



## Oncology Advanced Practice Nurse Competencies

#	Competency Statement	Measurable Outcomes
<b>Clinical Practice</b> - The Oncology Advanced Practice Nurse (OAPN) uses advanced, evidence-based knowledge and skills to provide care to individuals with cancer, to support caregivers in their role, and to promote best practices in the prevention, detection and treatment of cancer.		
1	Demonstrates expertise in cancer prevention and screening.	<ul style="list-style-type: none"> <li>• Patient and community education and activities related to modifiable and non-modifiable risk factors of cancer development.</li> <li>• Assesses patients' personal and related family history of cancer and document in medical record.</li> <li>• Performs relevant cancer risk assessment for at-risk patient with past, current or potential diagnosis of cancer.</li> <li>• Facilitates genetic counseling and/or testing based on national guidelines.</li> <li>• Recommends and/or orders cancer screening tests and interprets results</li> <li>• Recommends and/or orders referrals based on cancer screening test results</li> </ul>
2	Obtains a relevant health history for individuals with a past or current diagnosis of cancer	<ul style="list-style-type: none"> <li>• Documentation of health history includes a review of systems and the evaluation of the presence or absence of manifestations of cancer and cancer treatment, functional status, comorbidities.</li> <li>• Incorporates evidence-based assessment tools and guidelines.</li> </ul>
3	Completes comprehensive physical examination.	<ul style="list-style-type: none"> <li>• Conducts a comprehensive physical examination guided by the patient's review of systems, health history and current presentation.</li> <li>• Documents physical examination in the medical record.</li> </ul>
4	Provides care addressing psychosocial needs of the individual with cancer	<ul style="list-style-type: none"> <li>• Documents assessment including socioeconomic status, culture, spiritual beliefs, lifestyle, family-related issues, distress.</li> <li>• Facilitate patient and family access to resources for psychosocial support within the community</li> <li>• Recommends and/or orders referrals based on psychosocial needs of the patient and family.</li> </ul>
5	Utilizes evidence- and guideline-based diagnostic tools and studies	<ul style="list-style-type: none"> <li>• Verbalizes knowledge of cancer presentation, stages of disease and required testing to confirm diagnosis.</li> <li>• Accurately performs technical skills (e.g., bone marrow aspirations, spinal taps, skin biopsies).</li> <li>• Interprets laboratory studies and diagnostic tests.</li> <li>• Applies critical thinking and data interpretation to identify differential diagnosis</li> </ul>

6	Develops and/or implements treatment plan appropriate for complex cancer patient	<ul style="list-style-type: none"> <li>• Considers comorbidities, cancer treatment and symptoms. Plans and/or implements treatment appropriate for complex patient.</li> <li>• Utilizes guidelines and protocols to provide evidence-based care.</li> <li>• Promptly recognizes changes in patient status and responds with diagnostic testing or treatment measures as indicated. Evaluates outcomes.</li> <li>• Adapts plan to meet the needs of patients as they transition through settings.</li> </ul>
7	Applies knowledge of systemic or localized cancer therapies as indicated for clinical role.	<ul style="list-style-type: none"> <li>• Maintains chemotherapy competency as required by institutional guidelines.</li> <li>• Evaluates treatment plan, progress, and outcomes of systemic or localized therapies and recommends alterations based on patient response</li> </ul>
8	Applies knowledge of pharmacotherapeutics as indicated for clinical role	<ul style="list-style-type: none"> <li>• Participates in ongoing education to advance knowledge of medications as applies to professional practice.</li> <li>• Engages in prescriptive drug management as indicated for clinical role.</li> <li>• Completes medication reconciliation at care transitions.</li> </ul>
9	Integrates the needs of cancer survivors into the plan of care	<ul style="list-style-type: none"> <li>• Delegates, contributes, or completes survivorship care plan for appropriate patients.</li> <li>• Actively participate in the evaluation of patient history, treatment, toxicities and overall survivorship needs</li> </ul>
10	Participates in clinical trials and/or research as appropriate to role.	<ul style="list-style-type: none"> <li>• Provides information about clinical trials and research studies for which patients may be eligible.</li> <li>• Enrolls patients in clinical trials Contributes towards accrual of patients in clinical trails</li> <li>• Serves as a primary investigator (PI), co-PI, or on an Institutional Review Board</li> </ul>
11	Maximize patient safety in the clinical setting through established guidelines and standards	<ul style="list-style-type: none"> <li>• Document identification of high risk patients (fall, HAPI, CAUTI, CLABSI)</li> <li>• Consults appropriate personal as needed (physical therapy, home health)</li> <li>• Develop policies and procedures to minimize risks to patient safety.</li> <li>• Develop and oversee patient safety through quality monitoring.</li> </ul>
12	Demonstrates fiscally responsible practice	<ul style="list-style-type: none"> <li>• Documents diagnostic and procedural coding as applicable to clinical role.</li> <li>• Monitor the clinical outcomes and cost-effectiveness of equipment and products.</li> </ul>

