

JHCC Surgical Oncology Nurse Education Pathway (E4/F4)

Onboarding

(all new hires)

ORIENTATIONS:

- New Employee -8 hrs
- Health Professional -8 hrs
- Nursing -24 hrs
(Pain, ambulatory infusion pumps, vascular access)
- Computer Training -14 hrs
(electronic documentation, policies, SharePoint)
- Order Transcription – 4 hrs
- Gentle Persuasive Approaches – 8 hrs
- Mandatory Corporate eLearning (WHMIS, ADOA etc.)

Total Onboarding Orientation Hours is 66 hours

New Graduate Nurse Guarantee RN's & RPN's

- Precepted for up to 6 months as per HFO guidelines
- Evaluation by checklists, exam & miscellaneous assignments

Newly Hired Surgery/Surgical Oncology RN's & RPN's

- Mentored for 12 shifts (6 Days, 6 Nights). 8 shifts on home unit and 4 shifts on sister unit

Total Clinical Mentorship hours is 144 hrs

Oncology

(applies to all nurses)

- Oncology Overview – 1.5 hrs
- Treatment Modalities- 1hr
- Oncologic Emergencies- 2 hrs
- Safe Handling of Cytotoxic Agents- 1 hr
- Symptom Management – 2 hrs
- Vascular Access Therapy Pathway -4hrs
- Central Venous Access Devices Pathway- 9 hrs
- Physical Assessment Pathway- 8.5 hrs
- Skin, Wound, Ostomy Pathway- 16.5 hrs
- Blood & Blood Products -1 hrs

RECOMMENDED:

- deSouza: Foundations in Oncology Nursing & Disease Sites (Parts A-C)
- Mohawk: Oncology nurse certificate program

Total Orientation Hours is 47 hours

All new staff meet regularly with educator, manager & mentor to review progress.

Advanced Competencies for RN/RPN's

- CVAD removal

Recommended deSouza Courses

- Advanced Pain Assessment & Management
- Cancer Prevention
- Managing Grief & Loss
- Advanced Care Planning
- Study Groups for Certifications

Certification

(After 3 years in oncology)

- 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
- Leadership Development - Center for People Development
- Preceptor Workshop
- E-Mentorship Program
- RNAO Advanced Clinical Practice Fellowship
- deSouza Nurse/ APN Fellowship & Designation



Hamilton Health Sciences

E4/F4

Surgery / Surgical Oncology

(applies to all nurses)

- Interprofessional Teams – 1 hr
- Unit Specific Team Communication- 1 hr
- Post-Operative Patient Care- 1.5 hrs
- Surgery and Surgical Oncology Patient Population- 2 hrs
- Care and Management of Lines and Drains – 2 hrs
- eLearning – 4 hours

Total Orientation Hours is 12 hours

Maintenance Education

- Corporate e-Learning (Code Red, WHMIS, MSKIP, etc)
- Unit Specific e-Learning (Bloody Easy, Falls,, etc)
- Competency checklists & sign-offs
- Continued preceptorship of novice staff & students
- Annual CPR recertification

MEMBERSHIPS: