

ASHHNA

Competency Standards

for sexual and reproductive health
and HIV nurses

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2nd Edition

Acknowledgements

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Introduction

The Australasian Sexual Health and HIV Nurses Association (ASHHNA) is the peak Australasian sexual, reproductive health and Human Immunodeficiency Virus (HIV) nurses' professional organisation.

THE AIMS OF ASHHNA ARE TO:

- Promote sexual and reproductive health and HIV nursing as a professional speciality
- Advance the standards and scope of sexual and reproductive health and HIV nursing practice
- Facilitate the exchange of professional information to ensure effective communication and networking
- Act as the representatives of the Australasian sexual and reproductive health and HIV nurses in discussions with government and non government bodies at the State, Territory and federal level
- Support the standard and scope of evidence based professional development of nurses in the speciality
- Promote collaborative research in sexual and reproductive health and HIV nursing

BACKGROUND TO THE DEVELOPMENT OF COMPETENCY STANDARDS

The Australasian Sexual and Reproductive Health Nurses Association formed in 1991. A need to develop competency standards for sexual and reproductive health nurses was identified. In 1998, Jane Conway from Newcastle University assisted with the development of these unique competency standards. The current review commenced in 2010 involving nurses from across Australia and includes HIV nursing for the first time.

To provide a framework for the development process, in 1998 members were asked to respond to a philosophy statement on the beliefs and scope of nursing practice in the speciality. The key beliefs about the sexual and reproductive nursing speciality articulated at that time, and which continue to reflect the values underpinning the speciality today are:

- Adopting a social view of health
- Empowering clients to make informed choices
- Providing holistic health care
- Emphasis on a combination of clinical and advocacy skills
- Utilising a multidisciplinary approach
- Provision of education to clients, community groups and other health care workers
- Providing accessible, affordable and equitable health care
- The speciality has a unique knowledge base, based on a primary health care model that incorporates a social view of health taking into account all aspects of a person, so many aspects of health are involved including socio-cultural values, age and gender
- The approach to client care is non judgemental with a focus on informed decision making, increasing access to health services
- An acknowledgement that sexual and reproductive health nurses deal with intimate issues that require a high level of confidentiality and trust.

Competency Standards in sexual and reproductive health and HIV nursing

Registered Nurses (RN) working in the specialties of sexual health, sexual and reproductive health and HIV nursing are employed in a diverse range of health care settings including clinical practice, research, education and management. These competency standards are designed to guide best practice in the provision of these specialist clinical nursing services.

DEFINITIONS OF COMPETENCE

Competence relates to an individual's capacity to work effectively in their context of practice. The *Australian Nursing and Midwifery Council (ANMC)*¹ provide the following definitions related to competence:

Competence: 'The combination of skills, knowledge, attitudes and values that underpin effective nursing or midwifery performance in the individuals area and context of practice.'

Continuing Competence: 'The ability of nurses and midwives to demonstrate that they have maintained their competence to practice in relation to their context of practice.'

CORE COMPETENCY STANDARDS

Nurses must be aware of relevant competency standards and have a responsibility to work within their scope of practice.

All nurses should meet the *ANMC National Competency Standards for the Registered Nurse*³ and an advanced Registered Nurse should meet the *ANF Competency Standards for the Advanced Registered Nurse*² upon which the ASHHNA Competency Standards for sexual and reproductive health and HIV nurses are built.

The core domains of the *ANMC National Competency Standards for the Registered Nurse*³ include:

1. Professional Practice
2. Critical Thinking and Analysis
3. Provision and Coordination of Care
4. Collaborative and Therapeutic Practice

The core domains of the *ANF Competency Standards for the Advanced Registered Nurse*² are designed to identify and characterise the core components that underpin the level of competence identified as essential to Advanced RN practice and aim not to repeat but build onto the core domains of the RN.

The core domains for advanced practice are:

1. Conceptualises practice
2. Adapts practice
3. Leads practice



ASHHNA Competency Standard Domains

The ASHHNA Expert Writing Group identified seven (7) domains of speciality clinical practice that are linked to the *ANF Competency Standards for the Advanced Registered Nurse*² (Table 1).

