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CONTINUING PROFESSIONAL DEVELOPMENT PORTFOLIO



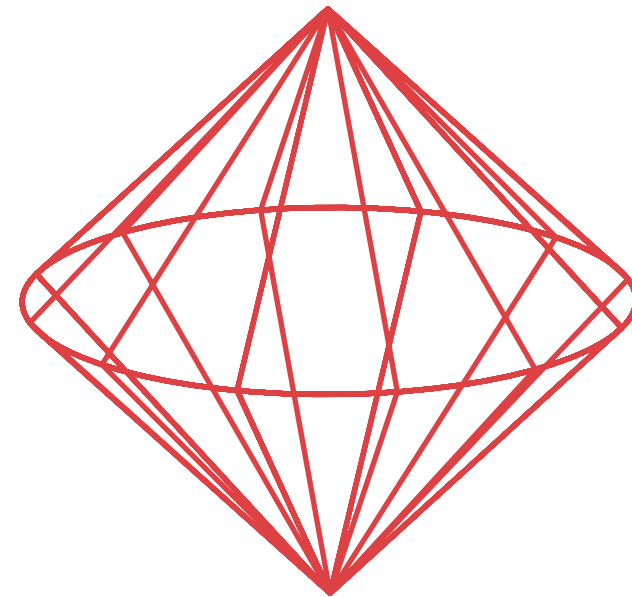
A Route to Enhanced Competence in Ophthalmic Nursing

strategy
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A Route to Enhanced Competence in Ophthalmic Nursing

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A Competency Framework for Nurses Working with Patients who have Ophthalmic Conditions

Introduction

The work to complete this portfolio route to enhanced competence in ophthalmic nursing was commenced in January 2001, supported by the then National Board for Nursing. Specialist nurses from within ophthalmic services Scotland worked together to produce draft competency descriptors which were subsequently circulated widely for consultation. Based on the helpful comments received, the draft competencies were revised and are now presented in this portfolio.

The layout of the competency framework is set out in three stages:

- 1) *Section One: This element of the competency package is designed to lay sound foundations, enabling the nurse to develop knowledge and skills in order to practice and continue developing as a self confident and well informed professional. It is for registered nurses with minimal or no ophthalmic experience who desire, or who are required, to develop basic skills in this field.*
- 2) *Section Two: This section is designed for nurses who plan to develop their personal expertise in ophthalmology, in order to become a recognised resource person in this specialised field. It is only for registered nurses who have successfully completed section one.*
- 3) *Section Three: Designed for experienced ophthalmic nurses who require as part of their role to work autonomously and holistically managing care episodes involving assessment, treatment and discharge of a patients/clients. Sections one and two must have been successfully completed and consolidated prior to commencing this section.*

It is anticipated that this framework will serve as a guide to practitioners developing and progressing their skills in ophthalmic nursing.

Attitudes and Values Fundamental to Ophthalmic Nursing

The under-noted attitudes and values have been identified as central to the role of the ophthalmic nurse at all levels of intervention.

The nurse will display:

- ◆ *Commitment to the care and well-being of all patients with an ophthalmic condition*
- ◆ *Commitment to being the patient's advocate*
- ◆ *Understanding of individual and societal attitudes to visual impairment and altered body image*
- ◆ *Commitment to maintaining and developing his or her personal ophthalmic knowledge and skills base*
- ◆ *Commitment to the sharing of ophthalmic knowledge and skills with others across professional and health and social care boundaries*
- ◆ *Commitment to the promotion of ocular health*
- ◆ *Honesty and professional integrity in concern for the quality of care*
- ◆ *Respect for the individual and his or her right to confidentiality*
- ◆ *Concern for safety of the patient and other healthcare workers*
- ◆ *Honesty and integrity when communicating with the patient and when completing documentation*
- ◆ *Commitment to the delivery of evidence-based ophthalmic care*
- ◆ *Commitment to working as a member of a multidisciplinary team both in hospital and community care settings*

How to get started

This workbook is designed to be completed in association with the **NBS Portfolio A Route to Enhanced Competence (2000)**. It continues to utilise the framework of reflecting on past experience and learning in order to record continuous professional development to enhance clinical competence in Ophthalmic Nursing. It will help the individual nurse to identify sources of learning and evidence of good practice which relates to providing high quality Ophthalmic Nursing. It is essential to access the other workbooks within Unit 2 of the NBS portfolio; however, you do not necessarily need to complete these sections before commencing this workbook.

