabilitation 	<p>1. Develops ability to inform and teach patient techniques for self-care and about self-care to alleviate side-effects and maximise their quality of life</p>	<p>1. Anticipates the effects of clinical diagnosis on the individual and family, adjusts treatment, management and care to enhance wellbeing</p>
<p>2. Develops an understanding of the strategies patients use to facilitate self management</p>	<p>2. Specifically educates patients about risk of renal impairment, infections and spinal cord compression</p>	<p>2. Uses expert knowledge to create and promote creative and innovative self-management solutions to problems</p>
<p>3. Has an awareness of the impact of myeloma on quality of life</p>	<p>3. Discusses with the patient the impact of myeloma on quality of life and makes recommendations to manage side-effects with a view to increasing quality of life</p>	<p>3. Develops or implements quality of life measures or patient-reported outcomes to inform service delivery</p>
<p>4a. Can explain the role of voluntary sector services in the provision of advice and support to myeloma patients</p> <p>4b. Ensures patients know about Myeloma UK or other relevant voluntary or patient organisations and are aware of contact routes e.g. Infoline, website</p>	<p>4. Reinforces the support voluntary organisations like Myeloma UK can provide to patients, their families and significant others</p>	<p>4. Works alongside the voluntary sector and social services to ensure patients receive timely advice about benefit helplines, and national/local support groups in written and verbal forms</p>
<p>5. Has an awareness of the role of the allied healthcare professionals in the rehabilitation of myeloma patients</p>	<p>5. Understands the local procedures in place to refer a patient for rehabilitation and can identify when a patient would require referral</p>	<p>5. Contributes to research into the use of exercise in the rehabilitation of myeloma patients</p>

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
6. Has knowledge of the nutritional and eating problems which impact on recovery	6. Undertakes a nutritional assessment of the patient	6a. Teaches high-risk patient groups on the importance of a low microbial diet and make dietary recommendations 6b. Where appropriate refers patient to a dietician
7. Can explain to patients and their families/carers the different methods of information available for myeloma patients	7. Addresses the information needs of patients and provides them with appropriate information sources	7a. Evaluates the information needs of patients and discusses with patients and their families the usefulness of the information 7b. Identifies gaps in patients' information needs and sources materials to address these gaps
Skills	Skills	Skills
1. Is able to discuss the impact of myeloma on the patient's quality of life	1. Provides information and explanations to patients and their families to promote their quality of life	1a. Prepares patients for the lifelimiting nature of myeloma, adapting information dependent on prognosis 1b. Is able to provide patients, their families and significant others with information to inform them about risk of relapse/myeloma progression
Behaviours	Behaviours	Behaviours
1. Recognises the role of the wider multidisciplinary team to encourage self-care	1. Promotes the role of both statutory and voluntary sectors as well as the multidisciplinary team in the provision of treatment, management and care to patients and their families	1. Evaluates the services of statutory and voluntary sectors and makes recommendations about support services available to patients