These domains were developed referencing current national and international competency standards including, but not limited to, the *Royal College of Nursing, Sexual health competencies: an integrated career and competency framework for sexual and reproductive health nursing across the UK*⁴ and the *National HIV Nurses Association, National HIV Nursing Competencies, UK*.⁵

Table 1. ANF Competency Standards for the Advanced Registered Nurse and corresponding ASHHNA Competency Standard domains

ANF COMPETENCY STANDARDS FOR THE ADVANCED REGISTERED NURSE	ASHHNA COMPETENCY STANDARD DOMAINS
1. Uses best available evidence, observations and experience to plan, conduct and evaluate practice in ways which incorporate complexity and/ or a multiplicity of elements.	<ul style="list-style-type: none"> 1. Effective Communication 2. Assessment, Care Planning and Clinical Management 4. Research 5. Legal and Ethical Nursing Practice 6. Collaborative Care and Partnerships 7. Leadership and Development of the Speciality
2. Uses health and/ or nursing models as a basis for practice.	<ul style="list-style-type: none"> 2. Assessment, Care Planning and Clinical Management 3. Health Promotion and Client Education 4. Research 7. Leadership and Development of the Speciality
3. Manages outcomes in complex clinical situations.	<ul style="list-style-type: none"> 2. Assessment, Care Planning and Clinical Management 7. Leadership and Development of the Speciality
4. Anticipates and meets the needs of individuals and groups with complex conditions and/ or high risk situation.	<ul style="list-style-type: none"> 2. Assessment, Care Planning and Clinical Management
5. Integrates and evaluates knowledge and resources from different disciplines and health care teams to effectively meet the needs of individuals and groups.	<ul style="list-style-type: none"> 1. Effective Communication 2. Assessment, Care Planning and Clinical Management 3. Health Promotion and Client Education 4. Research 5. Legal and Ethical Nursing Practice 6. Collaborative Care and Partnerships

<p>6. Seeks out and integrates evidence from a range of sources to improve health care outcomes.</p>	<p>1. Effective Communication 2. Assessment, Care Planning and Clinical Management 4. Research 5. Legal and Ethical Nursing Practice 6. Collaborative Care and Partnerships</p>
<p>7. Safely interprets and modifies guidelines and practice to meet the health care needs of individuals and groups.</p>	<p>2. Assessment, Care Planning and Clinical Management 4. Research 5. Legal and Ethical Nursing Practice</p>
<p>8. Leads and guides the nursing teams to promote optimum standards of care.</p>	<p>1. Effective Communication 2. Assessment, Care Planning and Clinical Management 4. Research 6. Collaborative Care and Partnerships 7. Leadership and Development of the Speciality</p>
<p>9. Shares information and resources to initiate improvements and/or innovation in nursing practice.</p>	<p>1. Effective Communication 4. Research 6. Collaborative Care and Partnerships 7. Leadership and Development of the Speciality</p>
<p>10. Fosters and initiates research based nursing.</p>	<p>4. Research 7. Leadership and Development of the Speciality</p>
<p>11. Acts as a mentor and role model for nurses and other health professionals.</p>	<p>1. Effective Communication 6. Collaborative Care and Partnerships 7. Leadership and Development of the Speciality</p>
<p>12. Contributes to development of nursing knowledge, standards and resources through active participation at the broader professional level.</p>	<p>1. Effective Communication 6. Collaborative Care and Partnerships 7. Leadership and Development of the Speciality</p>
<p>13. Facilitates education of individuals and groups, students, nurses and other members of the health care team.</p>	<p>1. Effective Communication 4. Research 6. Collaborative Care and Partnerships 7. Leadership and Development of the Speciality</p>

<p>14. Acts as a resource for other nurses and members of the health care team.</p>	<p>1. Effective Communication 4. Research 6. Collaborative Care and Partnerships 7. Leadership and Development of the Speciality</p>
<p>15. Provides nursing as a resource to others through their capacity to practice outside single contexts and episodes of practice.</p>	<p>1. Effective Communication 3. Health Promotion and Client Education 6. Collaborative Care and Partnerships 7. Leadership and Development of the Speciality</p>

