



The Australia and New Zealand Orthopaedic Specialty Nurse Competency Framework

First Edition 2017



Treaty of Waitangi (New Zealand)

Treaty of Waitangi, 1840. Retrieved from <http://www.treatyofwaitangi.maori.nz/>

Aboriginal and Torres Strait Islanders of this nation

ANZONA acknowledges the Australian Aboriginal and Torres Strait Islander people of this nation. We acknowledge the traditional custodians of the lands on which our members are located. We pay our respects to ancestors and Elders, past and present. ANZONA is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

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Introduction

This is the inaugural version of The Australia and New Zealand Orthopaedic Specialty Nurse Competency Framework.

The standards provide a framework that nurses in the orthopaedic setting can use to develop and deliver care to orthopaedic patients. The standards seek to promote and support specialist orthopaedic nursing practice by identifying the delivery of best care in an effort to maximise patient outcomes. The standards aim to develop practice progression in the orthopaedic setting from novice to expert clinical practice.

The framework is designed to outline the characteristics of care that can be used to guide or assess the delivery of best practice in the orthopaedic nursing setting. The framework incorporates elements of evidence based practice, professional practice and values, leadership and team work, communication, interprofessional practice and a patient centred approach to promote excellence in musculoskeletal care.

The framework will be presented in two booklets

1. Competency Framework
2. Clinical Elements

Orthopaedic nurses can be found in a variety of roles and settings including acute care, rehabilitation, spinal injuries units, paediatric units, emergency departments, outpatient settings, operating rooms, community care organisations including general practitioner practices, universities, hospitals both public and private.

Orthopaedic nurses are nurses (Registered and Enrolled Nurses) who deliver care to individuals with musculoskeletal injuries and diseases. This includes individuals with conditions such as fractures, soft tissue injuries, dislocations, arthroplasty, infections and problems such as chronic and developmental musculoskeletal diseases and disorders, tumours etc. Orthopaedic nurses identify themselves as a distinct group who share common beliefs, values and actions. They are nurses with specialised knowledge, experience, skills and education that are used to provide specific care that cannot be provided by nurses without those specific skills and knowledge

Orthopaedic nurses believe that individuals with orthopaedic injuries or disease processes require care from specialised nurses. The types of specialist skills and knowledge has changed significantly over the past 20 years mainly in response to changes in surgical techniques and treatment options. Despite this individuals with musculoskeletal injuries still require specialist nursing care from nurses with unique skills and knowledge. General skills can be found at the following agencies:

Australian Health Practitioner Regulation Agent - <https://www.ahpra.gov.au/>

New Zealand Council for Nursing - <http://www.nursingcouncil.org.nz/>

ANZONA is an international organization that was formed in 2005 by local orthopaedic nursing associations throughout Australia and New Zealand. ANZONA is a formed by local or state chapters from Australia and New Zealand. Individual members (Orthopaedic nurses) are members of their local chapter and automatically become a member of ANZONA. The purpose of ANZONA is promote the speciality of orthopaedic nursing, promote education and research in the field, represent the interests of orthopaedic nurses and patients and collaborates with other relevant disciplines or organisations.

The aim of the ANZONA framework is to define how orthopaedic nursing specialty practice is differentiated from general nursing practice and to outline what constitutes advanced orthopaedic knowledge, skills and continuing competency. It is designed for all nurses who deliver care to people with musculoskeletal conditions, disorders, trauma and injuries, and patients undergoing orthopaedic surgery and/or procedures in primary care, generalist or specialist healthcare settings.

