

London HASU Nursing Competencies Booklet

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HASU Nursing Competencies

- Competencies developed by the pan-London HASU nursing leads in response to the large expansion in stroke nurses as a requirement for the London stroke model
- Many nurses with no previous specific stroke experience or newly qualified
- No pan-London stroke specific training to support acute nursing staff working in the HASUs & Stroke Units (SUs) across London
- Aim to offer patients and carers a service that is provided by skilled professional staff that are clinically competent
- Each competency accompanied by an assessor's guide and a workbook/ e-learning tool (see demo)

Benefits to the staff:

1. Increased knowledge and ability in managing the acute stroke patient
2. Increased awareness and skills in the different aspects of hyper acute stroke care
3. Record of Continuous Professional Development
4. Consistency of skills and delivery of care
5. Recognised standard pan-London which can support rotation



Learning Objectives:

Scope of the HASU competency workbook

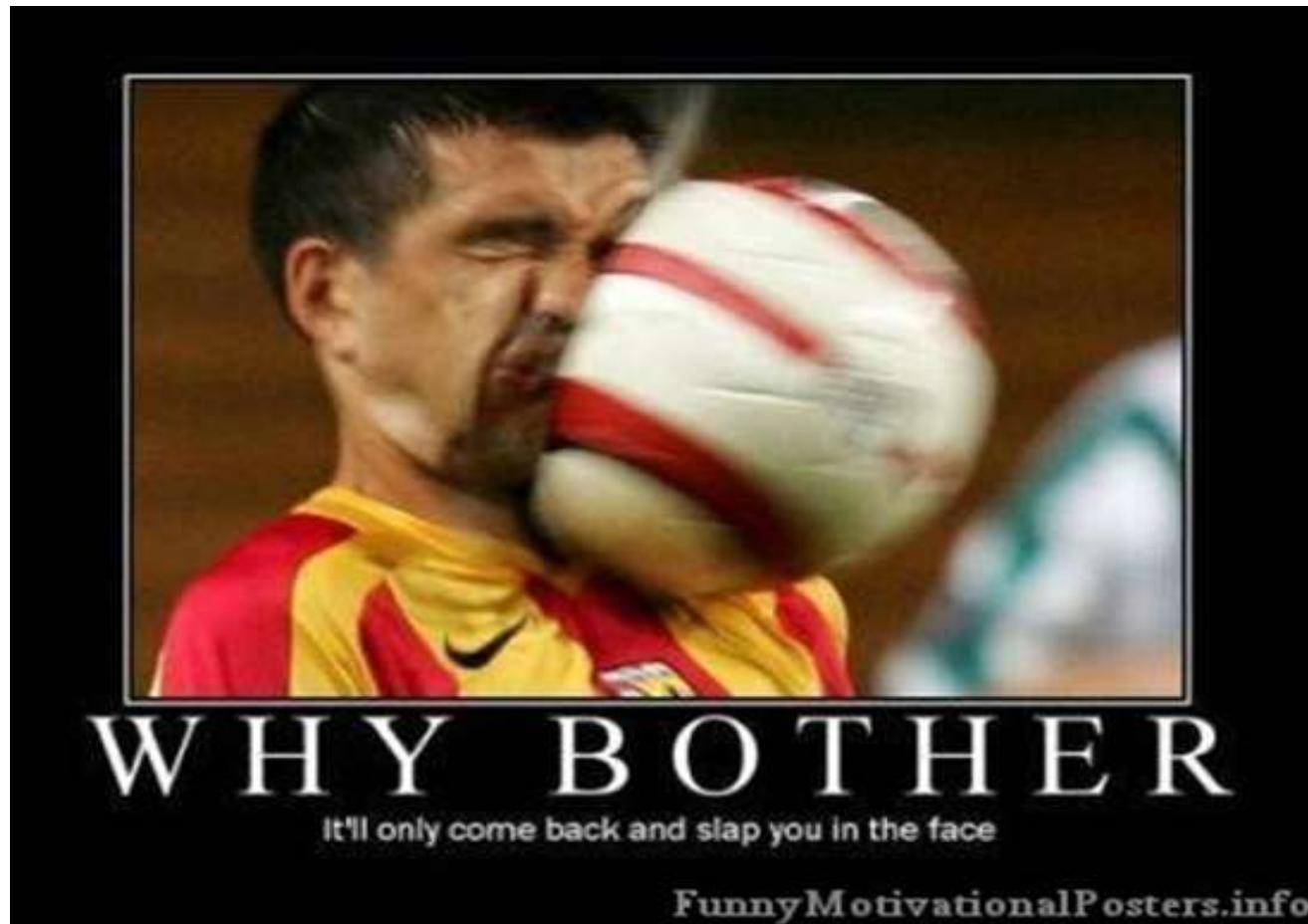
HASU competency document

Assessment

FAQs



Why do we need to be competent in stroke care?