**Mentorship and Education** - The OAPN effectively applies guidance and coaching skills which often incorporate patient education, in medically complex oncology situations experienced by patients and caregivers while maintaining the therapeutic APN-patient relationship. APNs also use these skills in the mentoring of students and colleagues, and in the provision of community education on a wide variety of cancer related topics/processes.

1	Conduct ongoing educational needs assessments	<ul style="list-style-type: none"> <li>• Creates educational needs assessments applicable for patients, caregivers and family member.</li> <li>• Designs appropriate educational opportunities for professional colleagues and students.</li> <li>• Identifies areas of educational need specific to the community, in partnership with community organizations,</li> <li>• Applies results of assessment to identify educational gaps, and formulates plan to address needs.</li> <li>• Facilitates or provides cancer related educational opportunities for students, colleagues and community populations</li> <li>• Measures outcomes of provided education such as comparing the results of pre- and post- knowledge surveys and/or reviewing attendee evaluations of educational offerings.</li> <li>• Modifies course content as needed based on analysis of measured outcomes.</li> </ul>
2	Provides guidance to patients and/or caregivers, students and colleagues.	<ul style="list-style-type: none"> <li>• Assists patients and family members to gain an understanding of their own feelings, and examine alternatives as it relates to making a sustained behavior change, managing their own cancer illness or health, and preparing for continuum of care transitions (ex. moving from acute care to hospice care) through the provision of direction or advisement.</li> <li>• Mentors students and/or colleagues to improve nursing performance thereby helping mentees to develop professionally and transition successfully to new opportunities (ex. student to RN to APRN).</li> </ul>
3	Coaches patients and families through health-related experiences	<ul style="list-style-type: none"> <li>• Demonstrates cultural competence through patients and family education and care.</li> <li>• Coaches patients and families to achieve mutually agreeable health-related goals (ex. risk reduction, reduced morbidity, and improved quality of life).</li> <li>• Communicates effectively during coaching sessions.</li> </ul>
<p><b>Consultation</b> - The OAPN provides and requests consultation with and for multi-disciplinary care teams to provide the most appropriate care for complex and medically vulnerable individuals.</p>		
1	Provide consultation across the care spectrum with a focus on complex medical care.	<ul style="list-style-type: none"> <li>• Identifies missing care interventions, utilizing specialty resources when necessary.</li> <li>• Anticipates need for other health care provider services based on patients' symptoms, diagnoses, disease trajectory.</li> </ul>

