



BRITISH
DERMATOLOGICAL
NURSING GROUP

DERMATOLOGY NURSING COMPETENCIES:

Skin Cancer Nursing
Competencies





Dermatology Nursing Competencies is produced by the British Dermatological Nursing Group.

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DERMATOLOGY NURSING COMPETENCIES

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DERMATOLOGY NURSING COMPETENCIES

Introduction

As the incidence of skin cancer in the United Kingdom (UK) continues in an upward trend, we are faced with significant growing demands on local/national skin cancer services. In 2010 approximately 100,000 non-melanoma skin cancers (NMSC) and 12,818 new cases of malignant melanoma were diagnosed (Cancer Research UK, 2013). Skin cancers are expected to rise by 46% by 2015 (Cancer Research UK, 2013). The total number of people diagnosed each year with malignant melanoma is forecast to exceed 20,000 by 2030 (Cancer Research UK, 2013). Therefore it is essential to plan how we, as healthcare professionals, can contribute in order to meet current and future needs.

Current healthcare policy in the UK gives prominence to accessible care for patients closer to home. However, while this may be feasible for managing patients with low-risk basal cell carcinomas (BCC) (NICE, 2010), patients suspected of having high risk BCCs, squamous cell carcinomas (SCC), malignant melanomas (MM) or other skin cancers should be managed by healthcare professionals within a clinical network designated to manage skin cancer in accordance with NICE guidance (NICE, 2006).

In 2010, the Department of Health (DH) published 'Equity and Excellence: Liberating the NHS', in which it recognises that healthcare professionals who are empowered, engaged and supported provide better patient care. With continual evolving changes to healthcare policies/structures and the introduction of Agenda for Change,

it is important to have a professional framework for nurses that is competence-based to give support to this statement.

A nurse is competent when he/she possesses the knowledge, skills and abilities required for lawful, safe and effective professional practice. This framework focuses on the core competencies for every registered nurse working in the speciality of skin cancer and is neither exhaustive nor highly specific and is intended to stimulate further discussion at local level. As such, the competence-based framework will guide skin cancer nurses, in all settings, in their career pathway. This will ensure that those who suffer with skin cancers are cared for by competent nurses who have 'an awareness to expert knowledge' of their conditions.

The British Dermatological Nursing Group has collaborated with expert skin cancer nurses to develop this framework, which can be used as an adjunct with the Agenda for Change Knowledge and Skills Framework. Not only will this document look at competencies, it will also focus on nurses' educational development and therefore can be used by individuals as a tool to aid performance and, in the long term, to aid recruitment and retention in the speciality. Understandably the main focus of these competencies is on ensuring clinical quality assurance and maintaining safe and effective practice.

Assessing competence

Being competent does not just mean that you are able to undertake a task satisfactorily according to a protocol, it also means that you have the cognitive skills of decision-making and

the theoretical knowledge that backs up what you do and why you do it.

Nurses have a legal requirement for continued professional development to safeguard the health and wellbeing of patients through Post-Registration Education and Practice (PREP). Nurses are committed to maintaining a personal development portfolio under PREP to ensure high standards of practice and care. A portfolio is a collection of evidence to demonstrate skills, knowledge and achievements that reflect the current development and activity of the individual nurse. Academic underpinning of knowledge, often to MSc and sometimes PhD level, has become expected of nurses in specialist roles. The BDNG has an updated link to various educational institutions that facilitate post-qualifying education in skin cancer and dermatology. While timeframes to gain competence are individual and difficult to define, linking into an academic programme will help to focus achievement of competence, and formal OSCE examination at the end of a module requires a pass mark.

This framework outlines examples of evidence for learning and development. While direct observation assessment (DOPS) is important in some circumstances, assessing competence can take place in many forms, eg peer review, self-assessment, reflection, case-based discussion (CbD), mini-clinical evaluation exercise (Mini-CEX). Assessment tools that are used by other professional colleagues (dermatologist, SpR, etc) are provided as separate appendices (Joint Royal Colleges of Physicians Training Board, 2007). They are:

- ▶▶ **Direct Observation of a Procedural Skill (DOPS)** — this assesses performance to undertake a practical procedure.
- ▶▶ **Case-based Discussion (CbD)** — this assesses performance in patient management.
- ▶▶ **Mini-Clinical Evaluation Exercise (Mini-CEX)** — this assesses a clinical encounter with a patient.

They can be used in clinical practice and a full explanation of how to use them is included. Although they are adapted from a medical model, these particular assessment tools were written with nursing colleagues in mind. This document covers minor surgical procedures but does not include competencies for advanced procedures such as flaps and grafts. Where nurses are performing these operations they should ensure their competencies are covered using assessment tools and protocols agreed by their own departments and Trust.

This framework covers the following six domains:

- ▶▶ Underpinning knowledge of professional practice in skin cancer care
- ▶▶ Skin cancer: assessment and investigation
- ▶▶ Skin cancer: therapeutic interventions; radiological investigations
- ▶▶ Caring for the patient with skin cancer
- ▶▶ Psychological impact of living with skin cancer
- ▶▶ Patient education and health promotion.

Please note: Information in italics is relevant for each level.

Each competence is divided into three levels:

Level 1

This level defines the **entry point** for registered nurses to the speciality of skin cancer. Nurses new to skin cancer may be limited to supporting senior nursing colleagues and doctors throughout individual episodes of patient care.

Level 2

This level defines the **competent nurse**. The nurse has the minimum level of knowledge and expertise required to work within the skin cancer speciality. This may be ward-based in surgical or oncological settings or outpatient-based. The roles of nurses in this speciality can be varied and are a direct response to service needs.

Level 3

This level defines the **specialist nurse** and reflects the extension and expansion of the nurse's role. Skin Cancer Specialist Nurses typically undertake a diverse range of roles, which may include nurse-led services. Specialist nurses, practicing at this level, are able to work according to local/national guidance and protocols, and work autonomously to co-ordinate and develop and deliver comprehensive care and services to patients.

A number of appendices are attached to this document, which support the various domains.

Appendix 1

Assessment and investigations required in caring for patients with skin cancer and related conditions.

Appendix 2

Therapeutic interventions required in caring for patients with skin cancer and related conditions.

Appendix 3

Psychological impact of living with skin cancer — survivorship indicators; recommended model of professional psychological assessment and support.

Appendix 4

Patients' self-management strategies in relation to skin cancer prevention/management.

Appendix 5

Competencies for practical procedures.

References

- Cancer Research UK (2013) <http://www.cancerresearchuk.org/cancer-info/cancerstats/reports/> (Assessed 01 July 2013)
- Department of Health (2010) *Equity and excellence: Liberating the NHS*. Department of Health, London
- National Institute of Health and Clinical Excellence (2010) *Improving outcomes for people with skin tumours including melanoma (update)*. NICE, London
- National Institute of Health and Clinical Excellence (2006) *Improving outcomes for people with skin tumours including melanoma: the manual*. NICE, London

Domain I
Underpinning knowledge of professional practice in skin cancer care
Competence: Demonstrate knowledge and understanding of skin lesion recognition

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Demonstrates an awareness of benign and malignant skin lesions and their clinical significance	<ul style="list-style-type: none"> • Awareness of benign naevi, benign lesions, pre-malignant lesions, non-melanoma skin cancers and all types of cutaneous malignant melanoma (CMM) • Awareness of the assessment and monitoring tools used in assessing skin cancer • Provides patient/carer with information to enable informed decision-making and can signpost to other available information resources • <i>Privacy and dignity of patients</i> • <i>Documentation</i> • <i>Local and national guidelines</i> • <i>Equality and diversity</i> • <i>Health promotion</i> 	Education or working towards degree level Clinical portfolio Mentorship Reflective practice Analysis of learning Communication skills Personal development plans DOPS Mini-CEX CbD	C1 Level 3 C2 Level 2 C5 Level 1 C6 Level 2 HWBI Level 2 IK3 Level 2
Level 2	Demonstrates knowledge and understanding of benign and malignant skin lesions	<ul style="list-style-type: none"> • Recognition and description of benign naevi, benign lesions, pre-malignant lesions, non-melanoma skin cancers and all types of cutaneous malignant melanoma (CMM) • Demonstrates a knowledge of the assessment and monitoring tools used in assessing skin cancer • Discusses information with patient/carer and provides written information • MDT core member contributing to MDT decision-making 	Education or working towards degree level Clinical portfolio Mentorship Reflective practice Analysis of learning Communication skills Personal development plans DOPS Mini-CEX CbD	C1 Level 3 C2 Level 3 C5 Level 2 C6 Level 2 HWBI Level 2 IK3 Level 2
Level 3	Has a comprehensive knowledge of benign and malignant skin lesions	<ul style="list-style-type: none"> • Demonstrates critical diagnostic skills in lesion recognition including differential diagnosis • Use of dermoscopy and digital photography to aid diagnosis or monitor where appropriate • Communicates and explains potential complex/distressing information to patient/carer in an empathetic way that they are able to understand • Makes referral to MDT meetings • Contributes to MDT decision-making and management plan • Educates other healthcare professionals, patients and carers and the wider public 	Education or working towards or at postgraduate-level Clinical portfolio Mentorship Reflective practice Analysis of learning Communication skills Personal development plans DOPS Mini-CEX CbD	C1 Level 4 C2 Level 4 C5 Level 3 G1 Level 3 HWB6 Level 2 C6 Level 2 HWBI Level 2