Defining Advanced Registered Nurse within a sexual and reproductive health and HIV context

REGISTERED NURSES IN SEXUAL AND REPRODUCTIVE HEALTH AND/ OR HIV

The attributes and performance required by all RNs in Australia are outlined in the *ANMC National Competency Standards for the Registered Nurse*³ but essentially describe those of a beginner. It is expected that all RNs should be able to meet these competencies.

As an RN gains experience and education in the specialty area of sexual and reproductive health and/or HIV nursing practice they will progress along the continuum from beginner towards expert practice.⁶

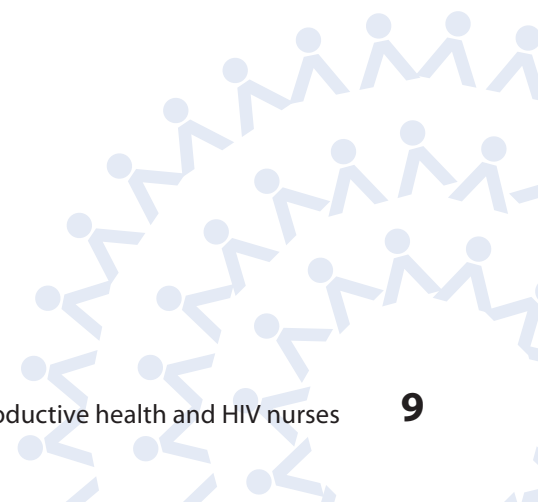
ADVANCED REGISTERED NURSES IN SEXUAL AND REPRODUCTIVE HEALTH AND/OR HIV

An Advanced RN is a nurse who has acquired an expert knowledge base, complex decision making skills and clinical competence that allows them to practice in an expanded more autonomous scope of practice.^{6,7}

The Advanced RN in sexual and reproductive health and/or HIV can demonstrate:⁸

- Advanced level of theoretical knowledge
- Educational preparation with postgraduate qualifications
- Advanced and expanded competence in clinical practice including ability to:
 - Determine best practice in the comprehensive management of client care
 - Assess and address variables that might influence client care and service delivery
 - Interpret objective and subjective data and choose optimal therapeutic intervention(s)
 - Foresee responses to health, illness and nursing interventions
 - Provide care in a variety of settings and levels of complexity
- A high degree of autonomous and independent practice
- Ability to integrate research, critical analysis, problem solving, and complex decision making into practice
- Leadership and professional standards that influences and progresses practice, service delivery and policy in a collaborative manner through all levels of health service
- Critically analyse and reflect on their own practice and recognise areas requiring professional development
- Ability to develop and initiate ongoing professional development of self and others
- Participation in the advancement and promotion of sexual and reproductive health and/or HIV nursing.

Additional information on defining advanced practice is provided in the *Glossary of Terms: Criteria for Specialties in Nursing, Principles of Credentialing for Nurses*.⁸



DEMONSTRATING ADVANCED REGISTERED NURSING COMPETENCE FOR REGRADING TO A HIGHER LEVEL POSITION

The following recommendations for demonstrating specialist nursing competence are put forward by ASHHNA to provide a guide for nurses and nursing managers, however nurses in each state and territory are governed by their relevant awards and policies.

A Registered Nurse who is applying for a regrading to a higher level must be able to demonstrate either a) or b) below:

a)

- Minimum 12 months experience in the clinical speciality; and
- Completion of a tertiary course of study with the core subjects being in sexual health or sexual and reproductive health or HIV or Public Health (whichever is relevant to the current position description) to a Graduate Certificate level or higher; and
- Demonstrate competence for the relevant ASHHNA Competency Standards Performance Criteria for the Registered Nurse and for the Advanced Registered Nurse; and
- Demonstrate competence in local clinical practice guidelines and management protocols.