QACPD Portfolio CD

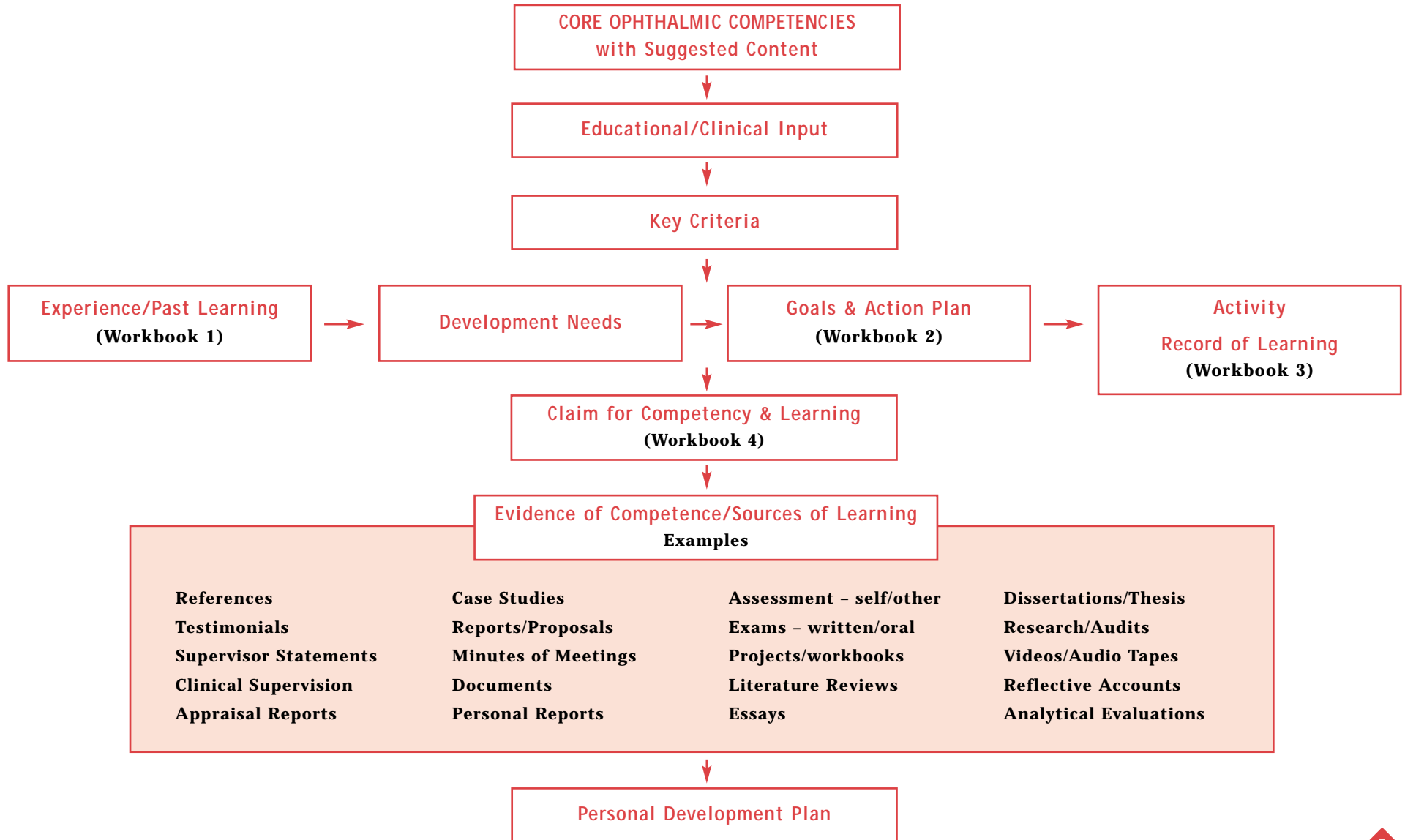
A copy of the NBS Continuing Professional Development Portfolio, 'A Route to Enhanced Competence' and 'A Route to Enhanced Competence in Ophthalmic Nursing' documents are supplied on the enclosed CD in Acrobat PDF format, they may be printed out for reference.


Steps to Building a Portfolio

You may already have a personal professional profile which you may wish to incorporate into this NES portfolio, however, you should continue to use the following steps:

- Step 1 Review your experience and practice to date identifying any Ophthalmic Nursing knowledge and skills that you have;*
- Step 2 Appraise your level of competence and identify strengths and any areas that need to be developed;*
- Step 3 Agree with your senior manager, in-house CPD staff and/or Higher Educational Institution a training programme which meets your learning needs;*
- Step 4 Set goals and devise an action plan to achieve the stated Ophthalmic Nursing competencies in partnership with your named facilitator;*
- Step 5 Provide evidence of competence through your portfolio.*

Portfolio Route To Achieving Competence in Ophthalmic Nursing





Section One: Competencies for Nurses Working with Patients who have Ophthalmic Conditions

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6	10	10	2180,00	810,00	2,21	27	17
7	10	10	2160,00	865,00	2,23	27	17
8	10	10	2160,00	965,00	2,23	27	17
9	10	10	2140,00	1035,00	2,25	27	17
10	10	10	2140,00	1115,00	2,25	27	17
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14	10	10	2075,00	1475,00	4,53	150	35
15	10	10	2005,00	1625,00	4,47	150	35
16	10	10	2100,00	1795,00	4,41	150	35
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18	10	10	2165,00	2135,00	6,48	150	35
19	10	10	2200,00	2265,00	6,38	150	35
20	10	10	2300,00	2365,00	6,28	150	35

Competencies for Nurses Working with Patients who have Ophthalmic Conditions

This element of the competency package is designed to help lay sound foundations, enabling the nurse to develop knowledge and skills in order to practice and continue developing as a self confident and well informed professional. It is for registered nurses with minimal or no ophthalmic experience who desire, or who are required, to develop basic skills in this field.

