

# HHS Specialized Oncology Nurse Pathway

### Onboarding (all new hires)

**ORIENTATIONS:**

- New Employee -8 hrs
- Health Professional -8 hrs
- Nursing -24 hrs (Pain, ambulatory infusion pumps, vascular access)
- Computer Training -16 hrs (electronic documentation, policies, SharePoint)
- MOSAIQ (out-patient staff)
- Order Transcription – 4 hrs
- Gentle Persuasive Approaches – 8 hrs

**Total Orientation Hours is 68 hours**

### Generalist Stream (applies to all oncology nurses)

- Oncology Overview – 1 hr
- Treatment Modalities- 1.5 hr
- Oncologic Emergencies- 2.5 hrs
- Safe Handling of Cytotoxic Agents- 1 hr
- Symptom Management – 1.5 hr
- Blood & Blood Products 2 hrs
- Vascular Access Therapy Pathway -6 hrs
- Central Venous Access Devices Pathway- 9 hrs
- Unit Specific orientation

**RECOMMENDED:**

- deSouza: Foundations courses
- Mohawk: Oncology nurse certificate program

**Total Orientation Hours is 25+ hours**

### Oncology (in-patient areas)

- Ambulatory infusion pain pumps
- Pain Management
- Spiritual Distress
- Introduction to Palliative Care
- Physical Assessment Workshop-
- Onc Emergencies Case Studies
- Oncology Exam
- Unit Specific orientation

**Unit Orientation**

- Preceptorship – up to 225 hrs
- E-Learning – 4 hours

### Hematology

- Hematology Topics – 1 day
- Ambulatory infusion pain pumps
- Onc Emergencies Case Studies
- Stem Cell Transplant Patient Care (classroom -1 day & readings– 4 hrs)
- Hemosafe training (ODS only)

**Unit Orientation**

- Preceptorship – up to 180 hrs
- E-Learning – 4 hours

### Surgical Oncology

- Skin, Wound Ostomy course & workshop - 10 hrs
- Physical Assessment Workshop – 8 hrs
- Post Surgical Care - 1 hr
- Interprofessional team collaboration – 1 hr
- Post Surgical emergencies – 1 hr

**Unit Orientation**

- Preceptorship – 90 hrs
- E-Learning - 4 hrs

### Oncology (Cancer Centre)

- JCC Orientation (Program overviews)
- Radiation Safety Training
- Orient to different nursing & allied HCPs (radiation, pharmacy, SW)
- Role-based competency training (RESSCU, ECG, moderate sedation, DSTs).
- Physical Assessment reviews in clinic
- Oncology Exam

**Unit Orientation**

- Preceptorship – up to 240 hrs
- E-Learning- 4hours

### Advanced Competencies

Advanced CVAD skills (Unit-dependent)

- Cathflo
- Accessing Implanted Ports
- PICC removal

**CHEMOTHERAPY ADMINISTRATION**

- deSouza Provincially Standardized Chemo & Biotherapy course – 38 hrs
- Preceptorship for competency validation – up to 8 hrs

**APHERESIS (ODS only) TRAINING**

- Classroom Training- 3 days
- ELearning- 4 hours
- Precepted infusions totalling up to 18 procedures

**TRANSPLANT Training (Heme only)**

- Classroom training- 4 hrs
- Precepted infusion training (1-2)
- **2 Precepted shifts**

### Certification (After 2 years in oncology)

- deSouza study prep course for CNA certification (recommended)
- CNA in Oncology – CON(C)
- CNA in Palliative Care – CHPCN (C)

**Note: 3,900 hours of oncology clinical experience is required for certification**

### Professional Development

- Unit Leader Development – Center for People Development
- Preceptor Workshop
- deSouza Expert Facilitator: Psychosocial Care, Chemotherapy & Biotherapy, Palliative Care
- E-Mentorship Program
- RNAO Advanced Clinical Practice Fellowship
- deSouza courses
- deSouza Nurse/ APN Fellowship & Designation

**MEMBERSHIPS**

- RNAO or RPNAO
- CANO
- ONS
- CNA
- CBMTG

### Maintenance Education

- Corporate e-Learning
- Chemotherapy recertification
- Competency checklists
- Continued preceptorship of novice staff