Principles of the Orthopaedic Professional and Educational Framework

1. Promote best practice, prevention strategies to maximise positive patient outcomes
2. Differentiate and define orthopaedic nursing practice from general nursing practice
3. Orthopaedic specialist nurses- define, standards, practice (scope, breadth, depth, role)
4. Empower orthopaedic nurses with education and roles and responsibility for accountability
5. Promote a sustainable orthopaedic nursing workforce.
6. Guidance for orthopaedic nurse's professional and educational growth.
7. Constitutes the specialty knowledge in orthopaedic nursing and promotes an accepted standard in the delivery of orthopaedic practice
8. Scope of practice across the life-span newborn, paediatric, adult and older person patient
9. Encourage and support the conduct of orthopaedic nursing related research
10. Person-centred care and evidence-based with preventative, curative, formative, supportive, restorative, rehabilitation and palliative elements
Nursing and Midwifery Board of Australia (NMBA) & Nursing Council of New Zealand
11. Influencing practice and policy
12. Advocating excellence in orthopaedic practice

Executive Summary

An orthopaedic specialty nurse is a Registered Nurse, Enrolled Nurse, or Nurse Practitioner who practices orthopaedic nursing across a range of settings. An Orthopaedic Specialty Nurse is encouraged to be a lifelong learner who develops an advanced knowledge base, refines their complex decision making skills and continues to develop and refine their competency for expanded practice in the context of orthopaedic practice. Their knowledge, skills and experience are applied in order to achieve optimal patient outcomes in planning, delivering and evaluating care, management, education and/or research through critical analysis, problem solving and accurate decision- making.

As with the NMBA Standards for Practice, practice is not restricted to direct clinical care. Nursing practice extends to

'any paid or unpaid role where the nurse uses their nursing skills and knowledge. The practice includes working in a direct non-clinical relationship with clients, working in management, administration, education, research advisory, regulatory, policy development roles or other roles that impact on safe effective delivery of services in the profession and/or use of the nurse's professional skills'

NMBA

www.nursingmidwiferyboard.gov.au

There are no contemporary national standards for orthopaedic specialist nurses practice in either Australia or New Zealand healthcare settings. Orthopaedic nurses deliver care within a broad range of services including hospital settings, ambulatory and community care. Expertise in orthopaedic nursing is the ability to assess and manage individuals with musculoskeletal disease and trauma across a broad range of age, gender, cultural and spiritual differences.

Orthopaedic nurses are empowered through specialist orthopaedic nursing education both informal and formal, for example, postgraduate studies, webinars, conference and local ward or community based in-service.

Background

The Philosophy of the Australian & New Zealand Orthopaedic Nurses Association Incorporated

ANZONA believes the specialty of Orthopaedic nursing should set forth the highest quality of musculoskeletal health care by promoting excellence in research, education, and nursing practice in a range of cultural, community and health care settings.

Mission Statement

ANZONA is committed to the development and support of nurses caring for patients with musculoskeletal conditions. Through this support and guidance nurses will be empowered to promote a high standard of practice in musculoskeletal care to the individual and the community.

ANZONA respects and values the diversity of cultural identity and supports the right of individuals to expression of their culture.

Competency Standards for the ANZONA Orthopaedic Nurse Specialist have been adapted from:

International Council of Nurses. (2009). *ICN framework of competencies for the nurse specialist*. Geneva.

The competency standards are designed for implementation using the Principles of the Dreyfus Novice to Expert Scale (Appendix 1: 2008)

Competency Standards for the ANZONA Orthopaedic Specialty Nurse

Competency Standard 1:

Legal, Ethical Practice and Accountability

Performance Criteria:

- Practices in accordance with relevant legislation and regulations including those specific to orthopaedic specialty practice
- Demonstrates understanding and respect for individual human rights and cultural diversity
- Practices in accordance with workplace policies, procedures, standards and guidelines