Core nursing competency 7: Meeting holistic needs of patients

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
<p>1. Demonstrates an understanding of holistic needs, treatment phases, coping strategies and psychosocial supportive measures</p>	<p>1. Assesses holistically, prioritises and plans care for patients presenting with myeloma irrespective of healthcare setting</p>	<p>1. Uses expert knowledge of myeloma to evaluate holistic needs, to select and provide appropriate care</p>
<p>2. Demonstrates a knowledge of the changing needs of myeloma patients at:</p> <ul style="list-style-type: none"> ★ Diagnosis ★ Initial treatment ★ Follow-up ★ Transplant ★ Palliative care ★ End of life 	<p>2. Interprets the range of clinical data in relation to the phase and type of treatment, to order and facilitate timely and effective interventions</p>	<p>2. Initiates and accurately interprets a wide range of investigations within guidelines and protocols relevant to myeloma care</p>
<p>3. Demonstrates understanding of the differing psychological and spiritual impact on different myeloma groups and their families</p>	<p>3. Uses a full range of nursing strategies to relieve the psychological and spiritual impact of the physical and emotional consequences of myeloma upon the individual, family and friends</p>	<p>3. Has extensive knowledge of coping strategies and crisis theories</p>
Skills	Skills	Skills
<p>1. Assesses the holistic needs of a myeloma patient including mental, social, cultural and spiritual issues which arise at different points along the myeloma trajectory</p>	<p>1. Uses a structured approach to identify patient needs</p>	<p>1. Advises on expert management, particularly in distressing circumstances</p>
<p>2. Demonstrates understanding of the treatment requirements of different patient groups based on their clinical and social circumstances</p>	<p>2. Able to assess, plan and implement treatment plans in conjunction with patients wishes and relevant to their clinical and social circumstances</p>	<p>2. Develops specialised programmes of care and highly specialised advice, and can discuss in detail clinical trial information</p>
Behaviours	Behaviours	Behaviours
<p>1. Promotes an environment of care which is conducive to holistic nursing practice</p>	<p>1. Acts proactively as an educator and resource about patients' holistic care needs to other professionals within and outside the haematology setting</p>	<p>1. Champions a holistic approach to the treatment, care and management of patients working in partnership with a range of service providers</p>



Core nursing competency 8: Continuity of care

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
<p>Knowledge</p> <p>1. Has understanding of referral/communication routes and pathways between primary and secondary care</p>	<p>Knowledge</p> <p>1a. Demonstrates the ability to access/use referral systems/communication routes to optimise care between primary and secondary care</p> <p>1b. Accepts and generates referrals between primary and secondary care, recognising urgency and prioritising patient needs</p>	<p>Knowledge</p> <p>1. Works in collaboration with all healthcare settings to ensure continuity of care is maintained</p>
<p>2. Demonstrates an understanding of the roles and responsibilities primary care providers have in provision of treatment, management and care to myeloma patients. Specific understanding is required of the role of GP, voluntary sector, community nurses and the level of services provided to myeloma patients</p>	<p>2. Demonstrates the ability to discuss a range of care settings (GP, Social Services, community nurses, voluntary sector) with patients and offer appropriate advice to enable myeloma patients to access these services</p>	<p>2. Is proactive in the development of protocols to enable staff at all levels to respond to myeloma patients and refer to the appropriate specialist</p>
<p>3. Demonstrates an awareness of the impact of government agendas for the provision of care to myeloma patients:</p> <ul style="list-style-type: none"> ★ Essence of care ★ Cancer Reform Strategy ★ End of life strategy ★ Haematology referral pathways 	<p>3. Has knowledge of the impact of other government agendas in the provision of care for myeloma:</p> <ul style="list-style-type: none"> ★ Quality strategy ★ Patient safety agenda 	<p>3a. Has a working knowledge of the current political and healthcare environment affecting decisions about care</p> <p>3b. Contributes strategically to local initiatives in response to the changing political environment</p>

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Skills	Skills	Skills
<ol style="list-style-type: none"> 1. Able to assess and document referral details and information in a way which is clearly understood by primary and secondary care with and without specialist knowledge of myeloma 	<ol style="list-style-type: none"> 1. Coordinates referral pathways for patients with differing needs and plans interventions accordingly 	<ol style="list-style-type: none"> 1. Monitors and evaluates referral pathways and quality of referral information and liaises between primary and secondary care
<ol style="list-style-type: none"> 2. Contributes to meeting the nursing needs of patients attending clinic 	<ol style="list-style-type: none"> 2. Coordinates patient clinics and is able to answer questions, provide information and support to patients and their families 	<ol style="list-style-type: none"> 2. Manages a case load of myeloma patients and nurse-led clinics, including managing patients receiving treatment in an outpatient setting
Behaviours	Behaviours	Behaviours
<ol style="list-style-type: none"> 1. Discusses discharge plans with patients, their families and other healthcare/social care professionals in a clear manner 	<ol style="list-style-type: none"> 1. Develops tailored discharge plans with input from the MDT based on the patient's clinical and social factors 	<ol style="list-style-type: none"> 1. Audits the outcome of discharge plans to implement strategies to avoid unnecessary readmissions