Domain 1 cont.**Underpinning knowledge of professional practice in skin cancer care****Competence: Demonstrate knowledge of skin cancer epidemiology**

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Demonstrates an awareness of the epidemiology of non-melanoma skin cancer and malignant melanoma	<ul style="list-style-type: none"> • Is aware of the National Cancer Registry • Is aware of morbidity and mortality rates of skin cancers • Is aware of the causes of both melanoma and non-melanoma skin cancers • Is aware of incidence, prevalence and causative factors in both melanoma and NMSC • Is aware of the increasing numbers of skin cancers diagnosed in the UK and subsequent burden on services 	Education or working towards degree level Clinical portfolio Mentorship Reflective practice Analysis of learning Communication skills Personal development plans DOPS Mini-CEX CbD	KSF CI Level 3 C2 Level 2 C5 Level 1 C6 Level 2 IK3 Level 1
Level 2	Demonstrates knowledge and understands the significance of the epidemiology of non-melanoma skin cancer and malignant melanoma	<ul style="list-style-type: none"> • Recognition of the National Cancer Registry and its role in monitoring numbers and trends in cancer sites • Understands the morbidity and mortality rates of skin cancers • Understands the causes of skin cancers • Understands the incidence, prevalence and causative factors of skin cancers • Understands increasing numbers of skin cancers diagnosed in the UK and subsequent burden on services 	Education or working towards degree level Clinical portfolio Mentorship Reflective practice Analysis of learning Communication skills Personal development plans DOPS Mini-CEX CbD	KSF CI Level 3 C2 Level 3 C4 Level 3 C5 Level 2 C6 Level 3 IK3 Level 1
Level 3	Has a comprehensive knowledge and ability to interpret key epidemiological data relating to non-melanoma skin cancer and malignant melanoma. Can critically discuss and disseminate knowledge to others	<ul style="list-style-type: none"> • Uses the resources of the National Cancer Registry to obtain facts, trends etc • Critically analysing and integrating skin cancer data in the provision and development of services at both local and national levels • Educates other healthcare professionals, patients and carers 	Education or working towards or at postgraduate level Clinical portfolio Mentorship Reflective practice Analysis of learning Communication skills Personal development plans DOPS Mini-CEX CbD	KSF CI Level 4 C2 Level 4 G1 Level 3 C5 Level 3 C6 Level 2 IK3 Level 1 HWB1 Level 2 HWB3 Level 2 HWB4 Level 4

Domain I cont.
Underpinning knowledge of professional practice in skin cancer care
Competence: Demonstrate knowledge and understanding of national/local guidelines, policies

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Demonstrates an awareness of national/local guidelines, policies in relationship to practice	Is aware of <ul style="list-style-type: none"> • NHS Cancer Plan • NICE/SIGN guidelines • BAD guidelines • AJCC staging systems • Cancer Measures • Peer-review process 	Education or working towards degree level Clinical portfolio Mentorship Reflective practice Analysis of learning Communication skills Personal development plans DOPS Mini-CEX CbD	C1 Level 3 C4 Level 1 C5 Level 1 IK3 Level 3 IK2 Level 2
Level 2	Demonstrates knowledge and understanding of national/local guidelines, policies in relationship to practice	Has an understanding of and can articulate the requirements of compliance with the following: <ul style="list-style-type: none"> • NHS Cancer Plan • NICE/SIGN guidelines • BAD guidelines • AJCC staging systems • Cancer Measures • Peer-review process 	Education or working towards degree level Clinical portfolio Mentorship Reflective practice Analysis of learning Communication skills Personal development plans DOPS Mini-CEX CbD	C1 Level 3 C2 Level 3 C4 Level 2 C5 Level 2 IK3 Level 3 IK2 Level 2
Level 3	Has a comprehensive knowledge of national/local guidelines, policies in relationship to practice	Demonstrates critical knowledge and understanding of: <ul style="list-style-type: none"> • NHS Cancer Plan • NICE/SIGN guidelines • BAD guidelines • AJCC staging systems • Cancer Measures • Peer review/Quality Performance Indicators • Contributes to peer-review process in own practice area and peer reviews others • Contributes to national/local guidelines/policies/agencies and initiatives pertaining to skin cancer • Educates other healthcare professionals, patients and carers 	Education or working towards or at postgraduate level Clinical portfolio Mentorship Reflective practice Analysis of learning Communication skills Personal development plans DOPS Mini-CEX CbD	C1 Level 4 C2 Level 4 G1 Level 3 C4 Level 3 C5 Level 3 HWB3 Level 2 HWB1 Level 1 IK3 Level 3 IK2 Level 2

Domain 2
Assessment and investigation
Competence: Demonstrate knowledge and understanding of the assessment required in caring for patients with skin cancer or related conditions

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Has awareness of how to assess a patient with skin cancer or related conditions	Awareness of holistic patient assessment Awareness of the elements of patient history and skin examination Awareness of the assessment and monitoring tools used in assessing skin cancer Awareness of different types of skin cancer Awareness of psychological impact of skin cancer <i>Privacy and dignity of patients</i> <i>Ensures informed consent</i> <i>Documentation</i> <i>Local and national guidelines</i> <i>Equality and diversity</i> <i>Health promotion</i>	Patient care Communication Education or working towards degree level Personal development plans Health education Analysis of learning Develop learning contracts necessary for speciality DOPS Mini-CEX CbD	HWB6 HWB7 C1 C3
Level 2	Demonstrates knowledge and understanding of the assessment of a patient with skin cancer or related condition	Demonstrates understanding of holistic patient assessment Understands the elements of relevant patient history taking Demonstrates a knowledge of the features of skin cancer and benign lesions Undertakes full skin assessment and uses monitoring tools in the process Demonstrates a knowledge of examination of regional lymph nodes Planning patient care Communicates with other disciplines at an appropriate level	Patient care Communication Education or working towards degree level Personal development plans Medicines management Health education Analysis of learning Research development Presentation skills DOPS Mini-CEX CbD	HWB6 HWB7 C1 C3
Level 3	Has a comprehensive knowledge and understanding of the assessment of a patient with skin cancer or related condition	Undertakes a holistic assessment and patient history Undertakes full skin examination and diagnostic assessment Undertakes examination of regional lymph nodes Uses assessment and monitoring tools	Patient care Communication Education or working towards or at postgraduate level Presentation skills Medicines management	HWB7 HWB6 C1 C3

Domain 2 cont.
Assessment and investigation

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 3		Recognises skin cancer and distinguishes from benign lesions Critically analyses and acts on findings in line with current evidence-based practice Reviews and updates assessment tools in light of current evidence-based practice Refers to other healthcare professionals	Health education Personal development plans Research development Analysis of learning Presentation skills Record keeping DOPS Mini-CEX CbD	

Competence: Demonstrate knowledge of the investigations required in caring for patients with skin cancer

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Has awareness of common diagnostic and prognostic investigations for skin cancer	Has an awareness of the different investigations Understands the adverse effects of any investigations Assists in preparation and support of patients undergoing investigations Effective management of specimens <i>Privacy and dignity</i> <i>Ensures informed consent</i> <i>Documentation</i> <i>Equality and diversity</i> <i>Health promotion</i>	Patient care Analysis of learning Education or working towards degree level Personal development plans Communication Develops learning contracts necessary for speciality DOPS Mini-CEX CbD	HWB6 HWB7 C1 C3
Level 2	Demonstrates knowledge and understanding of investigations needed for skin cancer patients and their subsequent treatment	Demonstrates an understanding of the different and most appropriate investigations required for diagnostic and prognostic indicators in the management of skin cancer patients Demonstrates knowledge of local and national guidelines on consent Is able to interpret results and assist in planning subsequent treatment	Patient care Education or working towards degree level Analysis of learning Personal development plans Research development Communication Medicines management	HWB6 HWB7 C1 C3

Domain 2 cont.
Assessment and investigation

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 2		<p><i>Advises patient/carer on investigations and treatment and assists in supporting patients undergoing investigations, including providing patients with appropriate information to minimise adverse affects</i></p> <p><i>Refers to other healthcare professionals</i></p>	Presentation skills DOPS Mini-CEX CbD	
Level 3	Has a comprehensive knowledge and understanding of investigations needed for skin cancer patients, is able to interpret the results and initiate subsequent treatment	<p>To identify, refer or perform relevant surgical intervention autonomously for specific skin cancer diagnosis</p> <p>Demonstrates competency in requesting appropriate investigations for skin cancer and advanced disease according to local policies</p> <p>To interpret and action results appropriately liaising with appropriate clinician</p> <p>To communicate with GPs and other health professionals</p> <p>To educate and support other health professionals</p> <p>Minimise adverse affects</p> <p>Refer to other disciplines</p> <p>To participate with other members of the multidisciplinary team in developing treatment plans</p>	Patient care Communication Analysis of learning Education or working towards or at postgraduate level Presentation skills Evidence of competency in ordering/requesting investigations Professional development plans Medicines management Research development DOPS Mini-CEX CbD	HWB6 HWB7 C1 C3