Core Generic Competencies

The Nurse:

Uses nursing knowledge and skills to keep the patient informed of the progress of care at each stage of the care episode

Acts as the patient's advocate

Maintains the patient's safety, dignity and comfort throughout the care episode

Maintains patient confidentiality while communicating with other members of the multidisciplinary team and relatives/carers

Uses nursing knowledge and skills to promote ocular health and well-being through:

patient education

health education

health promotion

Assesses the patient's anxiety levels and comprehension

Implements appropriate measures to relieve anxiety

Educates and instructs the patient and/or carer in aspects of ophthalmic care and self-care

Contributes to patient care to ensure the prevention, reversal or limitation of the side effects and interactions of medications

Records in the appropriate place and reports to members of the multidisciplinary team, any adverse reactions/complications arising from therapeutic interventions

Participates in the rehabilitation process for the visually impaired patient

Contributes to the decision making process for patient discharge and implementation of follow-up care

Conforms to health and safety regulations:

when preparing and maintaining the clinical environment

through the correct implementation of safety checks on all equipment

through the safe storage, preparation and use of medications and equipment

when moving and handling patients

Correlates, assesses and interprets information from case notes, examination and the patient's history to contribute to the diagnostic process and medical assessment

Patient Assessment

The Nurse:

Critically appraises presenting clinical features and uses the information to maintain patient safety and comfort

Records an accurate history of the patient's ophthalmic problem and any other medical conditions

Identifies patients with co-existing ocular and systemic risk factors for referral and appropriate monitoring during investigation and treatment

Measures and records baseline data for visual acuity (distance and near), according to the unit protocol

Records accurately findings from the eye examination and systemic assessment

Recognises the significance of and is able to act on the results of tests and investigations

Ophthalmic Nursing Practice

The Nurse:

Prepares the appropriate clinical environment to meet the ophthalmic and individual needs of the patient

Disposes of waste and used material according to unit protocols

Is able to:

complete a visual acuity test

carry out a pain assessment

systematically examine the eye with a light source, using a slit lamp and staining agents where necessary

administer prescribed topical medication

select and apply the appropriate eye dressing required following therapeutic intervention

insert, remove and store safely contact lenses and ocular prostheses

evert eyelids

remove subtarsal foreign bodies

identify and remove ingrown eyelashes

measure intra-ocular pressure according to unit protocol

assist patient into the correct position for particular ophthalmic procedures and ensure correct position is maintained throughout the procedure

insert IV cannula if required

attach patient monitoring equipment

apply a Honan's balloon

carry out a sac washout

administer eye irrigation

carry out pH testing

carry out safely a Schirmer's test

Applies appropriate topical and systemic drug administration techniques

Assists during the administration of all types of regional anaesthesia

Assists during the administration of general anaesthesia

Care Management

The Nurse:

Applies critical thinking and observational skills to care management and implementation of unit protocols

Is aware of unit protocols in relation to integrated care pathways

Demonstrates knowledge of the decision making and documentation process in ophthalmic care

Communicates effectively with other members of the multidisciplinary team

Suggested Performance Indicators for Section One

1. Understand vision and measure visual acuity

Demonstrate knowledge of the following:

Anatomy of the eye

Pathophysiology of the eye

Eye conditions, for example:

cataract

glaucoma

strabismus

Demonstrate knowledge of:

Therapeutic interventions in ophthalmology care, for example:

medical

surgical

pharmacology

laser techniques

Basic principles of ocular optics

How specific ophthalmic diseases may contribute to visual loss

Systemic disease and the effects on the eye

Develop skills in the following:

Visual acuity testing distance and near with and without glasses and with pinhole.

Is aware of the significance of findings and how to record them

The interpretation of the optician referral including the refraction.

Is able to record refraction accurately

Observing and performing confrontation field and records accurately

Observing and performing colour vision testing using Ishihara plates and records accurately

The use of Amsler charts

2. Systematic examination of the eye using a light source

Is skilled in the following:

Use of a torch to assess lids and anterior segment of the eye

Assessment of abnormalities of the lids and anterior segment. Is able to recognise and report on abnormalities of the conjunctiva, cornea, fornices, anterior chamber and irregularities of the pupil

Assessment of pupil light responses (direct and consensual).

