

Heart Failure Nurse Team

Supporting People with Chronic Heart Failure

Professional Development Educational Framework

2009

Introduction

Hull & East Yorkshire Hospitals NHS Trust currently employs a Lead Heart Failure Service Nurse Practitioner/Line Manager and a Heart Failure Discharge Liaison Nurse (HFDLN Band 6). These roles are intricately linked to the primary care British Heart Foundation (BHF) Heart Failure Nurse Specialists (HFNSs) x4 and the Academic Cardiology Research and Clinical Nursing and Medical teams.

This Professional Development Educational Framework (PDEF) document will provide structure, support and a systematic approach to the progression for individual staff development. This framework is principally aimed at 'new in post' heart failure nurses working within the heart failure service or nurses seeking structured clinical supervision. It is envisaged that a Band 6 HFDLN within the Trust will use this framework as part of the professional development process and as a means of demonstrating clinical competence in the management of chronic heart failure patients over a period of 6-12 months (negotiable). This framework can also be used for newly appointed HFNs within primary care if desired.

The role of the Heart Failure Nurse Team (HFNT) is central to the Local, National and International heart failure guidelines and frameworks. These documents are: NSF-CHD (2000), NICE Guidelines for the Management of Chronic Heart Failure in Adults in Primary and Secondary Care (2003), HEYHT/Hull/ERYPCTs: Supporting People with Heart Failure (May, 2007) & Heart Failure Clinic Guidelines (October, 2007), NICE Guidelines for the use of Implantable Defibrillators for Arrhythmias (2006), NICE Guidelines on Cardiac Resynchronisation Therapy for the treatment of heart failure (2007), SIGN Guidelines for Diagnosis and Treatment of Heart Failure due to Left Ventricular Systolic Dysfunction (2001), ESC Guidelines for Chronic Heart Failure (2008), Focus on Heart Failure (2009), NSF-CHD: Building on excellence, maintaining progress (2009).

The HFNT has a core role in ensuring that evidence based treatment and care is delivered efficiently, timely and of a high standard. Such care should be then audited to demonstrate service effectiveness and clinical competency. The aim of the HFNT is to provide an integrated, seamless, efficient specialist nursing service between primary and secondary care, which can improve the quality of life of our heart failure patient population.

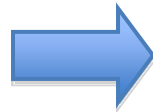
HFNs are highly skilled nurses who are experts in managing chronic heart failure patients using a multidisciplinary and proactive approach to care. They are key players in coordinating patients' healthcare needs often facilitating other aspects of care during this holistic process. Therefore, HFNs require robust educational support and training to ensure that the role is fulfilled in a confidently competent manner and nurses can access the required level of clinical supervision and professional development training they need. Key educational and practical competencies required to perform the developing role are as follows:

- ✓ Sound Knowledge & Understanding of CHF Management/issues
- ✓ Nursing Management of CHF (ward liaison/clinic)
- ✓ Advanced Clinical Assessment Skills (clinic setting)
- ✓ Excellent Communication Skills
- ✓ Team Working Skills
- ✓ Ability to adapt to inevitable changes to meet the HF service needs
- ✓ Independent Nurse Prescribing Skills (clinic setting)
- ✓ Ability to Deal With End of Life Care Decisions
- ✓ Interpretation of Test/Investigation Skills
- ✓ Ability To Deal With Complex Care Cases

It is expected that these key competencies will be met during the induction period (12-18 months) depending on the needs/experience of the nurse (some competencies may take longer e.g. prescribing). A professional development toolkit (separate document) and pathway (see flowcharts) accompanies this framework to help identify the nurse's current skills and knowledge, to establish baseline learning needs, as means to chart the nurse's progress, to provide structure for the review process and to clarify access to resources.

Overview of the education framework

- HFNS Core Competencies
- ✓ Sound Knowledge & Understanding of CHF Management/issues
 - ✓ Nursing Management of CHF
 - ✓ Advanced Clinical Assessment Skills
 - ✓ Excellent Communication Skills
 - ✓ Team Working Skills
 - ✓ Ability To Adapt To Inevitable Changes To Meet The HF Service Needs
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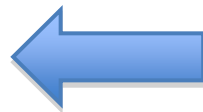
HFNS to assess own skills & experience against the core

Identify priority learning needs
Develop professional development plan (PDP)



- Possible learning methods (see tier system)
- ✓ Accredited University Modules/courses
 - ✓ Mentorship/shadowing
 - ✓ Clinical Supervision
 - ✓ Educational updates
 - ✓ Case studies
 - ✓ Reflective practice
 - ✓ Portfolio of evidence

Support Team
HFNP
Cardiology Medical Team
HFNSs
Pharmacist
Wider MDT across primary/secondary care



Review PDP every 4-6 Months to ensure progress is being made
Collate evidence/portfolio

Suggested course modules/sessions to support core competencies:

- University accredited HF course
- Independent Nurse Prescribing Course (more long term)
- Resuscitation training
- Communication Skills Training
- Clinical time with MDT members for advanced nursing and clinical skills training
- Local educational HF sessions
- Clinical Supervision
- Reflective Practice/Self Assessment
- Palliative Care Module

Reference List

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Revision of framework and toolkit:

The Lead Heart Failure Service Nurse Practitioner will review these documents on an annual basis, or sooner if clinical practice dictates practical changes.

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3 Tier System for Heart Failure Nurse Educational Journey