Domain 3
Therapeutic interventions
Competence: Demonstrate knowledge of therapeutic interventions required in caring for patients with skin cancer or related conditions

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Has an awareness of how to support a patient undergoing a therapeutic intervention for patients with skin cancer	<p>Awareness of different therapeutic interventions for skin cancer patients</p> <p>Assists with the preparation of patients for therapeutic interventions</p> <p><i>Privacy and dignity of patients</i></p>	Patient care Communication Education or working towards degree level Personal development plans	HWB6 HWB7 C1 C3

Domain 3 cont.
Therapeutic interventions

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1		<i>Ensure informed consent</i> <i>Documentation and management of specimens</i> <i>Local and national guidelines</i> <i>Equality and diversity</i> <i>Health promotion</i>	Health education DOPS Mini-CEX CbD	
Level 2	Demonstrates knowledge and understanding of therapeutic interventions for patients with skin cancer	Demonstrates understanding of different therapeutic interventions for skin cancer patients within the MDT setting Demonstrates competence to perform different therapeutic interventions in accordance with role and local policy <i>Obtains informed consent as per local and national guidance</i> <i>Discusses risks/benefits/expectations of treatment/trial options with patients and carers and understands factors influencing choice</i> <i>Assists with planning patient care</i> <i>Demonstrates ability to evaluate outcome of therapeutic interventions</i> <i>Demonstrates an understanding of the factors influencing choice concerning treatment options</i> <i>Demonstrates support for patients requiring therapeutic/palliative care</i> <i>Acts as key worker for skin cancer patient through MDT clinics and patient journey as appropriate</i> <i>Refers to other healthcare professionals</i>	Patient care Communication Education or working towards degree level Personal development plans Health education Medicines management DOPS Mini-CEX CbD	HWB6 HWB7 C1 C3
Level 3	Has a comprehensive knowledge and understanding of therapeutic interventions for patients with skin cancer	Competently advises/prescribes/refers for different therapeutic interventions for skin cancer patients Autonomously plans and evaluates patient care including performing therapeutic interventions as deemed competent Mentors colleagues developing new interventional skills Supports and educates other members of the MDT	Patient care Communication Education or working towards or at postgraduate level Personal development plans Health education Medicines management Research development Analysis of learning Presentation skills DOPS Mini-CEX CbD	HWB7 C1 C3

Domain 3 cont.
Therapeutic interventions
Competence: Demonstrate knowledge of radiological investigations required for diagnostic and prognostic purposes in the management of patients with skin cancer

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Has an awareness of how to support a patient undergoing staging investigations for patients with skin cancer	Has an awareness of different investigations for skin cancer patients Assists with the preparation of patients for radiological procedures <i>Privacy and dignity of patients</i> <i>Ensures informed consent</i> <i>Documentation and management of specimens</i> <i>Local and national guidelines</i> <i>Equality and diversity</i> <i>Health promotion</i> <i>Supports patients through investigations</i>	Patient care Communication Education or working towards degree level Personal development plans Health and safety training Health education DOPS Mini-CEX CbD	HWB7 HWB6 C1 C3
Level 2	Demonstrates knowledge and understanding of staging investigations for patients with skin cancer	Demonstrates understanding of different radiological investigations for skin cancer patients Demonstrates understanding of different and most appropriate investigations required as diagnostic and prognostic indicators in the management of patients with skin cancer Demonstrates knowledge of local and national guidelines on consent. Demonstrates knowledge of side-effects from radiological investigations Assists with planning patient care <i>Acts as key worker for skin cancer patient through MDT clinics and patient journey as appropriate</i> <i>Refers to other healthcare professionals</i>	Patient care Communication Education or working towards degree level Personal development plans Health education Medicines management DOPS Mini-CEX CbD	HWB6 HWB7 C1 C3
Level 3	Has a comprehensive knowledge and understanding of staging investigations for patients with skin cancer	Demonstrates competency in ordering/requests appropriate radiological investigation with the necessary training for non-medical healthcare practitioners in accordance with the Ionising Radiation (Medical Exposure) Regulations [IR(ME)R] 2000 and local policy	Patient care Communication Education or working towards or at postgraduate level Personal development plans	HWB7 C1 C3

Domain 3 cont.
Assessment and investigation

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 3		Demonstrates ability to evaluate outcome of investigative interventions Plans patient care including ordering of investigations as appropriately discussed with MDT as per local protocol Evaluates and acts on results of investigations liaising with appropriate MDT member or healthcare professional Acts as key worker for skin cancer patient through MDT clinics and patient journey. Supports and educates other members of the MDT team	Health education Medicines management Research development Analysis of learning Presentation skills DOPS Mini-CEX CbD	HWB7 C1 C3

Domain 4
Caring for the patient with skin cancer
Competence: Demonstrate knowledge on developing effective professional relationship with patients

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Has an awareness of factors influencing professional relationships with patients and carers	<i>Demonstrates good communication skills (eg, active listening, empathy)</i> <i>Considers holistic perspective</i> <i>Aware of emotional needs</i> <i>Evaluates psychosocial impact</i> <i>Assesses cognitive impairment</i> <i>Assesses sensory impairment</i> <i>Understands impact of disabilities</i> <i>Recognises customs and beliefs</i> <i>Awareness of communication barriers</i> <i>Awareness of financial constraints/issues impacting on care provision</i> <i>Ensures understanding of diagnosis and prognosis at an individual level</i> <i>Understanding of all of the above at each stage of care pathway from diagnosis to survivorship and possible palliative care and terminal</i> <i>Acts as patient advocate</i>	Patient care Analysis of learning Health promotion/education Education or working towards degree level Learning contract Personal development plans Communication DOPS Mini-CEX CbD	C1, C2, C3, C4, C5, C6 Level 2 HBW2 Level 2 HBW5 Level 2 HBW6 Level 2 HBW7 Level 2

Domain 4 cont.
Caring for the patient with skin cancer

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 2	Demonstrates knowledge and understanding of efficient and effective questioning and clarification technique with patients and carers	Identifies tensions and constraints Involves the patient in the decision-making process Assesses potential problems Identifies and isolates the key issues Clarifies whether information is understood Involves interpreting services as required Communicates at a level appropriate to the individual <i>Acts as key worker for skin cancer patient through MDT clinics and patient journey as appropriate</i> <i>Refers to other healthcare professionals</i>	Patient care Analysis of learning Health promotion/education Education or working towards degree level Speciality learning contract Personal development plans Communication Presentation skills Research Development DOPS Mini-CEX CbD	C1, C2, C3, C4, C5, C6 Level 3 HBW2 Level 3 HBW5 Level 3 HBW6 Level 3 HBW7 Level 3
Level 3	Has a comprehensive understanding of collecting and collating evidence to support patients and carers	Designs, develops and implements care pathways in conjunction with patient and MDT Empowers individuals to protect own health Uses validated assessment tools to grade severity of conditions/psychosocial impact Exercises professional judgement and uses critical appraisal when making an assessment Critically analyses levels of knowledge Distinguishes between subjective and objective information	Patient care Education or working towards or at postgraduate level Analysis of learning Health promotion/education Learning contract Personal development plans Presentation skills Communication Research development Writing/publication DOPS Mini-CEX CbD	C1, C2, C3, C4, C5, C6 Level 4 HBW2 Level 4 HBW5 Level 4 HBW6 Level 4 HBW7 Level 4

Domain 4 cont.
Caring for the patient with skin cancer
Competence: Demonstrate knowledge on care pathway of the patient with progressive disease

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Awareness of clinically safe practices when caring for the patient with progressive disease	<p><i>Acts appropriately when an emergency action is required</i></p> <p><i>Ensures the dignity and privacy of the patient and family</i></p> <p><i>Ensures understanding of diagnosis and prognosis at an individual level</i></p> <p><i>Ensures a safe environment is maintained at all times</i></p> <p><i>Awareness of holistic needs assessment</i></p> <p><i>Ensures good communications with relevant family members/carers/HCP involved in care and management of individual patient</i></p> <p><i>Communicates a caring, respectful and reassuring attitude to the patient and family during a cycle of care</i></p> <p><i>Refers to palliative care team if appropriate</i></p> <p><i>Uses Liverpool Care pathway as appropriate</i></p> <p><i>Liaises with key worker</i></p> <p><i>Acts as patient advocate</i></p>	Patient care Analysis of learning Personal development Education or working towards degree level Communication Medicines management DOPS Mini-CEX CbD	C1, C2, C3, C4, C5, C6 Level 2 HBW2 Level 2 HBW5 Level 2 HBW6 Level 2 HBW7 Level 2
Level 2	Demonstrates knowledge, understanding and facilitates clinically safe practices when caring for the patient with progressive disease	<p>Identifies signs and symptoms of disease progression</p> <p>Prepares a plan of care appropriate to the disease process</p> <p>Ensures that relatives and carers have the necessary guidance to deal with prolonged care and death</p> <p>Involves most appropriate HCP/service</p> <p><i>Acts as key worker for skin cancer patient through MDT clinics and patient journey as appropriate</i></p>	Patient care Analysis of learning Personal development Education or working towards degree level Communication Medicines management Writing for publication Health education DOPS Mini-CEX CbD	C1, C2, C3, C4, C5, C6 Level 3 HBW2 Level 3 HBW5 Level 3 HBW6 Level 3 HBW7 Level 3
Level 3	Has a comprehensive knowledge and understanding of caring for the patient with progressive disease	<p>Initiates appropriate care pathway with professionals in anticipation of potential problems</p> <p>Sympathetic to complex issues and identifies necessary ongoing referral</p> <p>Develops and implements appropriate holistic needs assessment</p>	Patient care Analysis of learning Personal development Education or working towards or at postgraduate level Communication	C1, C2, C3, C4, C5, C6 Level 4 HBW2 Level 4 HBW5 Level 4 HBW6 Level 4 HBW7 Level 4

Domain 4 cont.

Caring for the patient with skin cancer

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 3			Medicines management Writing for publication Health education Research development DOPS Mini-CEX CbD	

Domain 5

Psychological impact of living with skin cancer — survivorship

Competence: Demonstrate knowledge of the psychosocial impact on people living with and surviving from skin cancer

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Has an awareness of the psychosocial issues which impact on a person living with and surviving from skin cancer Has reached Level 1 on the recommended model of professional psychological assessment and support (NICE, 2004) — see Appendix 3	Is aware of the concept of holism in skin cancer care Is able to state the domains of holistic care relating to patients who have skin cancer and is able to demonstrate:- effective information giving, compassionate communication and general psychological support Demonstrates an awareness of the cognitive needs of patients living with skin cancer Demonstrates an awareness of the emotional needs of patients with skin cancer Demonstrates an awareness of the social needs of patients living with skin cancer Demonstrates an awareness of the importance of the spiritual needs and support of patients living with skin cancer Recognition of the psychological needs of people living with skin cancer Demonstrates an awareness of the specific needs of people living with and surviving skin cancer in the provision of ongoing emotional, health education and practical support Demonstrates knowledge related to end of life care. <i>Demonstrates an awareness of the nurse's role as patient advocate/key worker where appropriate</i> <i>Understands the importance of support for the patient's carer, family and significant others</i>	Patient care Health education Communication Personal development plans Education or working towards degree level DOPS Mini-CEX CbD	KSF C1, C2, C3, C4, C5, C6 Level 2 HWB2 Level 2 HWB4 Level 2 HWB6 Level 2 HWB7 Level 2

Domain 5 cont.
Psychological impact of living with skin cancer — survivorship

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1		<p><i>Understands the emotional labour involved in supporting patients with cancer and takes active steps to protect their own emotional and psychological wellbeing</i></p> <p><i>Evaluates and documents nursing interventions that address the psychosocial needs of this patient group</i></p> <p><i>Understands the importance of multidisciplinary working in supporting patients diagnosed with skin cancer</i></p>		
Level 2	<p>Demonstrates knowledge and understanding of psychosocial issues which impact on patients diagnosed with skin cancer</p> <p>Has reached Level 2 on the recommended model of professional psychological assessment and support (NICE, 2004) — see Appendix 3</p>	<p>Demonstrates clear assessment and documentation of patients' cognitive, emotional, social and spiritual needs in relation to their skin cancer diagnosis and how it impacts on their life. Is able to screen for psychological distress using validated assessment tools (see glossary for examples).</p> <p>Following assessment, recognition of the need for appropriate nursing and/or medical and/or psychosocial intervention(s) such as problem solving</p> <p>Is able to implement appropriate coping strategies</p> <p>Understands and utilises the appropriate care pathway/triage in addressing psychosocial needs of skin cancer patients</p> <p>Understands the importance of multidisciplinary working in supporting patients diagnosed with skin cancer</p> <p>Understands the role and acts as the patient advocate when appropriate. Undertakes relevant, audits, focus groups and questionnaires to ensure care is patient-centred</p> <p>Understands the specific needs of people living with and surviving skin cancer and is aware of relevant national and local survivorship programmes and support groups</p> <p>To provide ongoing emotional, health education and practical support, in so doing enabling the patient to achieve self-efficacy</p> <p>Is aware of the complex issues related to end of life care and bereavement</p> <p><i>Referring patients where appropriate to other professional and charitable bodies for help with financial, psychological and emotional support</i></p> <p><i>Understands the importance for some patients of spiritual support and knows how to access chaplaincy services and other faith support</i></p>	<p>Patient care</p> <p>Analysis of learning</p> <p>Presentation skills</p> <p>Personal development plans</p> <p>Health education</p> <p>Education or working towards degree level</p> <p>Develop learning contracts necessary for speciality</p> <p>DOPS</p> <p>Mini-CEX</p> <p>CbD</p>	<p>C1, C2, C5, C6</p> <p>Level 3</p> <p>C3, C4</p> <p>Level 2</p> <p>HWB2</p> <p>HWB4</p> <p>HWB6</p> <p>HWB7</p> <p>Level 3</p>

Domain 5 cont.

Psychological impact of living with skin cancer — survivorship

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 3	Has a comprehensive knowledge and deep understanding of psychosocial issues which impact on persons with skin cancer	Demonstrates clear assessment and documentation of patients' cognitive, emotional, social and spiritual needs in relation to their skin cancer diagnosis and how it impacts on their life. Is able to screen for psychological distress (see Appendix 3 for examples of validated tools).	Patient care Analysis of learning Health education Communication	C1, C2, C5, C6 Level 4 C3, C4 Level 3
	Has reached Level 2 on the recommended model of professional psychological assessment and support (NICE, 2004) — see Appendix 3	<p>Following assessment, recognition of the need for appropriate nursing and/or medical and/or psychosocial intervention(s). Documents a detailed care plan and implements nursing interventions which address identified psychosocial needs of the patient</p> <p>Is able to use problem solving in order to implement appropriate coping strategies</p> <p>Recognises other psychological conditions or psycho-pathological conditions which impact on patients with skin cancer</p> <p>Understands and utilises the appropriate care pathway/triage to address complex psychosocial needs of this patient group</p> <p>Understands the importance of and complexity of support that the patient's significant others may require and is able to act as an enabler in accessing this support</p> <p>Understands and acts as the patient advocate when appropriate. Instigates and undertakes relevant audit, focus groups and questionnaires to ensure care is patient-centred</p> <p>Understands the specific needs of people living with and surviving skin cancer and is confident in referring patients to and or running survivorship/support groups</p> <p>To include provision of ongoing emotional, health education and practical support</p> <p>To respect the importance for patients to achieve self-efficacy in relationship to survivorship issues</p> <p>Understands the complex issues related to end of life care and bereavement and is able to initiate support mechanisms for the patient and their significant others</p>	<p>Develop learning contracts necessary for speciality</p> <p>Education or working towards or at postgraduate level</p> <p>Research development</p> <p>Presentation skills</p> <p>Personal development plans</p> <p>Writing for publication</p> <p>Medicines management</p> <p>DOPS</p> <p>Mini-CEX</p> <p>CbD</p>	<p>HWB2 HWB4 HWB6 HWB7 Level 4</p>

Domain 6**Patient education & health promotion****Competence: Demonstrate knowledge of health promotion and patient self-management strategies in relation to skin cancer prevention/management**