OR

b)

- Minimum 4 years experience in the clinical speciality relevant to the current position description; and
- Demonstrate competence for the relevant ASHHNA Competency Standard Performance Criteria for the Registered Nurse and for the Advanced Registered Nurse; and
- Demonstrate competence for local clinical practice guidelines and management protocols.

Guide to using the ASHHNA Competency Standards for sexual and reproductive health and HIV nurses

The ASHHNA Competency Standards are developed specifically for RNs working in sexual health, sexual and reproductive health and HIV outpatient, community and ambulatory care settings.

The ASHHNA Competency Standards and Performance Criteria may be used to:⁹

- Assist with training and development of nurses new to the speciality.
- Provide guidelines of best practice for RNs employed in specialised sexual and reproductive health and/ or HIV services
- Provide a mechanism for the recording of individual performance and assessments
- Assist in identifying areas of practice where further training and ongoing professional development are required
- Assist in the documentation of professional development achievements and plans (Appendix)
- Guide peer review
- Guide the development of postgraduate scholarship and clinic-based training programs for the specialities.

The competencies are organised into domains and divided into Performance Criteria for the RN and Performance Criteria for the Advanced RN.

A nurse new to the specialty will develop competence in the Performance Criteria for the RN.

The Advanced RN will be able to meet both the Performance Criteria for the RN and the Performance Criteria for the Advanced RN.

Many of the Performance Criteria are shared by sexual and reproductive health and HIV nurses. However they are not exhaustive and some criteria may not be relevant to an individual specialties or clinical settings. In this case, not applicable can be recorded next to the Performance Criteria. Local clinical guidelines and management protocols must also be utilised in assessing competence.

ASSESSING COMPETENCE

Assessment of competence determines the extent to which an individual reaches and maintains the desired level of competence in skill, knowledge, understanding or attitudes and ensures the effective application of these components in the practice setting. A competent nurse can meet all the applicable competencies at a standard that is judged appropriate for the level of nursing being assessed.⁸

The RN practicing in the speciality is responsible for acquiring new knowledge and being aware of developments in the increasingly complex and rapidly changing arena of sexual and reproductive health and or/ HIV. This challenge calls for a commitment of the individual nurse and their employer to ensure the provision of an environment that supports continuous learning and ongoing evaluation of practice standards and competence to practice.

The principle for assessing competent practice is to adopt a multifaceted approach that includes:²

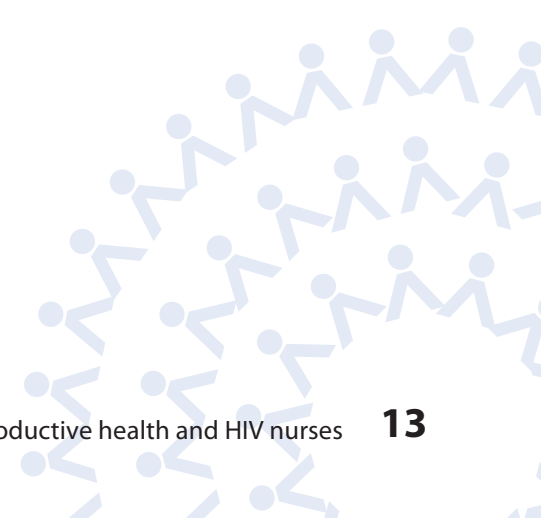
- Direct observation of practice
- Annual self assessment of performance in current role against relevant competency standards
- Setting professional goals
- Reflecting on practice
- Participation in continuing professional development activities.