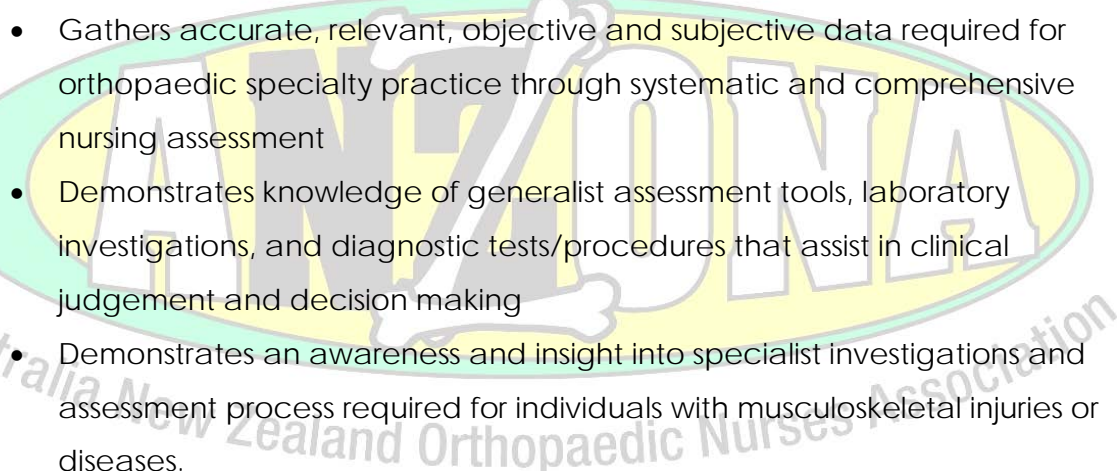
The Standards of Practice and Guidelines from the Nursing and Midwifery Board of Australia or the Nursing Council of New Zealand underpin our practice

- In addition, an orthopaedic specialty nurse extends their level of specialist knowledge, skills, experience and abilities in orthopaedic nursing care, management, education and/or research.
- An orthopaedic specialty nurse considers local, national and international standards, practice and collaboration to develop, review and incorporate best practice standards and evidence into their practice

Competency Standard 2:

Assessment and Planning of Care

Performance Criteria:

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- Gathers accurate, relevant, objective and subjective data required for orthopaedic specialty practice through systematic and comprehensive nursing assessment
 - Demonstrates knowledge of generalist assessment tools, laboratory investigations, and diagnostic tests/procedures that assist in clinical judgement and decision making
 - Demonstrates an awareness and insight into specialist investigations and assessment process required for individuals with musculoskeletal injuries or diseases.
 - Organises, synthesises, and analyses data from a variety of sources to identify the impact and needs of each individual on a general level as well as a specific orthopaedic focus- ie mobility, pain, alignment, neurovascular status, risk assessment(Venous thromboembolism, pressure injury, infection), independency, integument/wound.
 - Shares and documents findings accurately and in a timely manner complying with standards and policies
 - Establishes priorities in care in collaboration with the health care team and the patient, significant other using an interprofessional planning practice approach.

- Integrates knowledge of physiology and pathophysiology, specifically musculoskeletal, as relevant to assessment findings and orthopaedic specialty practice
- Applies critical thinking and clinical reasoning underpinned by knowledge of orthopaedic specialty practice to plan care and identify risks associated with musculoskeletal injuries or diseases.
- Uses an evidence based approach to clinical decision making
- Acknowledges and practices with the individual and their significant other/s as central to all relevant health care decisions.



Competency Standard 3:

Implementation and Evaluation of Care

Performance Criteria:

- Delivers general and orthopaedic specific nursing care consistent with professional and organisational standards, policies and procedures
- Implements care interventions that are based on a sound assessment of needs and risks that are within the scope of practice and are in accordance with best practice standards
- Delivers orthopaedic specific care that is based on sound evidence that is appropriate for the setting and the individuals' needs.
- Documents interventions and patient responses/outcomes accurately and in a timely manner
- Monitors progress and effectiveness of care delivered towards expected outcomes accurately, and modifies the plan of care where appropriate
- Consults and partners with patients, their significant others and health team members to plan and evaluate progress towards outcomes
- Responds appropriately and timely to unexpected or rapidly changing situations.
- Able to identify adverse events, especially of a musculoskeletal nature, early in their development and respond effectively.
- Applies contemporary knowledge from different sources and combines best available evidence to base decision making and practice
- Applies critical thinking skills to problem solving within the context of orthopaedic specialty care
- Takes a leadership role in coordination of care
- Demonstrates advanced clinical practice, knowledge and skills related to orthopaedic specialty practice

Competency 4:

Communication and Teamwork

Performance Criteria:

- Initiates, develops and discontinues the therapeutic relationships using a range of communication and interpersonal skills
- Communicates clear, consistent and accurate information verbally, written and in electronic form that falls within professional responsibility
- Provides timely information to patients and their family/significant others regarding disease or injury and related implications. Facilitates access to information or refers request to appropriate health care professionals
- Works collaboratively with other health professionals to enhance care, especially those with a focus on musculoskeletal elements of care such as physiotherapist, orthogeriatric, occupational therapists and medical staff
- Provides appropriate information on disease prevention and health promotion (where appropriate) targeting issues relevant to orthopaedic specialty practice such as early detection of fragility diseases and fracture risk.
- Considers the views and needs of patients, their families/significant others in decision making by the entire health care team and advocates for this.
- Effective communication between the various the orthopaedic settings occurs for the different stages in the care journey for individuals with musculoskeletal injuries (acute setting, rehabilitation, community, aged care, outpatients etc) that ensures continuity of appropriate care
- Demonstrates knowledge of negotiation and how to achieve solutions that are mutually acceptable
- Confronts conflict in a non-judgmental fashion, making effective use of communication skills to achieve effective outcomes

Competency 5:

Leadership

Performance Criteria:

- Affiliates and actively participates with specialty orthopaedic nurses interest groups
- Prioritises workload, manages time effectively and allocates resources to optimise outcomes
- Delegates activities to others according to ability and their scope of practice
- Clearly defines contributions and expectations required of team members
- Adapts leadership style and approaches to situations specific to orthopaedic specialty practice
- Takes timely action to maintain a safe environment and ensure compliance with workplace health and safety requirements
- Leads in a manner to inspire respect and confidence from others
- Acts as an effective role model and mentor for other members of the team and encourage nurses in the orthopaedic setting to pursue additional education – both formal and informal.
- Acts as a resource in orthopaedic/musculoskeletal specialty practice
- Identify specific orthopaedic nursing issues in the workplace (at all levels- local state, national) and actively pursue practice change to ensure the needs of patients are met.
- Uses the change process to influence the introduction of innovations and adaptations to orthopaedic specialist practice
- Sustains intellectual curiosity and is a lifelong learner and takes responsibility for their learning and professional development
- Encourages peers to think critically using reflective practice
- Advocates for the orthopaedic nursing speciality and encourages other nurses to engage in similar professional activities.
- Actively takes interest, engages and collaborates in issues influencing orthopaedic nursing at a workplace, state, national and international level
- Evaluates outcomes, both general and orthopaedic specific, and improve practice participating in quality, education and research.

Appendix 1:

Novice to Expert scale – Principles of Dreyfus cited in Carraccio et al. (2008)

	Knowledge	Standard of Work	Autonomy	Coping with Complexity	Perception of Context
Novice	Minimal, or 'textbook' knowledge without connecting it to practice	Unlikely to be satisfactory unless closely supervised	Needs close supervision or instruction	Little or no conception of dealing with complexity	Tends to see actions in isolation
Beginner	Working knowledge of key aspects of practice	Straightforward tasks likely to be completed to an acceptable standard	Able to achieve most tasks using own judgement	Copes with complex situations through deliberate analysis and planning	Sees actions at least partly in terms of longer-term goals
Competent	Good working and background knowledge of area of practice	Fit for purpose, though may lack refinement	Able to achieve most tasks using own judgement	Copes with complex situations through deliberate analysis and planning	Sees actions at least partly in terms of longer-term goals
Proficient	Depth of understanding of discipline and area of practice	Fully acceptable standard achieved routinely	Able to take full responsibility for own work (and that of others where applicable)	Deals with complex situations holistically, decision-making more confident	Sees overall 'picture' and how individual actions fit within it

Expert

Authoritative knowledge of discipline and deep tacit understanding across area of practice	Excellence achieved with relative ease	Able to take responsibility for going beyond existing standards and creating own interpretations	Holistic grasp of complex situations, moves between intuitive and analytical approaches with ease	Sees overall 'picture' and alternative approaches; vision of what may be possible
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Reference:

Carraccio CL, Benson B, Nixon J, Derstine P 2008 From the educational bench to the clinical bedside: Translating the Dreyfus Developmental Model to the learning of Clinical skills 83(8) 761-767.