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Demonstrates an understanding of the health promotional strategies commonly used by patients to develop self-management skills related to sun awareness, skin cancer prevention and self-examination	<p>Develops good communications skills</p> <p>Demonstrates understanding of the therapeutic relationship</p> <p>Understands the factors influencing patient choice concerning sun awareness and self-management</p> <p>Has an awareness of health-related behaviour related to sun awareness</p> <p>Develops a plan that provides the patient with a problem-solving skills approach to sun awareness, skin cancer prevention and self-examination and thus enhances life skills</p> <p><i>Demonstrates good communication skills</i></p>	<p>Communication</p> <p>Patient care</p> <p>Education or working towards degree level</p> <p>Health education</p> <p>Analysis of learning</p> <p>Develop learning contract necessary for speciality</p> <p>Presentation skills</p> <p>Personal development plans</p> <p>Research development</p> <p>DOPS</p> <p>Mini-CEX</p> <p>CbD</p>	KSF C1 Level 3 C2 Level 2
Level 2	Demonstrates an ability to encourage the individual and their families to adapt current theories related to sun awareness, skin cancer prevention and self-examination	<p>Understands theories which influence patient choice and relate it to sun awareness</p> <p>Improves health by encouraging concordance</p> <p>Has understanding of the learning theories influencing patient education</p> <p>Demonstrates a knowledge of self-efficacy concept</p> <p>Demonstrates an understanding of health beliefs</p> <p>Identifies and explores patient empowerment including internal and external motivation</p>	<p>Communication</p> <p>Patient care</p> <p>Education or working towards degree level</p> <p>Presentation skills</p> <p>Personal development plans</p> <p>Develop learning contract necessary for speciality</p> <p>Writing for publications</p> <p>Research development</p> <p>DOPS</p> <p>Mini-CEX</p> <p>CbD</p>	KSF C1 Level 3 C2 Level 3
Level 3	Demonstrates a capacity to empower individuals and their families to identify and reach realistic goals related to sun awareness, skin cancer prevention and self-examination theories	<p>Excellent communication skills</p> <p>Excellent understanding of learning theories</p> <p>Explores factors detrimental to healthy behaviours</p> <p>Actively promotes self-management options leading to patient empowerment</p> <p>Empowerment through patient self-efficacy, concordance with treatment and confidence building</p> <p>Develops dynamic interventions building patients' self-esteem and confidence leading to empowerment</p>	<p>Communication</p> <p>Patient care</p> <p>Education or working towards or at postgraduate level</p> <p>Presentation skills</p> <p>Personal development plans</p> <p>Writing for publications</p> <p>Develop learning contract necessary for speciality</p> <p>Research development</p> <p>DOPS</p> <p>Mini-CEX</p> <p>CbD</p>	KSF C1 Level 4 C2 Level 4 G1 Level 3

Domain 6 cont.
Patient education & health promotion
Competence: Demonstrate knowledge of health promotion strategies in relation to skin cancer prevention/management

	Competence	Standard indicators	Evidence of learning/ development	KSF
Level 1	Understands the principles of health promotion and actively promotes skin cancer prevention as part of a healthy lifestyle	Delivers health promotion activities, which empower the patients to make sun safe choices Awareness of health and wellbeing and the actions that people can take to address skin cancer prevention in a clinical setting Understands the factors influencing patient activities related to self-examination including internal and external motivators <i>Understanding general health issues such as smoking, diet, monitoring for other cancers</i>	Patient care Communication Education or working towards degree level Personal development plans Health education Research development Develop learning contract necessary for speciality DOPS Mini-CEX CbD	KSF C1 Level 3 C2 Level 2
Level 2	Demonstrates evidence of skin cancer prevention in health promotion and wellbeing development and actively participates in local events	Adopts empowering health promotion strategies on skin cancer prevention that could be used with clients and in the wider community Demonstrates the ability to promote self-examination as part of skin cancer prevention strategies with the individual and the wider community Demonstrates the ability to relate health promotion theory to skin cancer prevention in a clinical setting Improves the health and wellbeing of communities and populations through skin cancer prevention projects and programmes	Patient care Communication Education or working towards degree level Personal development plans Develop learning contract necessary for speciality Presentation skills Health education Education Presentation skills Research development DOPS Mini-CEX CbD	KSF C1 Level 3 C2 Level 3
Level 3	Demonstrates a commitment to develop, implement and evaluate strategies on skin cancer prevention for patients and the wider community	Acts as an advisor on skin cancer prevention, as well providing ongoing support for locally developed skin cancer competencies, thus improving the health and wellbeing of the population as a whole Collaborates with external agencies and leads on skin cancer prevention educational events	Patient care Communication Education or working towards or at postgraduate level Personal development plans Develop learning contract necessary for speciality Analyse learning Presentation skills Health education Education Presentation skills Research development Writing for publications DOPS Mini-CEX CbD	KSF C1 Level 4 C2 Level 4 G1 Level 3

Domain 6 cont.

Patient education & health promotion

Competence: Demonstrate knowledge on improving treatment adherence in relation to skin cancer prevention/management

	Competence	Standard indicators	Evidence of learning/development	KSF
Level 1	Understands the importance of patient empowerment and self-management strategies in skin cancer prevention and uses appropriate opportunities to share knowledge with patient and carers	<p>Keeps the patient informed, reassured and clear about the primary problem identified</p> <p>Encourages awareness of potential long-term nature of skin cancer interventions/medication regimens</p> <p>Awareness of methods for monitoring skin cancer interventions/treatment outcomes</p> <p>Has a basic awareness of the key advice and guidance in skin cancer preventative care including self-examination</p> <p>Empowers all to make informed choices to promote health and wellbeing</p> <p>Facilitates access to specialist patient support groups</p> <p>Ensures information is tailored to the individual patient's needs and skin cancer pathway</p>	<p>Patient care</p> <p>Communication</p> <p>Education or working towards degree level</p> <p>Personal development plans</p> <p>Health education</p> <p>Research development</p> <p>Analysis of learning</p> <p>DOPS</p> <p>Mini-CEX</p> <p>CbD</p>	<p>C1 Level 2</p> <p>C2 Level 2</p> <p>HWB1</p> <p>Level 2</p> <p>HWB3</p> <p>Level 2</p>
Level 2	Facilitates patient empowerment and self-management strategies. Uses appropriate methods and opportunities to share knowledge	<p>Makes an initial assessment of the potential problem and clarifies whether the patient understands the conclusion reached</p> <p>Awareness of the skin cancer intervention/therapeutic procedures which may be offered to a patient</p> <p>Links signs and symptoms with interventions/treatment options</p> <p>Ability to offer guidance to patients regarding sun awareness, self-examination and lifestyle changes while having interventions/medication or following withdrawal of</p> <p>Identifies factors that may lead to withdrawal of an intervention/medication</p> <p>Ensures that relatives and carers have the necessary guidance to deal with prolonged care episodes</p> <p>Acts as the patient advocate at all times</p>	<p>Patient care</p> <p>Communication</p> <p>Education or working towards degree level</p> <p>Personal development plans</p> <p>Presentation skills</p> <p>Health education</p> <p>Education</p> <p>Research development</p> <p>Analysis of learning</p> <p>DOPS</p> <p>Mini-CEX</p> <p>CbD</p>	<p>C1 Level 3</p> <p>C2 Level 3</p> <p>HWB1</p> <p>Level 3</p> <p>HWB3</p> <p>Level 3</p>

Domain 6 cont.

Patient education & health promotion

	Competence	Standard indicators	Evidence of learning/ development	KSF
Level 3	Has a comprehensive knowledge of interventions/therapeutic procedures that may be offered: surgical interventions/topical therapies/systemic therapies	<p>Describes the criteria that would determine the choice of therapeutic intervention for a patient with skin cancer</p> <p>Provides written/oral information as well as signpost to all other resources available for patients and carers on the potential variations in the pattern, severity and duration of their symptoms related to skin cancer interventions</p> <p>Skilled in concordance consultation-style with patients as a basis for enhancing patient adherence to minimising UK exposure risk</p> <p>Communicates with the multidisciplinary team on clinical issues using written, verbal and electronic methods as required</p> <p>Reviews all decisions with the patient and considers the possibility of seeking advice and support regarding therapeutic interventions</p> <p>Identifies tensions between the rights and choices of individual</p>	<p>Patient care</p> <p>Communication</p> <p>Education or working towards or at postgraduate level</p> <p>Personal development plans</p> <p>Presentation skills</p> <p>Health education</p> <p>Education</p> <p>Research development</p> <p>Writing for publications</p> <p>Analysis of learning</p> <p>DOPS</p> <p>Mini-CEX</p> <p>CbD</p>	<p>C1 Level 3-4</p> <p>C2 Level 3-4</p> <p>HWB1</p> <p>Level 3-4</p> <p>HWB3</p> <p>Level 3-4</p> <p>G1 Level 2-3</p>

Glossary of descriptors

Patient care	<p>Holistic care assessment to include:</p> <ul style="list-style-type: none"> • Use of validated assessment tools to identify psychosocial distress (see section on indicators) • Coping strategies (see section on indicators) <p>Patient management Consultation Assessment and/or review Discuss expectations/potential outcomes Make prescribing decisions in partnership with the patient after discussion/explanation of all options available Formulate treatment plan Evidence of competence in record keeping Advocacy to include:</p> <ul style="list-style-type: none"> • Examples of national initiatives and organisations involved in provision of psychosocial support (see section on indicators) <p>Diversity Policies protecting vulnerable patients Multidisciplinary working DOPS CbD Mini-CEX</p>
Analysis of learning	<p>Reflection Critical appraisal DOPS CbD Mini-Cex</p>
Presentation skills	<p>Oral presentations Poster presentations Preparation IT skills Evaluation DOPS Mini-CEX</p>
Personal development plans	<p>Identify learning needs Source educational opportunities Learning objectives Yearly conferences Mandatory training Risk management Clinical governance Clinical supervision Research and audit</p>
Writing for publications	<p>Patient information For media/publication Academic reports Case studies Protocols Policies and guidelines DOPS, CbD Mini-CEX</p>
Research development	<p>Literature searching/reviewing Audit Data collection Data presentation Critical analysis and data interpretation DOPS CbD Mini-CEX</p>

Glossary of Descriptors cont.