2	Performs patient centered care consultation	<ul style="list-style-type: none"> <li>• Develop effective care plans using evidenced based practice and tailoring it to specific patient needs.</li> <li>• Develops treatment recommendations based on patient identified priorities.</li> </ul>
3	Contributes tailored consultation recommendations	<ul style="list-style-type: none"> <li>• Assess knowledge gaps of those seeking consultation.</li> <li>• Provide education to colleagues in a positive, non-judgmental manner to enhance the requestor's future ability to address the complex care challenge.</li> </ul>
4	Provides clinically expert administrative consultation	<ul style="list-style-type: none"> <li>• Serves as the clinical expert in matters of program planning.</li> <li>• Informs administration of the current and anticipated needs of delivering appropriate expert oncology care.</li> <li>• Contributes to administrative discussions and decisions impacting cancer care programs measured by presence at administrative meetings.</li> <li>• Assists in resolution of complex organizational issues that impact cancer care provision, reconciling identified objectives with available resources.</li> </ul>
<p><b>Evidence-Based Practice</b> - The OAPN promotes evidence-based practice by interpreting the literature, integrating best practices, and contributing to the body of knowledge within a specialty or field of practice.</p>		
1	Promotes Evidenced-Based Practice	<ul style="list-style-type: none"> <li>• Implement EBP whenever possible, identify opportunities to utilize EBP In clinical decision making.</li> <li>• Review and critique literature in an ongoing manner to measure the use of evidence in current practice.</li> <li>• Assist staff in understanding EBP and be available for mentorship regarding EBP projects to specific questions.</li> <li>• Develop tools or provide tools to help staff and mentored APNs to use EBP, review literature and perform searches</li> </ul>
2	Able to measure quality of care within and without care setting.	<ul style="list-style-type: none"> <li>• Collect or identify appropriate data for quality metrics</li> <li>• Review audit collection documents, observe active participation in presentation of results by OAPN</li> </ul>
3	Interpret and apply research to evidenced-based practice.	<ul style="list-style-type: none"> <li>• Analyze current research by doing literature searches and apply to patient related care issues</li> <li>• Demonstrate and participate with staff in performing literature search and analysis of research</li> </ul>
4	Integrate appropriate and recent research when developing policies, standards, and guidelines.	<ul style="list-style-type: none"> <li>• Participates in development of policies, procedures, standards and guidelines.</li> <li>• Identify rationale for implementing appropriate research and apply evidence provided in support of standardized procedures.</li> </ul>

5	Identify practice areas that lack sufficient evidence based guidelines	<ul style="list-style-type: none"> <li>Examine EBP efforts aimed at finding answers to work-arounds and new problems with patient care.</li> <li>Review of completed EBP projects</li> <li>Review and coordinate leadership of EBP teams</li> <li>Utilize knowledge of EBP projects as mentors to non-nursing staff (example: Serve on IRBs)</li> </ul>
6	Incorporate best practice changes in an ongoing manner	<ul style="list-style-type: none"> <li>Ongoing demonstration of building expert knowledge</li> <li>Participates in/Leads EBP initiatives.</li> <li>Measure commitment to clinical excellence by reviewing continuing education participation, implementation of EBP projects.</li> </ul>
7	Promote and disseminate evidenced based practice interventions.	<ul style="list-style-type: none"> <li>Publishes and presents on EBP topics at the local, state, national level.</li> <li>Participate in mentoring staff, students and other non-nursing staff in EBP projects and publications.</li> <li>Review of current publications and attend presentations based on EBP and communicate findings with staff/institution to make decisions on practice</li> </ul>
<p><b>Leadership</b> - The OAPN leads and supports a purposeful and systematic approach to change within a clinical specialty and across an organization's care continuum and beyond by developing and role modeling evidence-based practice standards, cultivating an environment of ongoing learning, advocating health policy initiatives and fostering resiliency among colleagues.</p>		
1	Leads in identifying and promoting clinical excellence.	<ul style="list-style-type: none"> <li>Conducts routine review of literature to identify new and relevant information to improve oncology nursing practices.</li> <li>Assesses and synthesizes knowledge level, skill and practice competencies of nurses and nursing personnel.</li> <li>Effects change within multiple teams and engages team members in the change process.</li> </ul>
2	Acts as a change agent to advance oncology nursing practice across an organization and along the care continuum.	<ul style="list-style-type: none"> <li>Demonstrates the ability to assess individuals, groups and their environment to support their learning of new knowledge and skills, and ability to implement desired changes.</li> <li>Employs a variety of methods to achieve desired outcome.</li> <li>Develops metrics to evaluate successful implementation and sustainability of change.</li> <li>Supports institutional decisions and is a positive role model during the change process.</li> <li>Collaborates with colleagues in all phases of the change initiative.</li> <li>Assesses outcome trends across practice settings related to oncology nursing care.</li> </ul>
3	Actively participates in community and professional organizations.	<ul style="list-style-type: none"> <li>Participates in community and professional organizations supporting the oncology nurse and those with cancer and their caregivers.</li> <li>Advances the field through writing, publishing, presenting, and participating in professional activities and mentorship.</li> <li>Serves as a clinical preceptor for graduate students pursuing an advanced degree to become an OAPN.</li> </ul>