Understands the significance of findings and how to act on them

Use of a slit lamp to examine the anterior segment of the eye and use of staining agents

The basic use of the ophthalmoscope and observation of direct and indirect ophthalmoscopy

Observe and measure intraocular pressure (IOP) using Goldmann Tonometer and tonopen. Records results and understand abnormal findings and their significance

3. Pain assessment and emergency treatment

Accurately assess, record and report pain

Assess the eye and report and document any traumatic injuries

Irrigate the eye

Instil and understand the rationale for use of topical staining agents

4. Is skilled in the correct and appropriate instillation of topical medications

Demonstrates knowledge of the following:

Background knowledge of pharmacological action and pharmaco kinetics of all topical preparations

Types of contact lens and ocular prostheses and their care

Cleaning and sterilization

Is skilled in the following:

Instillation of all topical preparations

Application of appropriate eye dressings following therapeutic intervention (Pressure bandages, eye pads, cartella shields)

Insertion removal and storage of contact lenses and ocular prostheses

Demonstrates awareness of the action of topical medications on contact lenses

5. Systematic examination of the lids and lid margins

Is skilled in the recognition and assessment of:

Ectropion

Entropion

Blepharitis and ptosis

Styes

Mieibomian cysts

Trichiasis

Is skilled in the following:

Epilation

Eversion of eyelids and removal of sub tarsal foreign bodies

6. Understand and assess lacrimal function and dysfunction

Demonstrate knowledge of the lacrimal system.

Is skilled in the following:

The assessment of abnormalities of tear function

The performance of: Schirmers test; Jones test; fluorescein dye drainage test

Sac wash out

7. Assist with positioning and maintenance of position for patients undergoing ophthalmic procedures

Demonstrate knowledge of and rationale for positioning.

8. Prepare patients for ophthalmic surgery

Ensure that informed consent has been obtained prior to theatre and that all preoperative protocols have been followed.

Demonstrate knowledge of all types of ophthalmic surgery, the pre operative preparation and counseling of patients having surgery for the following:

Cataract

Glaucoma

Oculoplastics

Lacrimal Surgery

Squint surgery; adjustable sutures for squint correction.

Paediatric ophthalmic surgery

Vitreoretinal surgery and positioning thereafter

Emergency trauma surgery

Maxillofacial surgery involving the orbit

Enucleation, Evisceration, Exenteration

Is skilled in:

The instillation of preoperative drops

The application of Honans balloon

The insertion of intravenous cannula when required

Assisting during the administration of local anaesthesia.

Pulse oximetry

9. Care of patients post operatively

Demonstrate knowledge of the following:

Pain management

Discharge protocols following surgery as a day case or in-patient, the follow up after surgical intervention. Ensures that information leaflets, contact telephone numbers and verbal instructions are relayed to patient and carers and that they have understood the instructions