Education	<p>Study days to include:</p> <ul style="list-style-type: none"> • Communications skills course • National 3-day Advanced Communication Skills Course • Psychological Assessment Skills Course (as developed by Dr Kate Jenkins at Salisbury District Hospital; email Kate.jenkins@salisbury.nhs.uk) • Counselling course <p>Experiential learning Work-based learning Self-directed learning Academic programmes DOPS CbD Mini-CEX</p>
Health education	<p>Source health promotional materials to include:</p> <ul style="list-style-type: none"> • National material from Cancer Research UK (CRUK.org.uk) SunSmart initiative material • British Association of Dermatologists (www.BAD.org.uk) • The Karen Clifford Skin Cancer Charity (www.skcin.org) <p>Health education (development) Health promotion education (delivery) DOPS CbD Mini-CEX</p>
Develop learning contracts necessary for speciality	<p>Mentorship Undertake regular clinical supervision and write a reflective learning outcome from each session Identify relevant clinical skills Sub-speciality skills</p>
Communication	<p>Verbal skills Written skills Non-verbal communication Breaking bad news Empathy DOPS CbD Mini-CEX</p>
Medicines management	<p>Pharmacology Patient group directions Supplementary prescribing Systemic monitoring Therapeutics Medicines and Healthcare products Regulatory Agency (MHRA) HRA Control of Substances Hazardous to Health regulations (COSHH) Medicines Evidence Commentaries Storage and administration DOPS CbD Mini-CEX</p>

Appendix I

Assessment and investigations required in caring for patients with skin cancer

Assessment	<ul style="list-style-type: none"> • Patient history taking • Skin examination and documentation <ul style="list-style-type: none"> Site of lesion Size of lesion Description of lesion How long present? • Assessment of individual's risk factors • Identification of benign lesions/differentials • Identification of skin cancer/differentials • Use of ABCD rule • Use of dermoscopy • Use of magnifying light • Use of digital photography • Mole mapping and clinical photography • Lymph node examination • Palpation for organomegaly • Multidisciplinary team working
Investigations	<ul style="list-style-type: none"> • Histology <ul style="list-style-type: none"> Punch biopsy Shave biopsy Incisional biopsy Curettage and cautery Excisional biopsy Ellipse excision FNA (Fine Needle Aspiration) Sentinel lymph node biopsy (SLNB) Wide local excision • Blood chemistry <ul style="list-style-type: none"> LDH • Genome testing <ul style="list-style-type: none"> Blood tissue • Radiology <ul style="list-style-type: none"> X-ray: <ul style="list-style-type: none"> Lungs, skeletal system Magnetic Resonance Imaging (MRI): <ul style="list-style-type: none"> Brain, neck, axilla, abdomen, pelvis, groin Computerise Tomography (CT) Scan: <ul style="list-style-type: none"> Brain, head, neck, chest, abdomen, pelvis (with or without contrast) Ultrasound: <ul style="list-style-type: none"> Ultrasound guided biopsy/FNA Positron Emission Tomography (PET) CT Scan: <ul style="list-style-type: none"> Isotope Bone Scan Nuclear Medicine: <ul style="list-style-type: none"> Lymphoscintigraphy

Appendix 2**Therapeutic interventions required in caring for patients with skin cancer and related conditions****Photo Dynamic Therapy (PDT)**

- Performing treatments
- Supporting patients during treatment session
- Assessing effects of treatment

Topical treatments for skin cancer

- Prescribing (independent prescribing)
- Maintenance of competencies
- Telephone support for patients
- Assessing effects of treatment

Cryotherapy (see *Best Practice in Cryosurgery: A Statement for Healthcare Professionals, Dermatological Nursing 10(2)* supplement)

- Performing procedure
- Assessing effects of treatment

Radiotherapy

- Refer patients for radiotherapy
- Support patients through side-effects
- Telephone follow-up service for patients having received

Surgical

- Punch biopsy
- Shave excision/biopsy
- Curettage
- Incisional biopsy
- Ellipse excision
- Wide local excision +/-skin grafts
- Wide local excision +/- flap repairs
- Sentinel lymph node biopsy
- Lymph node clearance/dissection/lymphadenectomy
- Management of post-operative complications
- Wound care and dressing advice

Consent

- Obtaining informed consent
- Use of appropriate consent forms
- Protection of vulnerable adults
- Knowledge of Mental Capacity Act
- Local policy on consent

Lymphoedema services

- Running of clinics
- Support of patients with lymphoedema

Oncology

- Clinical trials nurse/co-coordinator
- Immunotherapy
- Chemotherapy
- Biologic therapy

Appendix 2 cont.**Therapeutic interventions required in caring for patients with skin cancer and related conditions****Neurology**

- Recognise symptoms of cerebral metastases and appropriate management
- Refer to appropriate clinician

Palliative

- Symptom control
- Involvement of hospice services

Electro Chemo Therapy (ECT)

- Prepare patient for treatment
- Assist with treatment
- Monitor effects

Isolated Limb Infusion (ILI)/Isolated Limb Perfusion (ILP)

- Prepare patient for treatment
- Assist with treatment
- Monitor effects

Hepatosurgery

- Assist with preparation
- Support post-operatively

Ascities

- Recognise need for procedure on a patient
- Support during and post- procedure
- Monitor/evaluate efficacy

New lesions

- Identify new lesions and determine treatment pathway
- Benign lesions/discharge

Nurse-led follow-up clinics

- Protocols for melanoma follow-up as per local national guidelines
- Non-melanoma follow-up clinics/telephone advice
- Telephone advice with regards to side-effects
- Break bad news clinics/Holistic needs assessment
- Discharge of patients

Appendix 3**Psychological impact of living with skin cancer — survivorship indicators****Use of validated assessment tools to identify psychosocial distress**

- Genograms
- Family Systems Illness Model, John Rolland, 1994 — use of life cycle
- HAD (Hospital Anxiety and Depression Scale)
- Adjustment check-ups (Rolland, 1995)
- Hopelessness Scale

Appendix 3 cont.

Psychological impact of living with skin cancer — survivorship indicators

	<ul style="list-style-type: none"> • Distress thermometer — produced by Dr James Brennan, Consultant Clinical Psychologist, Bristol Haematology and Oncology Centre, University Hospitals Bristol NHS Foundation Trust; Yorkshire Cancer Network (www.ncsi.org.uk/what-we-are.../screening-and-assessment-tools) • Revised impact of event scale • PEPSI COLA AIDE MEMOIR — Holistic Common Assessment of Supportive and Palliative Care needs for Adults with Cancer (NHS Holistic Common Assessment Supportive Palliative Care Needs, Prof Alison Richardson, Mar 07. NICE Supportive and Palliative Care Improving Outcomes Guidance 2004) • SPARC (Sheffield Profile for Assessment and Referral to Care) palmed@sheffield.ac.uk • BEDS (Brief Edinburgh Depression Scale) M Lloyd-Williams, C Shiels, C Dowrick, 2007; The development of the Brief Edinburgh Depression Scale to screen for depression in patients with advanced cancer. <i>Journal of Affective Disorders</i> (99): 259-264 • Suicide Risk Assessment • FACT-M (Version 4) English (Universal) Copyright 1987, 1997, 2007
Coping strategies	<ul style="list-style-type: none"> • Relaxation techniques • Distraction techniques • Problem solving • Activities that improve mood: exercise, energy levels, social interaction, keeping busy • Information leaflets on managing panic, anxiety, depression and low mood: self-help guides (Northumberland Mental Health NHS, 1999)
Examples of national initiatives and organisations involved in provision of psychosocial support	<p>National Cancer Action Team (NCAT) www.ncat.nhs.uk National Cancer Survivorship Initiative (NCSI) www.ncsi.org.uk End of life care www.endoflifecareforadults.nhs.uk End of Life Care For All e-learning www.e-lfh.org.uk/projects/e-elca/register.html National cancer patient experience survey — national report www.dh.gov.uk/en/Healthcare/Cancer/Patientexperience/index.htm National cancer patient experience survey — Trust level reports www.quality-health.co.uk/cancer-reports National Cancer Peer Review Programme www.cquins.nhs.uk National communications skills training www.connected.nhs.uk Patient experience/cancer information pathways www.cancerinfo.nhs.uk Information prescriptions www.nhs.uk/ips Macmillan support line www.macmillan.org.uk Macmillan benefits guide www.macmillan.org.uk/abetterdeal Skin Cancer Hub — information to support prevention and early diagnosis www.swpho.nhs.uk/skincancerhub Benefits Helpline 0800 882 200 Wessex Cancer Trust patient information www.wessexcancertrust.org Health information and prevention relating to skin cancer www.sunsmart.org.uk/skincancer Teenage Cancer Trust www.teenagecancertrust.org Marie Curie — provide support to cancer patients and their families www.mariecurie.org.uk GenoMEL — international melanoma research consortium www.genomel.org Maggie's Centres — skin cancer UK support group www.maggiescentres.org/skincancer Patient information Skin Cancer Foundation www.skincancer.org Patient information DermNet NZ www.dermnet.org.nz Citizens Advice Bureau www.citizensadvice.org.uk Willow Foundation www.willowfoundation.org.uk</p>
Self-management relating to skin cancer prevention/self-examination to promote self-efficacy	See patient education, Domain 6