ASHHNA Competency Standards for sexual and reproductive health and HIV nurses

Domain 1 – Effective Communication

Performance Criteria for the Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Effectively initiates, maintains and concludes interpersonal interactions			
• Establishes rapport with client that enhances their ability to express feelings			
• Explains confidentiality and privacy policies relevant to client care			
• Uses language and written communication appropriate to client needs			
• Uses open/closed questions appropriately			
• Allows adequate time for discussion			
• Communicates effectively to client and significant others where appropriate, regarding care and the nurses role in the provision of that care			
• Modifies communication style where appropriate to accommodate differences in comprehension due to age, culture, language, health condition, disability and wellbeing			
• Demonstrates sensitivity, awareness and respect for cultural identity of client			
• Demonstrates understanding and respect for the cultural values and history of Aboriginal and Torres Strait Islander people and how this may impact on communication with health care providers			
• Demonstrates skills in written, verbal, non-verbal and electronic communication			
• Establishes and maintains effective and collaborative communication with the multidisciplinary team			
• Ensures that written communication is comprehensive, logical, legible, clear and concise, spelling is accurate and only acceptable abbreviations used			
• Plans and conducts nursing care in consultation with the multidisciplinary team to facilitate optimal client outcomes			
• Participates and raises issues concerning professional practice in appropriate forums			

Performance Criteria for the Advanced Registered Nurse	Performance criteria met?		
	Yes	No	N/A
<ul style="list-style-type: none"> Implements systems, policies and procedures to ensure high quality, culturally competent communication 			
<ul style="list-style-type: none"> Initiates effective communication strategies that promote positive multidisciplinary partnerships 			
<ul style="list-style-type: none"> Develops and ensures appropriate pathways are in place for referral to members of the multidisciplinary team and external care providers 			
<ul style="list-style-type: none"> Actively participates as a senior member and/or leader of relevant multidisciplinary teams 			
<ul style="list-style-type: none"> Fosters an environment in which staff feel safe to question and discuss professional and practice issues and seek support and guidance 			
<ul style="list-style-type: none"> Provides expert advice and support to colleagues on effective communication in sexual and reproductive health and HIV nursing 			
Comments:			



Domain 2 – Assessment, Care Planning and Clinical Management

Performance Criteria for the Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Obtains a clear and concise sexual and reproductive health, medical, psychosocial and lifestyle history to identify risks and priorities for health screening and education			
• Obtains clear and concise information on the presenting symptoms of acute or chronic HIV-related conditions and related co-morbidities and co-infections			
• Recognises when history indicates need for prophylactic medication eg. emergency contraception, post-exposure prophylaxis for HIV or hepatitis A or B			
• Demonstrates understanding of the relevant social, cultural, lifestyle, diversity and sexuality issues of clients			
• Demonstrates an awareness of the social determinants of health			
• Provides education and support to client to modify lifestyle and behavioural factors in order to minimise risk for sexually transmissible infections (STIs) and blood-borne viruses (BBVs) and unintended pregnancy			
• Provides education and support to client to maximise health outcomes and wellbeing			
• Explains accurately to client the potential risks and benefits of health care interventions			
• Demonstrates knowledge and understanding of priority population groups and the issues relating to their sexual and reproductive health and HIV needs			
• Triage clients according to locally identified protocols			
• Obtains informed consent for interventions and prepares appropriate equipment for examination and/or specimen collection			
• Undertakes clinical examination and accurately obtains specimens with minimal discomfort for the client			
• Differentiates normal and abnormal findings on examination and refers where appropriate			
• Accurately documents the findings of the clinical examination, procedures performed and specimens obtained			
• Accurately interprets test results (including STIs, BBVs, pregnancy and cervical cytology)			
• Explains results, provides appropriate psychological support and refers where appropriate			