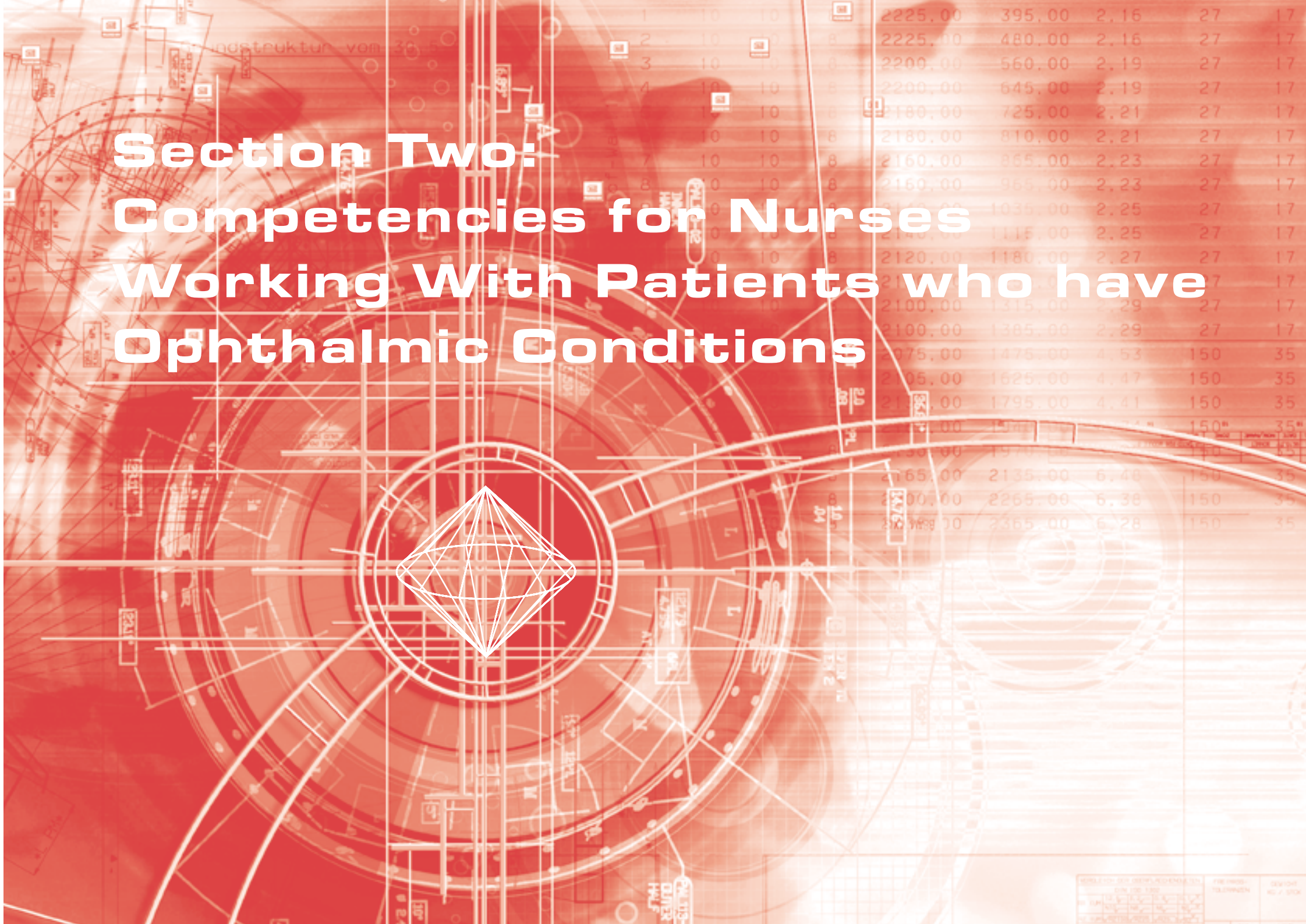
Is skilled in the following:

Post operative care of patients following eye surgery under local and general anaesthesia

The correct positioning of patient post operatively

The examination of the eye and reporting of adverse reactions due to therapeutic intervention

Advising patient and carer of any adverse reaction, which may occur following surgical intervention and the appropriate action to take



**Section Two:
Competencies for Nurses
Working With Patients who have
Ophthalmic Conditions**

1	10	10	2225,00	395,00	2,16	27	17
2	10	10	2225,00	480,00	2,16	27	17
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19	10	10	2200,00	2265,00	6,38	150	35
20	10	10	2240,00	2365,00	6,28	150	35

Competencies for Nurses Working With Patients who have Ophthalmic Conditions

This section is designed for nurses who plan to develop their personal expertise in ophthalmology, in order to become a recognised resource person in this specialised field. It is for registered nurses who have successfully completed section one.

The Nurse:

Educates and supports other professionals to ensure patients receive advice and care over a 24-hour period

Assesses information from case notes to develop the assessment strategy for individual patients

Liaises with the multidisciplinary team in relation to the assessment strategy for patients with an ophthalmic condition

Completes nursing assessment protocols identified for patients according to diagnosis

Reviews assessment details for emergency admissions, identifying and liaising with relatives/carers, members of the on-call team and infection control team as appropriate

Correlates, assesses and interprets information from the patient's history, examination and basic visual acuity testing to:

triage the patient according to unit protocols

identify patients who require further assessment by the nurse or specialist staff

determine which bacteriological, haematological and radio-diagnostic procedures are required

Manages the therapeutic regime for patients:

following ocular trauma

following planned intra and extra-ocular surgery

following planned surgery to remove an eye

following sudden loss of vision

with intraocular infection

Is able to identify normal healing or complications occurring during treatment

Provides psychological support for patients who are experiencing complications following therapeutic intervention

Manages the discharge process to ensure compliance with:

post-treatment drop/drug regimens

body positioning principles

rehabilitation

clinic follow-up

Suggested Performance Indicators for Section Two

1. Demonstrate skill in the ophthalmic pre operative assessment of patients under going intraocular surgery

Demonstrate knowledge of national guidelines such as SIGN Guidelines for Day Case Cataract Surgery; Good Practice Action on Cataracts from the NHS Executive; Day Case Surgery for Cataracts from the Scottish Executive, Joint Colleges of Anaesthetists, and Ophthalmologists report on local anaesthetic for Intraocular surgery

2. Demonstrate skill in performing the following:

Tonometry (Goldmann and Tonopen)

Biometry and Keratometry. Demonstrate knowledge of mathematical formulae and lens constants. Is able to interpret results and recognize abnormal readings and act upon them

Focimetry. Is able to correlate results with those of the above

Corneal topography

Determine which bacteriological investigations are necessary and obtain specimens for bacteriological and viral culture

Follow unit protocols to correctly identify those patients who require further investigation of medical problems