Appendix 4**Patients' self-management strategies in relation to skin cancer prevention/management****Patients' self-management strategies in relation to skin cancer prevention/management**

Skin examination
 Lymph node examination
 Insurance
 - Critical illness
 - Travel
 - Personal
 - Work-related
 Financial
 Patient information prescriptions
 Lymphoedema recognition
 Blood donor issues
 Pregnancy issues
 Understanding their diagnosis/prognosis
 Wound management
 Patient pathways/likely progression

Health promotion strategies in relation to skin cancer prevention/management

Health promotion — issues with individual/public/professional
 Sun protection
 Other skin cancer-related issues, ie research
 Support groups/organisations (national/regional/local)
 - Teenage Cancer Trust
 - Macmillan
 - Marie Curie
 - SKcin
 - Wessex Cancer Trust
 - South Cancer Hub
 - Managed Clinical Networks Regional
 - GenoMEL

Appendix 5**Competencies for practical procedures**

Level of competencies¹	
Level 0	Cannot perform this activity in the clinical environment but knows the key principles involved
Level 1	Can perform this activity with constant supervision and some assistance
Level 2	Can perform this activity with some supervision and assistance
Level 3	Can perform this activity satisfactorily without supervision or assistance
Level 4	Can perform this activity satisfactorily with more than acceptable speed and quality of work
Level 5	Can perform this activity satisfactorily with more than acceptable speed and quality of work and with initiative and adaptability to special problem situations

The Practitioner is required to achieve a score of a minimum of level 3 for all competencies in order to practice independently and is normally expected to achieve level 4/5 within 6 months.

University of Hertfordshire is acknowledged for the content of these competencies.

¹Levels of competencies based on those devised by University of Southampton

Appendix 5 cont.

Competencies for practical procedures

Obtaining Informed Consent

Date of Assessment		NMC PIN	
Surname		Forename	
Assessor's name		Assessor's PIN	
Assessor's position	Senior Nurse/CNS <input type="checkbox"/>	Consultant <input type="checkbox"/>	SpR <input type="checkbox"/>
	SHO <input type="checkbox"/>	GP <input type="checkbox"/>	Other <input type="checkbox"/>

Please score the nurse on the scale below. Please note that your scoring should reflect the performance of the nurse against what you would reasonably expect at their stage/level of experience/grade.

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Gives patient appropriate information in order for them to make an informed consent						
Provides patient information in clear & relevant language						
Ensures patient has full understanding and awareness and has consented to procedure						
Is able to answer routine questions asked by patients prior to skin surgery						
Fully explains any alternative treatments or implications of no treatment						
Discusses the expected and potential cosmetic outcome of procedure						
Accurately records information on relevant consent form						

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Understands rationale behind informed consent						
Demonstrates knowledge of the principles of obtaining informed consent						
Identifies circumstances where specialist advice may be needed						
Identifies patients unsuitable for non-medical consent						

Which aspects of the procedure were done well?

Any suggestions for future development?

Agreed action plan

Nurse's signature _____

Assessor's signature _____

Appendix 5 cont.**Competencies for practical procedures****Administration of Local Anaesthesia**

Date of Assessment		NMC PIN	
Surname		Forename	
Assessor's name		Assessor's PIN	
Assessor's position	Senior Nurse/CNS <input type="checkbox"/>	Consultant <input type="checkbox"/>	SpR <input type="checkbox"/>
	SHO <input type="checkbox"/>	GP <input type="checkbox"/>	Other <input type="checkbox"/>

Please score the nurse on the scale below. Please note that your scoring should reflect the performance of the nurse against what you would reasonably expect at their stage/level of experience/grade.

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Effectively prepares the patient physically & psychologically for the procedure						
Demonstrates ability to accurately calculate safe levels of dosage						
Demonstrates ability to draw up & check local anaesthetic correctly						
Safely and effectively performs procedure according to local guidelines/protocol						
Checks the effectiveness of the local anaesthetic prior to and during the procedure						
Demonstrates accurate recording of procedure in patient records						
Gives appropriate advice to the patient about duration & side-effects of anaesthetic used						
Demonstrates correct disposal, disinfection and maintenance of equipment						

Theoretical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates knowledge of the structure, function and anatomical hazards of the skin						
Describes the action of the local anaesthetic on the skin						
Understands the indications, cautions and contraindications when injecting local anaesthesia						
Describes how to manage untoward reactions of local anaesthesia						
Identifies situations where specialist advice may be required						

Which aspects of the procedure were done well?

Any suggestions for future development?

Agreed action plan

Nurse's signature _____

Assessor's signature _____

Appendix 5 cont.
Competencies for practical procedures

Interrupted Sutures			
Date of Assessment		NMC PIN	
Surname		Forename	
Assessor's name		Assessor's PIN	
Assessor's position	Senior Nurse/CNS <input type="checkbox"/>	Consultant <input type="checkbox"/>	SpR <input type="checkbox"/>
	SHO <input type="checkbox"/>	GP <input type="checkbox"/>	Other <input type="checkbox"/>

Please score the nurse on the scale below. Please note that your scoring should reflect the performance of the nurse against what you would reasonably expect at their stage/level of experience/grade.

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Effectively prepares the patient physically & psychologically for the procedure						
Selects appropriate suture material						
Checks that local anaesthesia is adequate before commencing procedure						
Correct handling of surgical instruments						
Achieves haemostasis using an appropriate technique						
Demonstrates appropriate suturing technique: placement, knot tying, appearance of final incision						
Safely and effectively performs procedure according to local guidelines/protocol						
Assesses patient discomfort and uses effective methods of relief						
Selects appropriate dressing						
Demonstrates accurate recording of procedure in patient records						
Effectively communicates advice and aftercare to patient						
Demonstrates correct disposal, disinfection and maintenance of equipment						

Theoretical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Understands indications, cautions and contraindications for performing procedure						
Describes potential complications						
Describes how complications would be managed if they occurred						
Identifies situations where specialist advice may be required						

Which aspects of the procedure were done well?

Any suggestions for future development?

Agreed action plan

Nurse's signature _____

Assessor's signature _____

Appendix 5 cont.
Competencies for practical procedures

Deep Dermal Sutures			
Date of Assessment		NMC PIN	
Surname		Forename	
Assessor's name		Assessor's PIN	
Assessor's position	Senior Nurse/CNS <input type="checkbox"/>	Consultant <input type="checkbox"/>	SpR <input type="checkbox"/>
	SHO <input type="checkbox"/>	GP <input type="checkbox"/>	Other <input type="checkbox"/>

Please score the nurse on the scale below. Please note that your scoring should reflect the performance of the nurse against what you would reasonably expect at their stage/level of experience/grade.

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Effectively prepares the patient physically & psychologically for the procedure						
Selects appropriate suture material						
Checks that local anaesthesia is adequate before commencing procedure						
Correct handling of surgical instruments						
Achieves haemostasis using an appropriate technique						
Demonstrates appropriate suturing technique: placement, knot tying, appearance of final incision						
Safely and effectively performs procedure according to local guidelines/protocol						
Assesses patient discomfort and uses effective methods of relief						
Selects appropriate dressing						
Demonstrates accurate recording of procedure in patient records						
Effectively communicates advice and aftercare to patient						
Demonstrates correct disposal, disinfection and maintenance of equipment						

Theoretical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Understands indications, cautions and contraindications for performing procedure						
Describes potential complications						
Describes how complications would be managed if they occurred						
Identifies situations where specialist advice may be required						

Which aspects of the procedure were done well?

Any suggestions for future development?

Agreed action plan

Nurse's signature _____

Assessor's signature _____

Appendix 5 cont.
Competencies for practical procedures

Punch Biopsy			
Date of Assessment		NMC PIN	
Surname		Forename	
Assessor's name		Assessor's PIN	
Assessor's position	Senior Nurse/CNS <input type="checkbox"/>	Consultant <input type="checkbox"/>	SpR <input type="checkbox"/>
	SHO <input type="checkbox"/>	GP <input type="checkbox"/>	Other <input type="checkbox"/>

Please score the nurse on the scale below. Please note that your scoring should reflect the performance of the nurse against what you would reasonably expect at their stage/level of experience/grade.