Core nursing competency 9: Transplant management

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
<p>1. Awareness of the rationale and prognostic benefits of using transplants in the field of myeloma</p>	<p>1. Takes responsibility for leading a team, with the ability to organise, react and respond to the treatment, management and care of patients during the pre and post transplant phase</p>	<p>1. Aware of more complex aspects of transplant such as early signs of graft-versus-host disease (GVHD) and infection and is capable of initiating appropriate action</p>
<p>2a. Understands the different types of transplant used in myeloma</p> <p>2b. Has knowledge of high-dose therapy, growth factors and immunosuppressive medications</p>	<p>2a. Is able to discuss with the patient and their family the transplant process including their hospital stay and recovery period</p> <p>2b. Discusses the stem cell collection processes with patients</p>	<p>2a. Has knowledge of screening processes for potential patients, eligibility and specific transplant processes including screening of donors for eligibility based on histo-compatibility (HLA typing)</p> <p>2b. Is able to book relevant investigations</p>
<p>3. Has an understanding of the management of infectious complications associated with compromised host defence mechanisms</p>	<p>3. Acts on clinical results indicating the presence of infections</p>	<p>3. Monitors transplant patient infection rates</p>
Skills	Skills	Skills
<p>1. Provides care to transplant patients under the supervision of senior nursing and medical colleagues</p>	<p>1. Successfully manages patients undergoing stem cell transplant with skills appropriate to intensive nursing care</p>	<p>1. Leads nursing input to the transplant process</p>
<p>2. Has understanding of the cross-departmental treatment, management and care needs of patients undergoing a transplant</p>	<p>2. Ability to act on changes and within the scope of the multidisciplinary team</p>	<p>2. Leads the transition of care to the community from the hospital for patients, liaising with their families and other healthcare professionals post-transplant</p>
Behaviours	Behaviours	Behaviours
<p>1. Has understanding of the side-effects and complications of autologous and allogeneic stem cell transplants</p>	<p>1. Recognises complications of transplant including posttransplant infection, GVHD and long-term effects</p>	<p>1. Promotes and participates in transplant educations</p>

Core nursing competency 10: **Accountability for practice**

Competent myeloma nurse	Proficient myeloma nurse	Expert myeloma nurse
Knowledge	Knowledge	Knowledge
<p>1. Demonstrates an up-to-date knowledge and understanding of myeloma</p>	<p>1a. Maintains learning and understanding through participation in self directed learning programmes on an ongoing basis</p> <p>1b. Facilitates peer support</p>	<p>1. Is aware of future developments in myeloma treatment and contributes to research</p>
Skills	Skills	Skills
<p>1. Attends annual updates on myeloma treatment, care and support</p>	<p>1. Participates in appropriate audit and complies with guidelines</p>	<p>1. Uses expertise to inform protocol development and acts in a supervisory capacity for other nurses</p>
Behaviours	Behaviours	Behaviours
<p>1. Shows a commitment to ongoing training and development</p>	<p>1. Evaluates the care they provide and acts as a resource to other nurses in ensuring their care is evaluated against accepted competencies, standards and guidelines</p>	<p>1. Acts as a local champion for continuing professional development, appraisal and ongoing learning and development</p>

Appendix I:

Background to the Framework

Background to the Framework

Myeloma UK identified that:

- ★ A myeloma-specific nurse competency framework did not currently exist
- ★ There was growing evidence from patients, their families and carers in contact with Myeloma UK that there were inconsistencies in myeloma care, treatment and management across the UK
- ★ Feedback from nurses involved in the Myeloma Academy indicated that a nursing competency framework would be valued as a resource to set out required knowledge, skills and behaviour in myeloma treatment, management and care and to emphasise the need for sustainable nursing roles in the field of myeloma

As a consequence, Myeloma UK considered that this posed several risks which development and implementation of this Framework seeks to address:

- ★ Risks to patients of not receiving high-quality nursing care, which may impact on access to treatment, clinical outcomes and patient experience
- ★ Risks to nurses of operating within a field where they do not have sufficient knowledge or expertise or are unable to sustainably demonstrate their competency
- ★ Risks for the wider MDT and allied healthcare professionals of not having access to a nurse specialist's expertise for advice
- ★ Risks to Myeloma UK of increased pressure on our patient and family services as a result of patients and families not receiving the treatment, management and care they require

Framework development

The Framework was developed by undertaking a thorough literature search and review of best practice nurse guidelines applicable to myeloma, and other relevant national and local clinical guidelines. A review of existing nursing competency frameworks, including the RCN/Dementia UK Admiral Nurses' Competency Framework and the RCN Competency Framework for paediatric epilepsy nurse specialist services was also undertaken.

We assembled an expert Myeloma Nursing Competency Framework review committee, (consisting of members with in-depth knowledge and understanding of myeloma, experts in cancer nursing and nurse education) to help develop and define myeloma-specific specialist nursing competencies.

The Myeloma Nursing Competency Framework review committee included:

- ★ Eric Low OBE, Chief Executive Myeloma UK
- ★ Sue Perkins, Service Development Manager Myeloma UK
- ★ Lois Lobban, Healthcare Professional Programmes, Myeloma UK
- ★ Dr Judith Behrens, Consultant Haematologist
- ★ Dr Alastair Smith, Consultant Haematologist
- ★ Susan Blair, Haematology Day Unit Manager, The Christie Hospital, Manchester
- ★ Sophie Deppe, Macmillan Myeloma Clinical Nurse Specialist, King's College Hospital, London
- ★ Joanne Tonkin, Haematology Nurse Consultant, Colchester General Hospital, Colchester
- ★ Sue Cruickshank, Senior Lecturer/Reader in Cancer Nursing, Edinburgh Napier University

Framework content

The Framework aims to support nurses to recognise, describe and demonstrate specific and measurable competencies and to identify the additional skills and behaviours required to become more specialist in their role, with the aim of supporting continuous improvement in patient care and nursing development.

The Framework defines myeloma-specific nursing specialist competencies, firmly centred around the patients, and maps these against the NHS Knowledge and Skills Framework for Band 5, 6, 7 and 8 nurses. It includes core competencies for competent, experienced and specialist nurses based on the Benner^[9] model and Royal College of Nursing (RCN) The Principles of Nursing Practice^[7].

Framework audience

Although the Framework is a tool for nurses, it has been developed with a patient-centred approach and considers the broad myeloma patient population, their families and carers. The Framework is applicable to the treatment, management and care of all myeloma patients, irrespective of their race, gender, disability, sexual orientation, religion or age and as such is compliant with the RCN's Diversity Standard and Equality Impact Framework. It is also applicable to patients at all stages of the myeloma pathway from diagnosis through to end of life.

We hope the Framework will also be of relevance to:

- ★ Other healthcare professionals, including allied healthcare professionals who may form part of the wider multidisciplinary team
- ★ Commissioners of myeloma treatment, management and care
- ★ Policy-makers

Core values underpinning the Framework

Myeloma UK is committed to improving the information and emotional and practical support to people affected by myeloma, and improving the standard of treatment, management and care through research, education, campaigning and raising awareness.

The work of Myeloma UK is underpinned by a series of core values put together by staff, the Board and service users. They are of direct relevance to the Competency Framework:

1. Leadership

We champion the importance of effective leadership and action. We are equipped with the knowledge of good governance. We encourage staff initiative and leadership, and strive to be a model organisation.

2. Integrity

We adhere to high ethical and professional standards in our work and relationships. We are fair and respectful in our interactions and are conscientious stewards of the resources that are entrusted to us.

3. Excellence

We promote collaboration and partnership to leverage knowledge and skills to continually improve our programmes and services for the benefit of our stakeholders. Whether working in partnership or independently, we endeavour to attain excellence in everything we do.

4. Impact

We listen and understand the nature and needs of our stakeholders and create tailored, strategic solutions. We work closely with our stakeholders, partners and donors to achieve our objectives.