Demonstrate ability to inform and educate patients and relatives throughout the preoperative assessment and explain procedures through clear verbal instruction, reinforced by written patient information leaflets

Assist with the design and updating of protocols and patient information leaflets. Ensures that verbal communication is backed up by written instruction

3. Assess details for acute admissions, liaises with relatives and carers, members of the multi-disciplinary team

4. Manage and implement barrier nursing for those patients with ocular infections.

5. Participate in the care of patient with low vision

Demonstrate knowledge of levels of vision that meet the criteria for legal blind or partial sight registration

Demonstrate the ability to support patients and relatives and liaise with multi disciplinary team to develop rehabilitation programmes for those patients experiencing sudden or gradual loss of vision

6. Demonstrate knowledge of the diseases causing sudden or gradual loss of vision; their effects on vision and the prognosis, e.g.:

Vascular causes

Neurological causes

Malignant causes

7. Demonstrate competence in the assessment of visual acuity and perimetry e.g.:

Pele Robson

LEA

HVOT

Baillie Love

Visual Fields Testing

Snellen Test

8. Demonstrate skill in the management of ocular emergencies and assessment using slit lamp

9. Use integrated care pathways to ensure rapid assessment and referral of emergency admissions

10. Participate and assist in the audit of clinical outcomes and new developments

Competencies for Nurses Working with Patients who have Ophthalmic Conditions

Designed for experienced ophthalmic nurses who require as part of their role to work autonomously and holistically managing care episodes involving assessment, treatment and discharge of a patients/clients. Sections one and two must have been successfully completed and consolidated prior to commencing this section.

The Nurse:

Critically appraises the treatment options for individual patients to contribute to the development of an appropriate plan of care

Contributes to implementation of integrated care pathways and patient support strategies

Assesses the emotional well-being of patients who are to be given 'bad news' and contribute to the development of an appropriate plan of care

Manages the care episode of a patient attending an ophthalmology unit with/for, for example:

a 'superficial' foreign body

trichiasis

blepharitis

maintenance of 'dry eye' care

conditions requiring minor lid surgery

corneal abrasion

a subconjunctival haemorrhage

conjunctivitis

'welder's flash' (arc eye)

minor chemical injuries

a concretion

glaucoma screening

stable glaucoma for review

corneal irregularities

fundus fluorescein angiography

the supply and maintenance of low vision aids

repeat botulinum toxin injections as maintenance therapy for specific chronic conditions

Suggested Performance Indicators for Section Three

1. Demonstrate skill in the management of the care of patients attending ophthalmology departments with the following:

Superficial foreign body. Examine the eye with the slit lamp and prescribe topical treatment according to unit protocol

Chemical injury and welders flash. Examine the eye with slit lamp and prescribe topical treatment according to unit protocol

Manage care episode for those attending for review appointment following treatment for corneal abrasion or foreign body

Manage the care episode for patients attending with sub-conjunctival haemorrhages, conjunctivitis, and concretions.

2. Manage care episode for those requiring minor lid surgery

Demonstrate skill in the following:

Injecting local anaesthetic

Incision and curettage of the cyst

Prescribing of topical medication according to Patient Group Directions.

3. Manage the maintenance treatment of patients requiring prescribed botulinum toxin injection.

4. Manage the care of patients attending for Fluorescein angiography

Demonstrate skill in the following:

Awareness of the criteria for caution or exclusion of intravenous injection of Fluorescein sodium 20%

Recognition of adverse reactions and implications of treatment under Patient Group Directions

Insertion of venous cannula and the administration of Fluorescein

Cardiac monitoring

5. Manage the care of patients referred with dry eye

Select therapeutic intervention from within Patient Unit Directions

Manage and monitor patients attending with dry eye

Demonstrate skill in the following:

Recognition of complications and non-compliance with therapeutic regimes

Referral of those patients with complications

6. Manage the care of patients with stable glaucoma

Demonstrate skill in the following:

Visual fields testing and interpretation

Examination of the optic discs

Recognition of complications and non-compliance with therapeutic regimes

Referral of those patients with complications

7. Manage the care of patients with low vision

Demonstrate skill in the following:

The assessment of low vision

The selection and supply of appropriate low vision aids

Domiciliary assessment of frail patients unable to attend clinics.