HASU Experiences

Incident 1

Nurse x gave aspirin 300 mg & dipyridamole 25 mg within 8 hours to a post thrombolysed patient.



Incident 2

Patient c is admitted with a (L) MCA infarct and requires every 1 hour monitoring. Nurse x scores patient's GCS as 15/15

(Actual: patient is dysphasic, open her eyes by speech)

Incident 3

Patient z developed aspiration pneumonia because nurse y did not screen the patient properly using a dysphagia screening tool.



Bottom line.....

1. Training

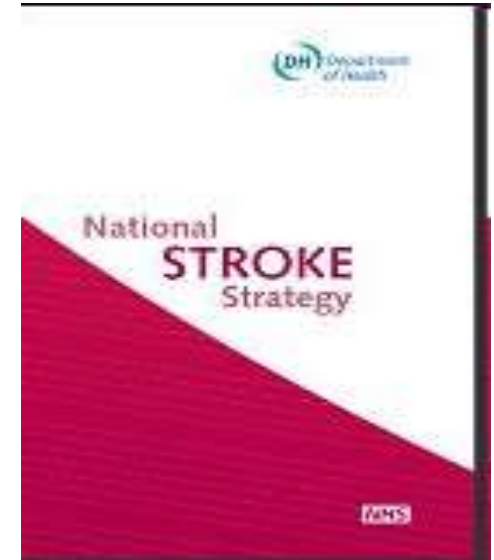
2. Competence



Developing nurse's competence in stroke care

1. National agenda

1. Every 5 minutes someone in the UK suffers a stroke.
2. > 11,000 hospital admissions for stroke each year
3. 1 in 5 people are more likely to survive a stroke
4. Every year over 6,000 Londoners are left with an impairment after stroke



2. Improves stroke outcomes



What does the competency booklet look like?



**London Hyper Acute Stroke Unit
nursing competencies workbook**

Creating committed and competent HASU nurses across London

Competency Framework:

1. Stroke Knowledge
2. Neurological Care
3. Thrombolysis Care
4. Respiratory Care
5. Cardiovascular Care
6. Complication, Prevention and Detection
7. Communication
8. Secondary Prevention
9. End of Life



Benner's Novice to Expert Description

Benner Assessment Criteria



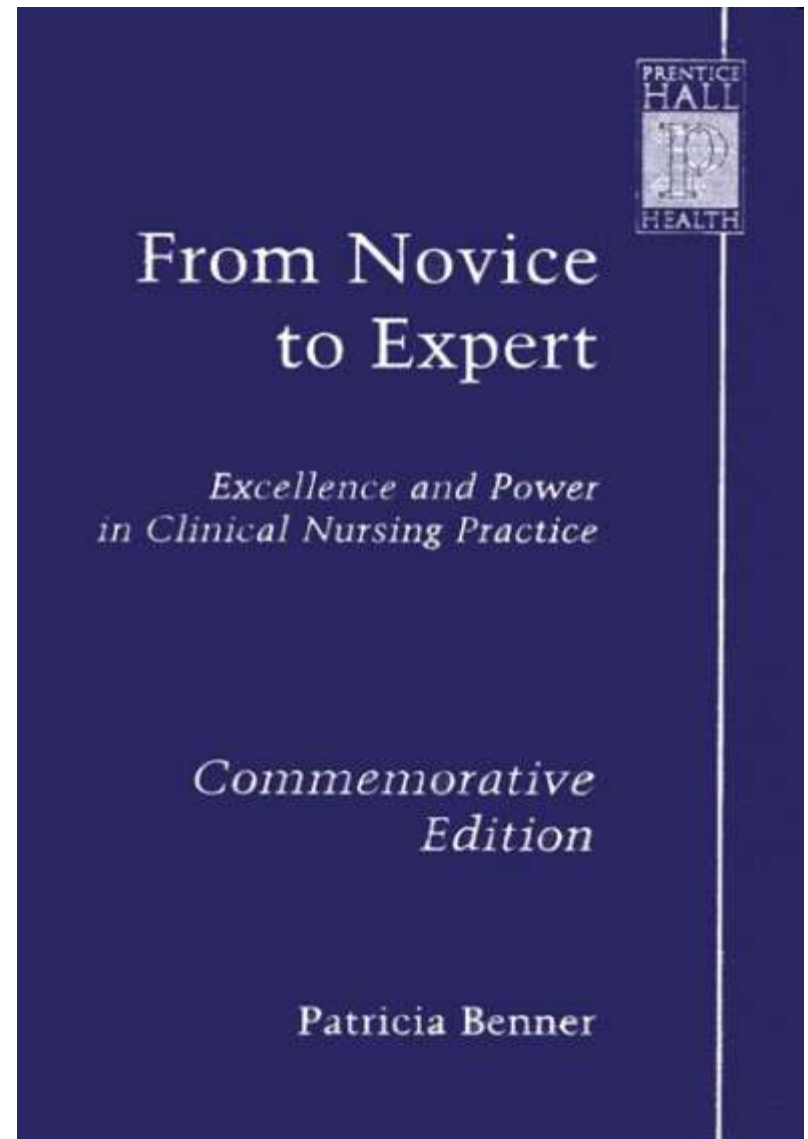
Standard	Criteria
Expert (E)	Experts are able to focus on a relevant part of a situation without conscious consideration. They will use their intuition based on vast experience to follow a course of action which they 'know' is appropriate. An expert practitioner develops a feel for situations and vision of possibilities. Not all members of the multi-professional teams are capable of reaching this level - it could be assisted by techniques such as critical incident analysis.
Proficient (P)	Proficient practitioners use their expertise to critically analyze and evaluate situations as a whole. They are able to identify the more important elements of a situation and make decisions based on a broad perspective.
Competent (C)	Competent practitioners are consciously aware of long-term effects of their actions. They are able to plan the most satisfactory outcome of a situation, and take the appropriate action to achieve the planned aims. This requires conscious, abstract, analytical contemplation of the situation.
Advanced Beginner (AB)	Advanced beginners demonstrate a degree of flexibility in their performance and interpret the rules to meet the needs of the situation, maintaining throughout the safety of the patient, colleagues, others and self. They are able to relate to the current situation, based on prior learning.
Novice (N)	Novices have no experience of the situation they find themselves in, and they operate by closely following rules laid down by others. They perform a series of tasks without understanding, or referring to, the context within which they are operating.