4	Supports legislative and regulatory initiatives that advance the health of the public in relation to oncology.	<ul style="list-style-type: none"> <li>Analyzes and interprets the impact of legislative and regulatory policies and changes as they affect oncology nursing practice.</li> <li>Participates in regulatory initiatives applicable to oncology care by attending HPA presentations and lobbying.</li> <li>Promotes the role of the oncology APN in improving patient and system outcomes.</li> <li>Coaches other nurses to participate in HPA activities.</li> </ul>
5	Advocates for improved access, quality and cost-effective healthcare	<ul style="list-style-type: none"> <li>Identifies facilitators and barriers to comprehensive cancer care.</li> <li>Advocates for the healthcare needs and rights of patients with cancer and their families.</li> <li>Identifies and refers to appropriate and available resources, i.e., financial navigators, case managers, outreach programs</li> <li>Recommend changes in equipment or other products based on best evidence, clinical metrics, and fiscal stewardship.</li> </ul>
<b>Collaboration</b> - The OAPN models collaborative practices when caring for patients and families.		
1	Collaborates with interprofessional team to provide comprehensive cancer care.	<ul style="list-style-type: none"> <li>Implements comprehensive plans of care for individuals with cancer.</li> <li>Facilitates communication between healthcare team members.</li> <li>Coordinates care transitions across the cancer care continuum.</li> </ul>
2	Collaborates with patients, families, and caregivers across the care continuum.	<ul style="list-style-type: none"> <li>Collaborates with patient and caregivers to set individualized goals for care.</li> <li>Develop and implement plans to overcome barriers to care.</li> <li>Documents patient outcomes and revises plan of care as appropriate</li> </ul>
3	Identifies potential educational barriers that may be a barrier to collaboration.	<ul style="list-style-type: none"> <li>Coordinate interprofessional collaboration and professional climate within and across nursing units for their impact on nursing practice and outcome metrics.</li> </ul>
4	Develops/Fosters collaborative relationships with community partners/key community stakeholders.	<ul style="list-style-type: none"> <li>Identifies potential barriers within the cancer community and outreach to increase or raise awareness within that community.</li> <li>Assess community needs through research and statistics.</li> <li>Initiate community programs to improve community access to care and resources.</li> <li>Develop programs to benefit the disadvantaged and underserved patient populations and their caregivers across the care continuum.</li> <li>Collaborates with community and organizational leaders and policymakers on items of importance to the advanced practice and cancer communities</li> </ul>

**Ethical Decision Making** - The OAPN role promotes ethical practices through role modeling and supporting staff in challenging, emotionally charged situations.

1	Participates in education programs that identify and support discussion of moral and ethical issues.	<ul style="list-style-type: none"> <li>• Applies ethical concepts, models, and methods</li> <li>• Maintains competency in professional standards, ethical and legal issues as they relate to cancer care</li> </ul>
2	Provides leadership on interprofessional teams that address ethical or moral conflicts that arise during cancer care.	<ul style="list-style-type: none"> <li>• Demonstrates the collaborative process with interprofessional stakeholders to ensure creative and collaborative decision making</li> <li>• Ability to identify an ethical or moral dilemma and refer appropriate cases to the ethics committee.</li> <li>• Serves on ethics committee.</li> <li>• Mentors others to develop ethical practice</li> <li>• Facilitates system change to addresses ethical barriers.</li> </ul>
3	Respects individual choices, delivering care in a nonjudgmental manner that preserves patient's rights, choices, autonomy and cultural and spiritual beliefs.	<ul style="list-style-type: none"> <li>• Demonstrates clear, open and respectful communication while promoting patient advocacy.</li> <li>• Demonstrates skill of active listening to allow others the necessary time to form and present their thoughts and ideas</li> <li>• Frames language used in ethical deliberations to help parties see the components of ethical problem.</li> <li>• Demonstrates ability to be reflective and know one's own limitations</li> </ul>
4	Encourages discussion of advance care planning on an individual and system level	<ul style="list-style-type: none"> <li>• Establishes an Advance Directive process</li> <li>• Documents patient/family interaction</li> <li>• Monitors metrics associated with patient AD process. Reports on the process.</li> </ul>