<ul style="list-style-type: none"> Provides information and assistance for contact tracing and seeks advice when appropriate 			
<ul style="list-style-type: none"> Demonstrates knowledge of the major presenting signs and symptoms of acute and chronic HIV-related conditions and risks of illness associated with relevant CD4 counts and increased plasma HIV viral load 			
<ul style="list-style-type: none"> Administers medications, treatments and vaccinations as prescribed or through approved medication protocols 			
<ul style="list-style-type: none"> Demonstrates knowledge of common adverse effects resulting from the key medications used in sexual and reproductive health and HIV care 			
<ul style="list-style-type: none"> Incorporates assessment data from relevant sources when developing a plan of care 			
<ul style="list-style-type: none"> Plans and evaluates nursing care in consultation with clients and the multidisciplinary team 			
<ul style="list-style-type: none"> Considers the ongoing implications of client health beyond the immediate episode of care 			
<ul style="list-style-type: none"> Assesses and/or manages caseload of clients with HIV with non-complex care needs 			
<ul style="list-style-type: none"> Ensures client is aware of follow-up plans 			
Performance Criteria for the Advanced Registered Nurse	Performance criteria met?		
<ul style="list-style-type: none"> Uses expert knowledge to underpin practice and support colleagues 	Yes	No	N/A
<ul style="list-style-type: none"> Provides support and/or supervision to the nursing team to promote optimum standards of care 			
<ul style="list-style-type: none"> Analyses and interprets physical signs and symptoms in relation to laboratory and investigative findings 			
<ul style="list-style-type: none"> Makes informed and autonomous decisions related to client management based on clinical judgment and evidence 			
<ul style="list-style-type: none"> Assesses, develops and revises health care plans that direct health care interventions by other nurses 			
<ul style="list-style-type: none"> Exhibits a comprehensive knowledge of pharmacodynamics and pharmacokinetics related to the specialty 			
<ul style="list-style-type: none"> Provides positive results for STIs, BBVs and cervical cytology to clients with accurate and appropriate explanation 			
<ul style="list-style-type: none"> Demonstrates an in depth knowledge of HIV prevention, infection, physical signs and symptoms of acute or chronic HIV related conditions, reproductive health issues, hepatitis co-infections and co-morbidities 			

<ul style="list-style-type: none"> • Works autonomously in partnership with the multidisciplinary team to assess and manage a caseload of patients with HIV disease and co-morbidities 			
<ul style="list-style-type: none"> • Develops care plans for addressing adherence and long term side effects of antiretroviral medications 			
<ul style="list-style-type: none"> • Acts to moderate the impact of the social determinants of health on individuals and communities 			
<ul style="list-style-type: none"> • Uses evidence based methods, such as motivational interviewing, for supporting behavioural change 			
<ul style="list-style-type: none"> • Works autonomously to comprehensively assess psychosocial and emotional needs of clients 			
<ul style="list-style-type: none"> • Interprets and integrates clinical, psychological, social and spiritual information into client management plans 			
<ul style="list-style-type: none"> • Demonstrates an in-depth knowledge of local, national and international guidelines pertaining to the speciality 			
<ul style="list-style-type: none"> • Establishes systems for the assessment, triage and management of clients incorporating local, national and international guidelines 			
<ul style="list-style-type: none"> • Initiates reviews of protocols and systems for clinical management and follow-up 			
Comments:			

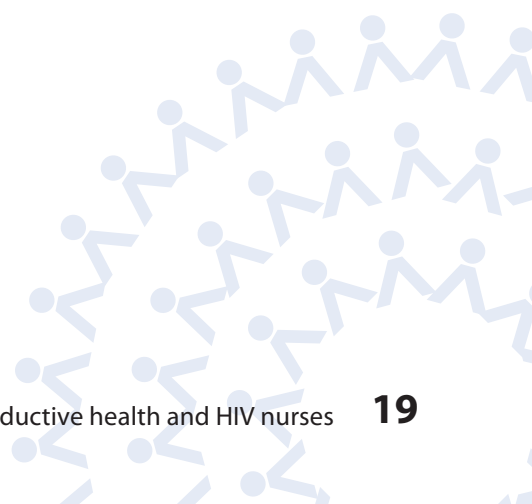
Domain 3 – Health Promotion and Client Education