Benner P (1984) "From Novice to Expert" Menlo-Park: Addison Wesley Publishing Company

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“one could gain knowledge and skills ("knowing how") without ever learning the theory ("knowing that").”



Competency 1: Stroke Knowledge The nurse demonstrates appropriate attitude, knowledge and skills in relation to stroke knowledge	KSF	Min. Std	FORMATIVE ASSESSMENTS						SUMMATIVE ASSESSMENT		
			PR	AR	Sign & date	PR	AR	Sign & date	PR	AR	Sign & date
Understand the gross anatomy of the brain											
Show understanding of the blood supply of the brain											
Show understanding of the vascular territories and symptoms that may occur if blood supply is altered											
Can discuss the different types of stroke and risk factors											

DATE	CRITERIA NUMBER	COMMENTS/RATIONALE FOR SPECIFIED NUMBER CRITERIA	SIGNATURE OF ASSESSOR

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Glossary of terms

[A](#) | [B](#) | [C](#) | [D](#) | [E](#) | [F](#) | [G](#) | [H](#) | [I](#) | [J](#) | [K](#) | [L](#) | [M](#)

|

[N](#) | [O](#) | [P](#) | [Q](#) | [R](#) | [S](#) | [T](#) | [U](#) | [V](#) | [W](#) | [X](#) | [Y](#) |

[Z](#) |

A

Activities of daily living (ADL)

The tasks that we all have to perform to lead a normal life, such as washing, dressing, using the toilet, bathing, walking and climbing stairs

Agnosia

The inability to recognise an object by touch alone with both hands

Agraphia

Difficulty writing or drawing

Alexia

Difficulty reading

Aneurysm

A balloon-like bulge in the wall of an artery which may burst and cause a haemorrhage (bleeding)

Angiography

An X-ray or ultrasound examination of the arteries

Angioma

An abnormal collection of blood vessels that can be a cause of a haemorrhage in the brain

Angioplasty

A technique whereby the doctor inserts a catheter into the narrowed portion of the artery and stretches the artery by inflating a little balloon on the end of the catheter

Anticoagulant

A drug that is used to 'thin' the blood and thus reduce the risk of clots forming within the circulation. The most commonly used is warfarin; another is heparin



Corner



Who can sign the competencies ?

- Ward Manager
- Band 6 (Team Leader) Nurses
- Clinical Nurse Specialist
- Nurse Educator
- Highly recommended: Mentors should have a mentorship qualification.



Timeframe for achievement of competency ?

- Within 6 months



Can I use this competency document when I move to another HASU hospital?

- Yes. In fact, it is a transferable document.
- It is an evidence of your professional portfolio.
- It is acceptable London HASU document!



Once I have completed the HASU competencies?

- A certificate of HASU competency will be issued to you.
- The original document is to be kept by you within your portfolio



If I failed one or two of the HASU competencies?

1. Local Trust policy
2. Assessor's discretion to extend the completion of the competency and repeat the failed competencies



“The differences between a competent person and an incompetent person are demonstrated in his environment.”

- *L. Ron Hubbard*



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Any burning questions?