5. Focus

We are committed to ensuring that our work and its outcomes, and those of all our collaborators and partners, are firmly focused on patients, their families and carers.

Appendix II: Monitoring and evaluation

Ongoing review

The Competency Framework will be reviewed on an annual basis. This annual process will include stakeholder evaluation alongside an updated literature review to ensure that the Framework remains clinically up-to-date and in keeping with the NHS KSF dimensions, the RCN Principles of Nursing Practice and myeloma policy and practice.

The annual evaluation will include feedback from clinical nurse specialists using the Framework and a literature review to determine whether any references or other content within the Framework needed to be updated. Users are encouraged to contact Myeloma UK if they have any questions, queries or feedback on the Framework as stipulated on The Myeloma Academy website.

Feedback is sought from the three levels of nurses outlined in the Framework (competent, experienced and specialist nurses) and clinical supervisors/medical mentors including nurses working in a range of different healthcare settings such as A&E, inpatient and outpatients, community clinics and transplant services.

Feedback will be monitored by the Myeloma UK Scientific and Medical Education Specialists on an ongoing basis and analysed as part of the annual review and evaluation of the Framework to ensure that it remains current and reflective of UK clinical practice in myeloma. Myeloma UK staff will be responsible for updating the Framework, in consultation with the Nursing Competency Framework Review Committee.

The evaluation will focus on five key areas:

- ★ Structure and ease of use of Framework
- ★ Implementation
- ★ Clinical relevance
- ★ Patient experience of impact on quality of care
- ★ Identified areas for improvement

Use of the Framework

The Framework is available to download from the Myeloma UK website at www.myeloma.org.uk, which aims to adhere to W3C WCAG 1.0 level A. The Framework is free to download and it is also available in print by contacting Myeloma UK. A large print version of the Framework is available on request.

All existing and future Intellectual Property Rights (IPR) (including without limitation, patents, copyright and related rights) of the Myeloma Nursing Competency Framework belong to Myeloma UK. We are not aware of any associated conflicts of interest in the production of this Framework. If conflicts of interest arise as part of the implementation and evaluation process these will be assessed and addressed.

References

1. Cancer Research UK, Myeloma statistics - 2016 (Accessed 27 June 2016) Available at: <http://www.cancerresearchuk.org/health-professional/cancer-statistics/statistics-by-cancer-type/myeloma>
2. Maddams, J. and H. Moller, One, Five and Ten Year Cancer Prevalence by Cancer Network, UK, 2006. 2010, NCIN: London. Available at: <http://www.ncin.org.uk/view?rid=76>
3. Cerrato, C., R. Mina, and A. Palumbo, Optimal management of elderly patients with myeloma. *Expert Rev Anticancer Ther*, 2014. **14**(2): p. 217-28
4. Ludwig, H., et al., International Myeloma Working Group recommendations for global myeloma care. *Leukemia*, 2014. **28**(5): p. 981-92
5. Snowden, J.A., et al., Guidelines for supportive care in multiple myeloma 2011. *Br J Haematol*, 2011. **154**(1): p. 76-103
6. Royal College of Nursing, Competences: an education and training competence framework for peripheral venous cannulation in children and young people. 2013, London: RCN
7. The NHS Staff Council, *NHS Job Evaluation Handbook*. 2013, NHS Employers: London. Available from: http://www.nhsemployers.org/~media/Employers/Publications/NHS_Job_Evaluation_Handbook.pdf
8. The NHS Staff Council, *Appraisals and KSF made simple – a practical guide*. 2010, NHS Employers: London.
9. Benner, P., From novice to expert. *Am J Nurs*, 1982. **82**(3): p. 402-7
10. Boland, E.G., et al., Holistic needs assessment in advanced, intensively treated multiple myeloma patients. *Support Care Cancer*, 2014. **22**(10): p. 2615-20
11. Donovan, K.A., et al., Validation of the Distress Thermometer worldwide: state of the science. *Psychooncology*, 2014. **23**(3): p. 241-50
12. Jacobsen, P.B., et al., Screening for psychologic distress in ambulatory cancer patients. *Cancer*, 2005. **103**(7): p. 1494-502
13. Aaronson, N.K., et al., The European Organization for Research and Treatment of Cancer QLQ-C30: a quality-of-life instrument for use in international clinical trials in oncology. *J Natl Cancer Inst*, 1993. **85**(5): p. 365-76
14. Cocks, K., et al., An international field study of the reliability and validity of a disease specific questionnaire module (the QLQ-MY20) in assessing the quality of life of patients with multiple myeloma. *Eur J Cancer*, 2007. **43**(11): p. 1670-8
15. Osborne, T.R., et al., What issues matter most to people with multiple myeloma and how well are we measuring them? A systematic review of quality of life tools. *Eur J Haematol*, 2012. **89**(6): p. 437-57
16. CEP, B.B.T. LearnBloodTransfusion. 2014; Available from: <http://www.betterblood.org.uk>
17. Royal College of Nursing. Principles of Nursing Practice. 2014; Available from: <https://www.rcn.org.uk/professional-development/principles-of-nursing-practice>