Performance Criteria for the Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Demonstrates an understanding of health promotion principles and participates in programmes to promote health and well-being			
• Articulates how the geographic, cultural and socio-economic characteristics of the local community may impact on the health of individuals			
• Articulates how the overrepresentation of Aboriginal and Torres Strait Islander people in STI and BBV notification data impacts individual and community health and works to engage Indigenous people through health promotion activities			
• Demonstrates the ability to initiate discussion about sexually transmissible infection and blood borne virus prevention, transmission, implications of a positive result and contact tracing requirements			
• Utilises appropriate client resources to support preventative health decision making including contact tracing			
• Initiates discussion about preventive health checks and screening			
• Participates collaboratively in the development, delivery and evaluation of community and health professional education programmes and health promotion activities			
Performance Criteria for the Advanced Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Articulates the use of different approaches to sexual and reproductive health and/or HIV health promotion to students and colleagues			
• Undertakes training needs analysis and plans interventions to implement health promotion strategies			
• Evaluates health promotion strategies across a service/clinical network			
• Initiates one-to-one skills building support as part of a care plan eg. negotiating safer sex adherence skills, managing self-administration of medication and chronic disease management			
• Develops and evaluates client information resources			

<ul style="list-style-type: none"> • Develops, implements and evaluates professional education programmes and resources 			
<ul style="list-style-type: none"> • Acts to inform clients, community and health workers about health maintenance needs for people living with HIV 			
<p>Comments:</p>			

Domain 4 – Research

Performance Criteria for the Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Identifies the relevance of research to improving individual and community health outcomes			
• Demonstrates ability to access and evaluate health information and research evidence			
• Participates in quality improvement programs and incorporates outcomes of quality improvement programmes at the local level			
• Participates in established research projects at the local level			
Performance Criteria for the Advanced Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Provides leadership in the co-ordination and implementation of quality improvement activities			
• Identifies issues/problems in practice as the basis for review and research e.g. identifying gaps between current practice and existing protocols and guidelines			
• Critically evaluates existing research evidence for relevance to practice and disseminates as appropriate			
• Initiates and contributes to relevant research in sexual and reproductive health and/or HIV			
• Disseminates findings of research as primary author or investigator			
Comments:			



Domain 5 – Legal and Ethical Nursing Practice

Performance Criteria for the Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Complies with nursing standards, codes, guidelines, legislation and regulations			
• Articulates and practises within own scope of practice			
• Demonstrates accountability and responsibility for own actions			
• Advocates on behalf of the client to ensure consent to clinical procedures is informed and voluntary			
• Respects individual and group rights to make their own health care decisions			
• Practises in a way that acknowledges the dignity, culture, values, beliefs and rights of individuals/groups			
• Recognises the distinctive rights of Aboriginal and Torres Strait Islander people and seeks to promote respect and understanding of these rights among colleagues and the broader community			
• Ensures privacy and confidentiality when providing care			
• Demonstrates a working knowledge of laws relating to sexual health, reproductive health and HIV			
• Demonstrates an understanding and ethical preparedness to address issues that may impact an individual following a HIV diagnosis			
• Recognises and responds appropriately to unsafe or unprofessional practice			
• Advocates for the rights of individuals and groups at an organisational level			
• Contributes to development and review of specialty practice standards and guidelines			
Performance Criteria for the Advanced Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Initiates the development and review of specialty practice standards and guidelines			
• Consults with governments, organisations and communities on legal, professional and ethical issues relating to the specialty			
Comments:			

Domain 6 – Collaborative Care and Partnerships

Performance Criteria for the Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Demonstrates and promotes mutual respect of colleagues			
• Identifies and disseminates knowledge to colleagues and other health professionals eg. in-service and case presentations			
• Seeks guidance and leadership from senior members of the multidisciplinary team to provide best practice nursing care			
• Participates in collaborative activities with stakeholders			
• Identifies and seeks to build collegial relationships with local Aboriginal and Torres Strait Islander services			
• Utilises referral pathways where appropriate			
Performance Criteria for the Advanced Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Demonstrates advanced understanding of the roles, and utilises the strengths of the multidisciplinary team to facilitate optimal client outcomes			
• Acts as a expert resource person in the specialty			
• Identifies and disseminates advanced knowledge with colleagues eg. external education and complex case presentations			
• Identifies key stakeholders and initiates partnerships in order to improve health outcomes for individuals and the community eg. outreach activities, partnership agreements, cross referral systems			
• Initiates and contributes to the development and review of local, state and national policies, protocols and guidelines			
• Develops partnerships with other services to meet the specialty education needs of nurses			
Comments:			

