



DOMAIN OF CARE – CHEST MANAGEMENT
CLINICAL COMPETENCY

STAFF NAME

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SIGNATURE

	CORE COMPETENCY	ANNUAL REFRESHER 1	ANNUAL REFRESHER 2
DATE			
SIGNATURE			

Derian House Competency Document

Domains of Hospice Care



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Derian House Education Programme for Clinical Staff

The objectives of Derian House education programme is to;

- Provide guidance for all healthcare professionals (registered and non-registered) working in a hospice setting managing Children & Young People
- Empower clinical staff to embrace the responsibility and accountability associated with their own individual roles in the provision of outstanding clinical care across the organisation
- Provide evidence-based education which is delivered, assessed and quality assured through robust, well-established standardised methods

We will seek to achieve the above goals by providing an evidence based structure which will be supported by recognised educational theory. The programme will encompass a competency framework which will provide guidance for each individual staff member in the steps required to enhance your own individual skill set and look towards career progression within the organisation and beyond. Additionally, we have worked very hard to ensure that the education programme could withstand an external review and provide valuable metrics and measures with which to guide the development and guidance of clinical practice within the Hospice setting across the U.K. Therefore the programme has been designed to complement and align to existing national and professional standards.

The education programme will aim to provide consistency for Derian House staff both registered and non-registered in the measurement and the assessment of clinical competency. Going forward we will examine the three essential elements of competency

- Skills
- Knowledge
- Attitudes

We will assess these elements utilising valid, reliable and feasible methods such as, Multiple Choice Questions (MCQs), case presentations, simulations/OSCEs, reflections or direct observation. In addition, the programme will provide criteria for assessing staff and identify the expected levels of competence using Benner's Stages of Clinical Competence (See table. This will ensure all staff both registered and non-registered will have a clear idea of what is expected of them in relation to each clinical competency.

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Benner's Stages of Clinical Competence

NOVICE (1)	BEGINNER (2)	PROFICIENT (3)	ADVANCED (4)	EXPERT (5)
- NO EXPERIENCE IN THE CARE SETTING - NO THEORETICAL KNOWLEDGE OF SKILL - NOT COMPETENT IN UNDERTAKING SKILL WITHOUT FURTHER INSTRUCTION - NO CONFIDENCE IN UNDERTAKING SKILL AND DOES NOT DEMONSTRATE SAFE PRACTICE - REQUIRES CONTINUAL AND VERBAL CUES	- PREVIOUS EXPERIENCE IN THE CARE SETTING - NO FORMALISED THEORETICAL TRAINING IN SKILL - ALL THEORETICAL KNOWLEDGE OBTAINED VIA PRACTICE - PRACTICALLY COMPETENT BUT NOT THEORETICALLY COMPETENT - CAN DEMONSTRATE SKILL BUT REQUIRES MORE THAN THREE VERBAL/PHYSICAL CUES IN ORDER TO PERFORM THE SKILL PRACTICALLY - UNABLE TO ANSWER ALL THEORETICAL QUESTIONS RELATED TO THE SKILL	- 3 – 4 YEARS' EXPERIENCE IN THE CARE SETTING - HAS RECEIVED FORMALISED THEORETICAL TRAINING IN SKILL - PRACTITIONER CAN DEMONSTRATE EFFICIENCY, IS COORDINATED AND IS CONFIDENT IN HIS/HER ACTIONS RELATED TO THE SKILL - CAN DEMONSTRATE SKILL AND DOES NOT REQUIRE ANY VERBAL/PHYSICAL CUES IN ORDER TO PERFORM THE SKILL PRACTICALLY - NURSE DEMONSTRATED KNOWLEDGE OF THE IMPORTANCE OF THE SKILL AND THE IMPACT OF THIS SKILL ON THE PATIENTS CLINICAL JOURNEY - CSW DEMONSTRATES SUITABLE KNOWLEDGE RELATED TO THIS SKILL AND CAN ANSWER SKILL SPECIFIC QUESTIONS	- 5-6 YEARS' EXPERIENCE IN THE SPECIFIC HOSPICE CARE SETTING - HAS RECEIVED FORMALISED THEORETICAL TRAINING PERTAINING TO THE PARTICULAR SKILL - PRACTITIONER CAN DEMONSTRATE EFFICIENCY, IS COORDINATED AND IS CONFIDENT IN HIS/HER ACTIONS RELATED TO THE SKILL - CAN DEMONSTRATE SKILL AND DOES NOT REQUIRE ANY VERBAL/PHYSICAL CUES IN ORDER TO PERFORM THE SKILL PRACTICALLY - NURSE DEMONSTRATED KNOWLEDGE OF THE IMPORTANCE OF THE SKILL AND THE IMPACT OF THIS SKILL ON THE EXPERIENCE OF THE CYP AND THEIR CARER - NURSE DEMONSTRATES FURTHER KNOWLEDGE BY REFERENCING ADDITIONAL CPD/RESEARCH PAPERS WHICH SUPPORTS THEIR PRACTICE	- MORE THAN 6 YEARS' EXPERIENCE IN THE SPECIFIC HOSPICE CARE SETTING - HAS RECEIVED FORMALISED THEORETICAL TRAINING PERTAINING TO THE PARTICULAR SKILL - PRACTITIONER CAN DEMONSTRATE EFFICIENCY, IS COORDINATED AND IS CONFIDENT IN HIS/HER ACTIONS RELATED TO THE SKILL - CAN DEMONSTRATE SKILL AND DOES NOT REQUIRE ANY VERBAL/PHYSICAL CUES IN ORDER TO PERFORM THE SKILL PRACTICALLY - NURSE DEMONSTRATED KNOWLEDGE OF THE IMPORTANCE OF THE SKILL AND THE IMPACT OF THIS SKILL ON THE EXPERIENCE OF THE CYP AND THEIR CARER - NURSE DEMONSTRATES FURTHER KNOWLEDGE BY REFERENCING ADDITIONAL CPD/COURSES/RESEARCH PAPERS WHICH SUPPORTS THEIR PRACTICE - NURSE HAS UNDERTAKEN FURTHER EXTERNAL TRAINING AND IS PRACTICING AS A TRAINER IN THIS PARTICULAR SKILL

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LEARNING OUTCOMES	ASSESSMENT CRITERIA	STAGES OF CLINICAL COMPETENCE				
	ALL STAFF	ALL STAFF				
Have a basic understanding of what chest physio is and why it may be required by CYPs	- What is the purpose of Chest percussion - Who may benefit from Chest percussion		2	3	4	5
Understands how to deliver chest percussions	- What is the correct position for your hands when delivering chest percussion - What is an appropriate level of firmness related to the size of a CYP and the strength of the practitioner - Know 4 common positions CYPs can be in to receive percussion and how do you the prepare the CYP for percussion		2	3	4	5
Identifies the precautions and contraindications of chest physio	- What are the precautions and contraindications of chest percussion		2	3	4	5
Have a basic understanding of what cough assist is and why it is used by CYPs	- What is a cough assist machine - Who may benefit from using a cough assist machine		2	3	4	5
Understands how to prepare a CYP for cough assist treatment	- Identify best positions for CYP when receiving cough assist treatment - What tubing, filters and interface should be connected to the cough assist machine - Understand the cough assist machine screen to match prescriptions i.e. where the pressures/times are		2	3	4	5
Identifies the precautions and contraindications of cough assist	- What are the precautions and contraindications of cough assist		2	3	4	5

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ASSESSOR NAME

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CLINICAL EDUCATOR

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