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Effectively prepares the patient physically & psychologically for the procedure						
Uses correct surgical instruments/equipment proficiently						
Checks that anaesthesia is adequate before commencing procedure						
Safely and effectively performs procedure according to local guidelines/protocol						
Inserts subcutaneous suture(s) for punch biopsies as required to ensure haemostasis						
Assesses patient discomfort and uses effective methods of relief						
Collects specimens appropriately & correctly completes histology form						
Demonstrates accurate recording of procedure in patient records						
Effectively communicates advice and aftercare to patient						
Demonstrates correct disposal, disinfection and maintenance of equipment						

Theoretical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Understands indications, cautions and contraindications for performing procedure						
Describes potential complications of punch biopsy						
Describes how complications would be managed if they occurred						
Identifies situations where specialist advice may be required						

Which aspects of the procedure were done well?

Any suggestions for future development?

Agreed action plan

Nurse's signature _____

Assessor's signature _____

Appendix 5 cont.
Competencies for practical procedures
Curettage & Electrocautery

Date of Assessment		NMC PIN	
Surname		Forename	
Assessor's name		Assessor's PIN	
Assessor's position	Senior Nurse/CNS <input type="checkbox"/>	Consultant <input type="checkbox"/>	SpR <input type="checkbox"/>
	SHO <input type="checkbox"/>	GP <input type="checkbox"/>	Other <input type="checkbox"/>

Please score the nurse on the scale below. Please note that your scoring should reflect the performance of the nurse against what you would reasonably expect at their stage/level of experience/grade.

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Effectively prepares the patient physically & psychologically for the procedure						
Uses correct surgical instruments/equipment proficiently						
Checks that anaesthesia is adequate before commencing procedure						
Safely and effectively performs procedure according to local guidelines/protocol						
Assesses patient discomfort and uses effective methods of relief						
Collects specimens appropriately & correctly completes histology form						
Achieves haemostasis using an appropriate technique						
Demonstrates accurate recording of procedure in patient records						
Effectively communicates advice and aftercare to patient						
Demonstrates correct disposal, disinfection and maintenance of equipment						

Theoretical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Understands indications, cautions and contraindications for performing procedure						
Describes potential complications of curettage and cautery						
Describes how complications would be managed if they occurred						
Identifies situations where specialist advice may be required						

Which aspects of the procedure were done well?

Any suggestions for future development?

Agreed action plan

Nurse's signature _____

Assessor's signature _____

Appendix 5 cont.

Competencies for practical procedures

Shave Biopsy/Excision

Date of Assessment		NMC PIN	
Surname		Forename	
Assessor's name		Assessor's PIN	
Assessor's position	Senior Nurse/CNS <input type="checkbox"/>	Consultant <input type="checkbox"/>	SpR <input type="checkbox"/>
	SHO <input type="checkbox"/>	GP <input type="checkbox"/>	Other <input type="checkbox"/>

Please score the nurse on the scale below. Please note that your scoring should reflect the performance of the nurse against what you would reasonably expect at their stage/level of experience/grade.

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Effectively prepares the patient physically & psychologically for the procedure						
Uses correct surgical instruments/equipment proficiently						
Checks that anaesthesia is adequate before commencing procedure						
Safely and effectively performs procedure according to local guidelines/protocol						
Assesses patient discomfort and uses effective methods of relief						
Collects specimens appropriately & correctly completes histology form						
Achieves haemostasis using an appropriate technique						
Demonstrates accurate recording of procedure in patient records						
Effectively communicates advice and aftercare to patient						
Demonstrates correct disposal, disinfection and maintenance of equipment						

Theoretical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Understands indications, cautions and contraindications for performing procedure						
Describes potential complications of shave excision						
Describes how complications would be managed if they occurred						
Identifies situations where specialist advice may be required						

Which aspects of the procedure were done well?

Any suggestions for future development?

Agreed action plan

Nurse's signature _____

Assessor's signature _____

Appendix 5 cont.

Competencies for practical procedures

Ellipse Excision			
Date of Assessment		NMC PIN	
Surname		Forename	
Assessor's name		Assessor's PIN	
Assessor's position	Senior Nurse/CNS <input type="checkbox"/>	Consultant <input type="checkbox"/>	SpR <input type="checkbox"/>
	SHO <input type="checkbox"/>	GP <input type="checkbox"/>	Other <input type="checkbox"/>

Please score the nurse on the scale below. Please note that your scoring should reflect the performance of the nurse against what you would reasonably expect at their stage/level of experience/grade.

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Effectively prepares the patient physically & psychologically for the procedure						
Uses correct surgical instruments/equipment proficiently						
Checks that anaesthesia is adequate before commencing procedure						
Safely and effectively performs procedure according to local guidelines/protocol						
Adequate & complete excision of lesion with appropriate choice of procedure						
Assesses patient discomfort and uses effective methods of relief						
Collects specimens appropriately & correctly completes histology form						
Achieves haemostasis using an appropriate technique						
Demonstrates accurate recording of procedure in patient records						
Effectively communicates advice and aftercare to patient						
Demonstrates correct disposal, disinfection and maintenance of equipment						

Theoretical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Understands indications, cautions and contraindications for performing procedure						
Describes potential complications of simple excision						
Describes how complications would be managed if they occurred						
Identifies situations where specialist advice may be required						

Which aspects of the procedure were done well?

Any suggestions for future development?

Agreed action plan

Nurse's signature _____

Assessor's signature _____

Appendix 5 cont.**Competencies for practical procedures**

Photo Dynamic Therapy (PDT)			
Date of Assessment		NMC PIN	
Surname		Forename	
Assessor's name		Assessor's PIN	
Assessor's position	Senior Nurse/CNS <input type="checkbox"/>	Consultant <input type="checkbox"/>	SpR <input type="checkbox"/>
	SHO <input type="checkbox"/>	GP <input type="checkbox"/>	Other <input type="checkbox"/>

Please score the nurse on the scale below. Please note that your scoring should reflect the performance of the nurse against what you would reasonably expect at their stage/level of experience/grade.

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Introduces self and effectively prepares patient physically and psychologically for PDT and addresses any concerns/queries						
Obtains informed consent prior to treatment and checks any known allergies						
Prepares all equipment and uses correct instruments proficiently. Checks function of light source						
Locates lesion(s) to be treated as per referral or via medical notes. Recognises lesions suitable for PDT or requiring medical review						
Prepares lesion and administers photosensitiser cream (as per clinic protocol) then dresses appropriately						
Able to operate light source as per light source instructions with correct dose and distance from lesion to light source						
Uses appropriate safety goggles for operator/patient						
Care of patient throughout light illumination/discomfort management demonstrated						
Arranges further appointment depending on diagnosis and follow-up protocol. Communicates advice and aftercare to patient						
Demonstrates accurate documentation						

Theoretical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Understands indications and contraindications of PDT						
Describes potential complications following PDT and describes how these would be managed						
Identifies situations where specialist help/advice may be required						

Which aspects of the procedure were done well?

Any suggestions for future development?

Agreed action plan

Nurse's signature _____

Assessor's signature _____

Appendix 5 cont.**Competencies for practical procedures**

Nurse-led Skin Cancer Consultation/Follow-up			
Date of Assessment		NMC PIN	
Surname		Forename	
Assessor's name		Assessor's PIN	
Assessor's position	Senior Nurse/CNS <input type="checkbox"/>	Consultant <input type="checkbox"/>	SpR <input type="checkbox"/>
	SHO <input type="checkbox"/>	GP <input type="checkbox"/>	Other <input type="checkbox"/>

Please score the nurse on the scale below. Please note that your scoring should reflect the performance of the nurse against what you would reasonably expect at their stage/level of experience/grade.

Practical Competencies	Date Level Attained					
	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
Demonstrates the ability to take an accurate history relevant to the review or follow up post-treatment						
Identifies the priorities to each patient as an individual in relation to diagnosis and prognosis						
Obtains informed consent after explaining procedure to carry out skin examination and review						
Knowledge, understanding and competence of undertaking skin examination						
Demonstrates competence in assessment of lesions and competence when using equipment such as dermatoscope, dermalite, mole mapping						
Demonstrates competence in examination of lymph nodes						
Competence to identify appropriate management of significant lesions						
Competence to identify and provide appropriate onward referral						
Understands the psychosocial requirements of the patient as an individual						
Manages patient with sensitivity, dignity and compassion						
Identifies other priorities/needs such as medical, physical, financial and focuses on patient's personal priorities						
Demonstrates educational and health promotional needs are discussed with the patient at a level that they are able to understand and comply with						
Overall ability to perform review						

Which aspects of the procedure were done well?

Any suggestions for future development?

Agreed action plan

Nurse's signature _____

Assessor's signature _____

Appendix 5 cont.

Competencies for practical procedures

Practical Competency Summary Record

Minimum level of competence = 4 = Compulsory

Practical Competencies	Level Date Initials									
Obtaining Informed Consent										
Administration of Local Anaesthesia										
Interrupted Skin Sutures										
Deep Subcutaneous Sutures										
Punch Biopsy										
Curettage and Electrocautery										
Shave Excision										
Ellipse Excision										
Photo Dynamic Therapy (PDT)										
Nurse-led Skin Cancer Consultation/Follow-up										

Signed _____

Practice Supervisor _____ Date _____