

JHCC Hematology Educational Pathway for Nurses

KEY:

All Inpatient Pathway Outpatient Pathway Maintenance Advanced



Novice

Advanced
Beginner

Competent

Proficient

Expert

A **novice** (0-6 months experience) or **advanced beginner nurse** (6 months – 1 year experience) in **hematology** is able to collect basic level patient data but requires **assistance** to make clinical decisions within own scope of practice and to identify changes in patient's condition. Nurse relies on the experience, judgment and support of others while she acquires the necessary foundational knowledge. Nurse is task oriented and performs skills with assistance and requires more time.

A **competent nurse in hematology** is able to **independently** : **a)** collect and interpret complex patient data ; **b)** make sound clinical decisions within own scope of practice; **c)** identify subtle changes in patient's condition; **d)** advocate for patients and families and **e)** recognize and comfortably suggest various team members' participation in addressing patient needs. A competent nurse in hematology must have answered **YES with assistance** for the infusion of stem cells

A **proficient to expert nurse in hematology** is able to **independently**: **a)** grasp the complete clinical picture; **b)** see the patient as a whole while prioritizing most relevant and pertinent needs ; **c)** anticipate patients' needs based on past experiences while advocating and empowering patients and families accordingly; **d)** utilize his/ her knowledge about the system and diverse resources appropriately; **e)** seek opportunities to teach, coach and mentor novice nurses and opportunities to be taught as well. A proficient nurse in hematology must have answered **YES to independently** caring for patients receiving bone marrow and stem cells transplants as well as managing their infusion.

Specialized Oncology Nurse – A nurse who has a combination of expanded education focused on cancer care and experience such as two years in a setting where the primary focus is cancer care delivery. The Specialized Oncology Nurse might acquire specialty education through a variety of ways, for example, enrolment in an undergraduate nursing program, completion of an Oncology Certificate Program, distance specialty education (such as offered in Adult and Pediatric Oncology Nursing), or registration in and completion of the certification exam offered by the Canadian Nurses Association and attainment of the distinction Certified in Oncology Nursing (Canada CON(C). (Cancer Care Ontario)

New Employee to HHS

- New Employee Orientation
- Health Professional Orientation
- Nursing Orientation
- Required Elearning Modules
- GPA Class
- Ecare/ TAR class
- Lift and Transfer Class

Hematology:

- VAT 4 Step Process
- CVAD 4 Step Process
- Oncology Orientation- 1 Day Classroom
- Advanced CVAD Skill: Cathflo Administration
- Blood Products:
 - ELearning- Bloody Easy 1 and 2
 - Blood Administration CR
 - TAR training
- Hematology Orientation- 1 Day Classroom
- Transplant Patient Care
 - 1 Day Classroom
 - SOP readings- sign-offs and tests
- Chemotherapy Certification
 - DeSouza Provincial Chemotherapy and Biotherapy Course
 - Competency Record completed

Maintenance Education:

- Corporate ELearning Modules yearly
- Bloody Easy no.2 every 2 years
- Chemotherapy Recertification- yearly (by either DeSouza/ONS)
- SOP updates- sign-offs bi-yearly
- Inpatient hematology: Nursing Competency sheets yearly
- CPR-C recertification (on own)

Professional Development:

- CANO membership
 - ONS membership
 - CBMTG membership
 - RNAO membership
 - CNA membership
 - CNA- Oncology Nurse Certification- 2 yrs experience
- Recommended: DeSouza CNA Oncology Exam Study Group

Return From Leave:

- Inpatient: 3-4 precepted shifts
- Outpatient: 1-2 precepted shifts
- Apheresis: 1-2 precepted shifts
 - Apheresis CR for MNC collection
- Outstanding SOP/education

In-Patient:

- Precepted Shifts/ Unit Checklists to complete:
 - New to Oncology-16/ Oncology Background-12
- Patient Movement Class
- Transcription Class
- SOP readings/ tests specific to in-patient areas

Transplant Training:

- Classroom Training- half day
- Precepted infusions (1 observe/1 infuse)
- Related SOP sign-offs
- In-patient- 2 precepted shifts for allo care

Out-Patient:

- Precepted Shifts/ Unit Checklists to complete:
 - New to Oncology-15/ Oncology Background-10
- Advanced CVAD skill: Accessing Ports
- Hemosafe Training
- Mosaiq Class
- SOP readings/tests specific to out-patient area

Advanced Roles:

- (Additional requirements and training/require application)*
- Unit Leader/ Charge Nurse
 - Transplant Coordinator/ RN
 - Medical Directive Training
 - Nurse Practitioners

Recommended Additional Training:

- Physical Assessment Course-HHS
- Skin, Wound and Ostomy Course- HHS
- Preceptor Workshop- HHS and/or Mohawk/McMaster
- Unit Leader Training- Center for People Development
- Mohawk College Oncology Nurse Certificate Program
- ONS- Hematologic Cancer Course
- ONS- Fundamentals of Blood and Bone Marrow Transplant
- DeSouza Institute- Foundations of Oncology Courses

Apheresis Training:

- Classroom Training (Essentials and TPE)- 2 days
- Precepted infusions with CR- 6 to 8 collections
- Added procedures (RBC exchange/WBC depletion/Platelet depletion)
 - Terumo ELearning Module and Precepted infusion for each added procedure with CR
- MNC Collection
 - Classroom session (Terumo trainer assists)
 - Complete SOP readings and tests for apheresis
 - Precepted infusions-4 collections (2 sets= 6 to 8 days)