**Adapted RCN Competency Framework: Caring for people with Thalassaemia for nurses and**

**support staff in general practice**

|  |  |  |
| --- | --- | --- |
| No | **Competency** | **Staff** |
| 1 | Provides empathy, understanding and works with and in partnership with and in partnership with the patient, families and carers | Qualified staff and unqualified staff |
| 2 | Understands what Thalassaemia is and the impact on the patient and family | Qualified staff and unqualified staff |
| 3 | Work with the patient and other services to ensure all treatment is safe/timely and effective | Qualified staff |
| 4 | Has an awareness about complications arising from poor adherence to chelation and the effects | Qualified staff |
| 5 | Is able to order the correct blood in the correct volume for patients and adheres to the care plans | Qualified staff |
| 6 | Is able to detect transfusion reactions whether immediate or delayed and acts appropriately | Qualified staff |
| 7 | Is aware of the implications of chronic disease on all members of the family | Qualified staff and unqualified staff |

1. Local guidelines and protocols

2. National Early Warning Score (NEWS) 2 [RCP, 2017]

3. NMC Nursing Code of Conduct, www.nmc.org.uk. (NMC, 2018)

4. British National Formulary (BNF), [www.BNF.org](http://www.BNF.org)

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Competency | Support staff (A) | Qualified staff (B) | | | Evidence | Assessment 1 | | | Comments | Pass/fail |
|  |  |  | | | | | Sign/date | | | Sign/date | Sign/date |
| Performance criteria | Performance criteria | | |  |  | | |  |  |
| 1 | Provides empathy, understanding and works with and in partnership with the patient, families and carers | Discuss care and encourage feedback from the patient/carer/family | Discuss and plan care with the patient and encourage input from the patient/discuss treatment options according to the patient needs and understanding | | | A, Written entries in nursing documentation |  | | |  |  |
| B, Written care plans and evidence of patient input in nursing documentation |
| 2 | Understands what Thalassaemia is and the impact on the patient and family | Shows an understanding and knowledge when discussing patient care | Has an in-depth understanding of the condition and refers to appropriate agencies if the patient requires extra support | | | A, discussion |  | | |  |  |
| B, discussion and evidence in nursing documentation |
| 3 | Work with the patient and other services to ensure all treatment is safe/timely and effective | Shows an awareness that transfusions are life long and impact on the social and working lives of patients and is aware that patient veins need to be preserved | Times transfusions and phlebotomy in line with patients working and social lives where possible.  Only people skilled at phlebotomy and cannulation should be accessing patients veins  Keeps patient and family informed of blood results and maps ferritin levels | | | A, discussion |  | | |  |  |
| B, evidence of transfusion competencies  Nursing documentation |
| 4 | Has an awareness about complications arising from poor adherence to each iron chelation and the side effects | Discusses with patients any problems with chelation therapy | Knows which chelators the patient is taking and any side effects and is aware of the endocrinopathies that occur with poor adherence. | | | A, discussion and documentation |  | | |  |  |
| B, Nursing documentation and care plans |
|  | | | | | | | | | | | |
|  | Competency | Support staff (A) | | Qualified staff (B) | Evidence | | | Assessment | Comments | | Pass/fail |
|  |  |  | | | | | | Sign/date | Sign/date | | Sign/date |
|  |  | Performance criteria | | Performance criteria |  | | |  |  | |  |
| 5 | Is able to order the correct blood in the correct volume for patients and adheres to the care plans. | Orders the correct amount of the correct blood ensuring it is less than 14 days old | | N/a | B, has evidence of up to date blood transfusion competencies and venepuncture courses  Certificates and documentation | | |  |  | |  |
| 6 | Is able to detect transfusion reactions whether immediate or delayed and acts appropriately | Is aware of abnormal observations and patient behaviour and reports | | Is able to identify transfusion reactions and start appropriate measures to treat and reports to haematology doctors | Blood transfusion competencies | | |  |  | |  |
| 7 | Is aware of the implications of chronic disease for the patient and family | Is aware the patients condition can affect all aspects of daily living | | Has knowledge of the impact of attending lifelong appointments for transfusions/tests and investigations and the physical, social and psychological effects | Discussion | | |  |  | |  |