Domain 7 – Leadership and Development of the Specialty

Performance Criteria for the Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Applies current evidence based practice to clinical care			
• Actively seeks out opportunities and resources for professional development			
• Contributes to the development of nursing knowledge through reflection on practice			
• Maintains a professional portfolio of evidence of recency of practice and continuing education			
• Participates in clinical teaching of students			
• Participates in professional development activities eg. seminar attendance, conference attendance, professional readings and disseminates information to colleagues			
• Represents nursing speciality by participation on relevant committees, working groups or forums			
Performance Criteria for the Advanced Registered Nurse	Performance criteria met?		
	Yes	No	N/A
• Role models expert clinical nursing practice in the specialty			
• Critically appraises and integrates evidence from a variety of sources to guide the provision of evidenced based practice			
• Acts as a senior member and leader of the multidisciplinary team providing leadership and guidance to less experienced staff			
• Articulates and promotes the advanced sexual and reproductive health and HIV nursing role in clinical, political and professional contexts			
• Increases the profile of sexual and reproductive health and/or HIV nursing via professional forums eg. conference presentations and journal articles			
• Demonstrates leadership in organisational change			
• Actively involved in organisational and professional committees, working parties and forums			
• Undertakes tertiary level professional development			
Comments:			

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Appendix

CONTINUING PROFESSIONAL DEVELOPMENT PORTFOLIO

Continuing professional development (CPD) is the means by which members of the profession maintain, improve and broaden their knowledge, expertise and competence, and develop the personal and professional qualities required throughout their professional lives. The CPD cycle involves reviewing practice, identifying learning needs, planning and participating in relevant learning activities, and reflecting on the value of those activities.

Documented evidence of CPD must include dates, a brief description of the outcomes and the number of hours spent in each activity. All evidence should be verified. It must demonstrate that the nurse has:

- a) Identified and prioritised their learning needs, based on an evaluation of their practice against the relevant competency or professional practice standards
- b) Developed a learning plan based on identified learning needs
- c) Participated in effective learning activities relevant to their learning needs
- d) Reflected on the value of the learning activities or the effect that participation will have on their practice

Templates for professional portfolios have been developed by workplaces and nursing organisations. Many of these are available online and are readily available via internet search engines. ASHHNA has developed a template which reflects the AHPRA requirements and can be accessed on the ASHHNA website www.ashhna.org.au/education

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Continuing Professional Development Portfolio

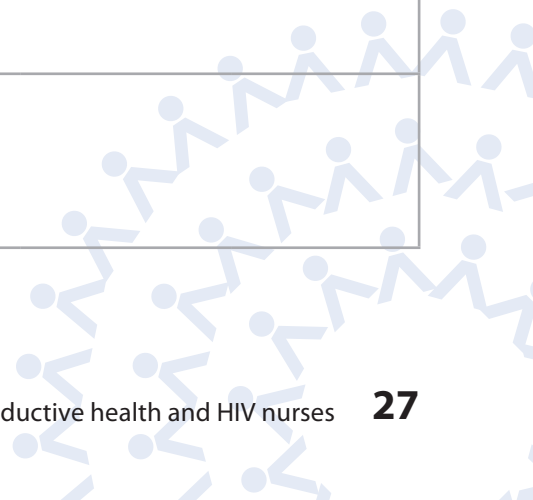
NAME:

YEAR:

LEARNING PLAN

Identified learning goals	Actions to achieve learning goals
1.	
2.	
3.	
4.	
5.	
6.	

Date	Hours	Total Hours
Description of activity:		
Description of learning outcomes:		
Reflection on value of activity to nursing practice:		



Date		Hours		Total Hours	
Description of activity:					
Description of learning outcomes:					
Reflection on value of activity to nursing practice:					

Date		Hours		Total Hours	
Description of activity:					
Description of learning outcomes:					
Reflection on value of activity to nursing practice:					

Date		Hours		Total Hours	
Description of activity:					
Description of learning outcomes:					
Reflection on value of activity to nursing practice:					





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