Liaison with multidisciplinary team to develop rehabilitation programmes

Advise on partially sighted/blind registration

8. Manage postoperative care and discharge of patients following intra-ocular surgery as an independent practitioner

Demonstrate skills in the slit lamp assessment of the patient post operatively

Use slit lamp skills to recognize complications and adverse reactions

Prescribe treatment according to Patient Unit Directions

9. Manage the ophthalmic screening of diabetic patients

Demonstrate in-depth knowledge of diabetic retinopathy; its stages and progression

Demonstrate knowledge of mydriatic and non-mydriatic cameras

Is skilled in the recognition of the stages of diabetic retinopathy

10. Manage the care of patients attending for laser therapy

Demonstrate in-depth knowledge of reasons for laser therapy

Demonstrate complete understanding of health and safety aspects of laser therapy and ensure compliance with protocols

11. Participation in quality assurance/clinical effectiveness systems

Participate and develop audit mechanisms to monitor the quality of the service

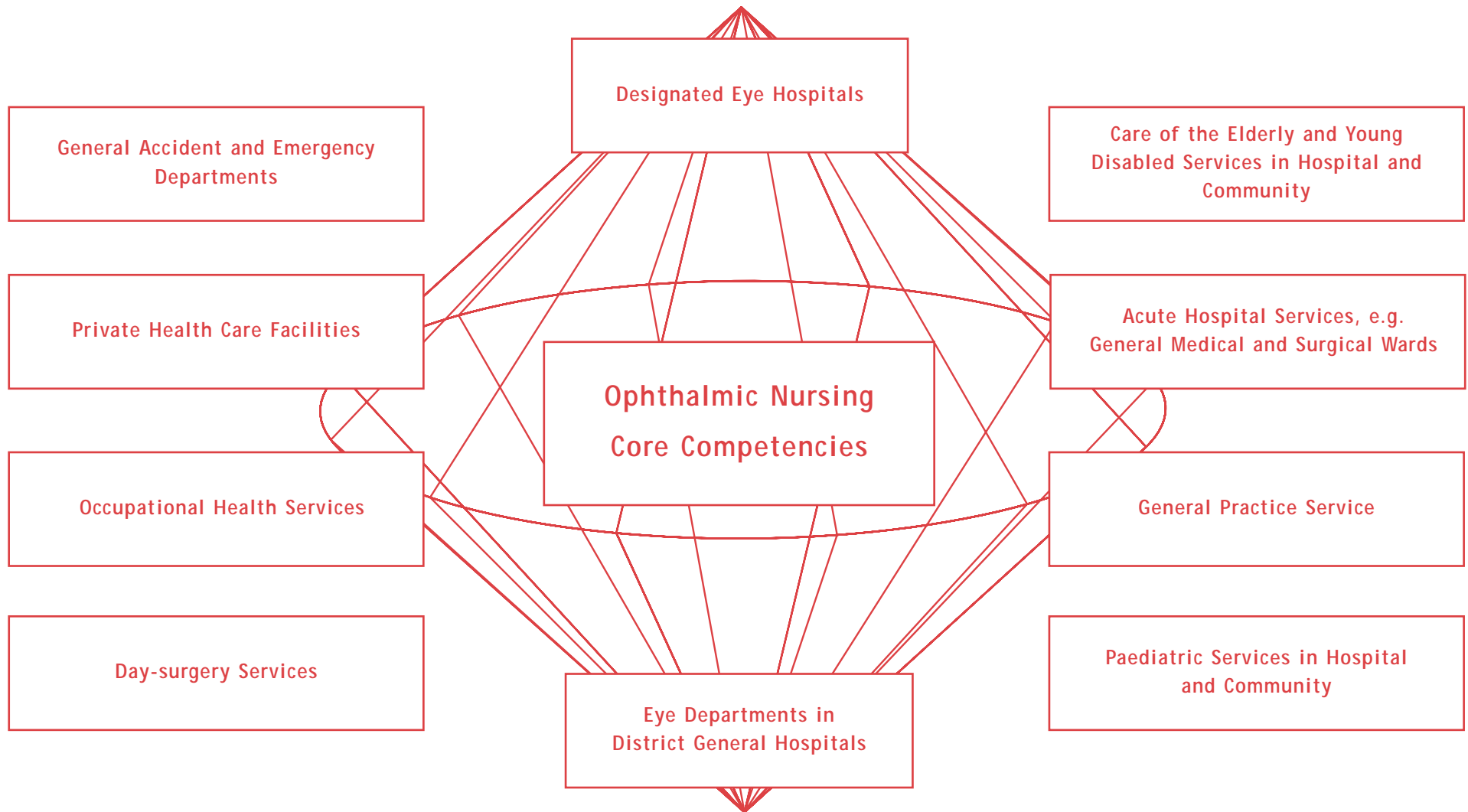
Participate in research projects

Review and update relevant protocols and Patient Unit Directions to ensure clinically effective evidence based practice