Recommended reading

Bird, J.M., et al., Guidelines for the diagnosis and management of multiple myeloma. 2013, British Committee for Standards in Haematology: London Available from: http://www.bcshguidelines.com/documents/MYELOMA_GUIDELINE_Feb_2014_for_BCSH.pdf

Snowden, J.A., et al., Guidelines for supportive care in multiple myeloma 2011. *Br J Haematol*, 2011. **154**(1): p. 76-103

Clinton-McHarg, T., et al., Anxiety and depression among haematological cancer patients attending treatment centres: prevalence and predictors. *J Affect Disord*, 2014. **165**: p. 176-81

Carey, M., et al., Identifying psychological morbidity among people with cancer using the Hospital Anxiety and Depression Scale: time to revisit first principles? *Psychooncology*, 2012. **21**(3): p. 229-38

Department of Health. The Essence of Care. 2010; Available from: <https://www.gov.uk/government/publications/essence-of-care-2010>

National Institute for Health and Care Excellence. Improving outcomes in haematological cancers: the manual. 2016; Available from: <https://www.nice.org.uk/guidance/ng47>

Royal College of Nursing. RCN Competences: Advanced nurse practitioners. 2012; Available from: https://www2.rcn.org.uk/__data/assets/pdf_file/0003/146478/003207.pdf

Nursing and Midwifery Council. The Code: Standards of conduct, performance and ethics for nurses and midwives. 2015; Available from: <https://www.nmc.org.uk/globalassets/sitedocuments/nmc-publications/nmc-code.pdf>

Your notes



Your notes



ABOUT THE MYELOMA ACADEMY

The Myeloma Academy provides healthcare professionals involved in the treatment and care of myeloma patients with access to comprehensive accredited learning resources and tools in an innovative online environment and through educational events.

It supports the education and continual professional development of myeloma healthcare professionals so they can provide optimum patient-centred treatment and care within the current UK health and policy environment.

For more information visit:

www.myeloma-academy.org.uk or by email **academy@myeloma.org.uk**

ABOUT MYELOMA UK

Myeloma UK is the only organisation in the UK dealing exclusively with myeloma.

Our mission is to provide information and support to people affected by myeloma and to improve standards of treatment and care through research, education, campaigning and raising awareness.

For more information about Myeloma UK and what we do, please visit

www.myeloma.org.uk or contact us at **myelomauk@myeloma.org.uk**
or **+44 (0)131 557 3332**.

Published by: Myeloma UK

Publication date: June 2016

Last updated: September 2016

Review date: September 2017



Notes



MyelomaAcademy™



www.myeloma-academy.org.uk



Myeloma UK 22 Logie Mill,
Beaverbank Business Park, Edinburgh EH7 4HG
Myeloma Infoline: 0800 980 3332
www.myeloma.org.uk Charity No: SC 026116



Royal College of Nursing
Shaping nursing since 1916
RCN ACCREDITED

This programme has been accredited by the RCN Centre for Professional Accreditation until September 2017. Accreditation applies only to the educational content of the programme and does not apply to any product.