Participate in the supervision and teaching of all grades of staff

Manage and develop care pathways

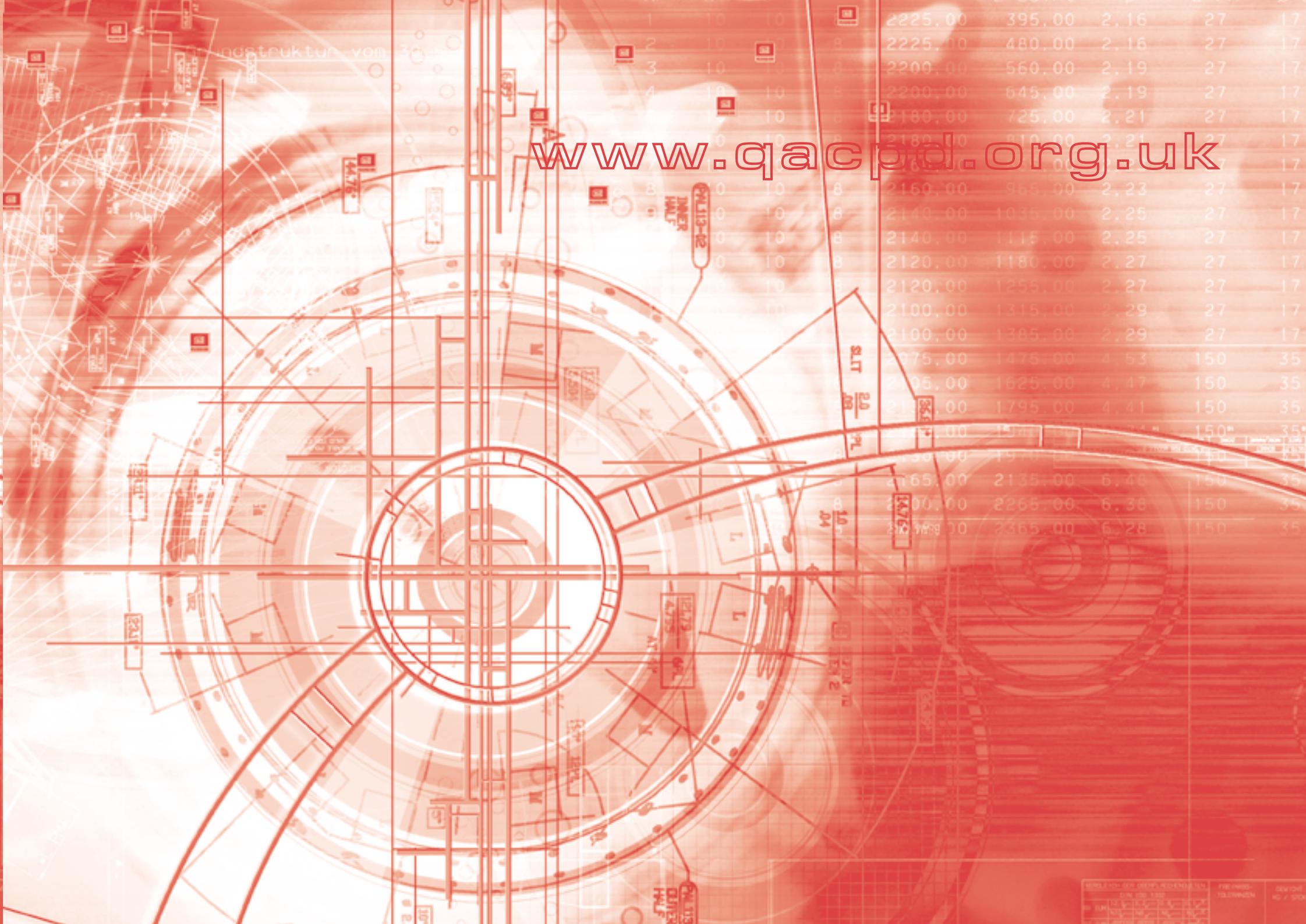
Potential Areas within which Ophthalmic Nursing Competencies may be met



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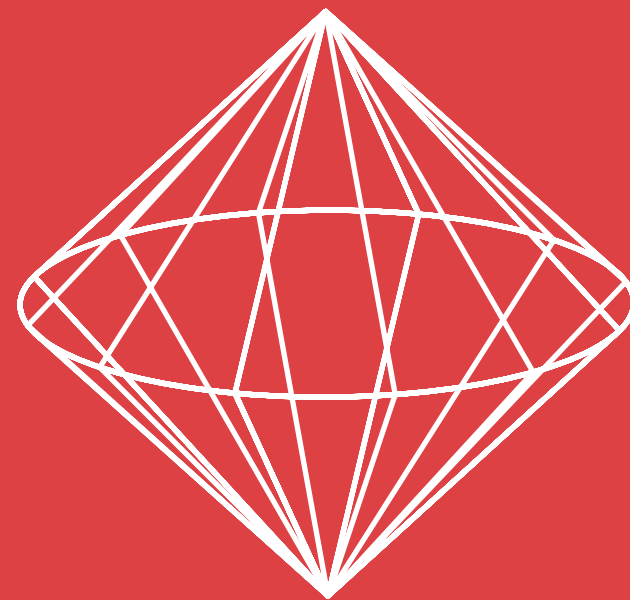
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