



**Standards of Oncology Nursing
Practice and Professional Performance**

2023

The Jordanian Nursing Council

The Jordanian Nursing Council (JNC) is a national governmental regulatory institution for nursing and midwifery in Jordan. The JNC is governed by a board headed by Her Royal Highness Princess Mona Al Hussein as president of the council. The board, comprising of 14 key representatives of healthcare institutions in Jordan, regulates and governs the nursing profession in the areas of education, practice, and research.

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Foreword

The Standards of Oncology Nursing Practice and Professional Performance are authoritative statements of the duties that all registered oncology nurses are expected to perform competently. It includes national standards and competencies for the general and the advanced practicing roles. These standards outline expectations of oncology nursing practice across multiple oncology settings and provide practice guidelines for institutions and individual nurses working with the cancer population. They also delineate the professional responsibilities of oncology nurses.

The Standards of Oncology Nursing Practice and Professional Performance clearly describe the appropriate and expected scope of oncology nursing practice across settings, levels of practice, and different oncology roles. Therefore, the standards can be used as a framework by which the quality of oncology nursing practice can be measured, gaps identified, and improvements implemented. Furthermore, Jordanian nursing faculties can use these standards to identify gaps in oncology contents and competencies within their undergraduate and graduate curricula and consistently integrate them into their future nursing curricula and courses.

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List of Abbreviations

AONS	Advanced Oncology Nurse Specialist
DNAR	Do Not Attempt Resuscitation
JNC	Jordanian Nursing Council
JNMC	Jordan Nurses and Midwives Council
ONS	Oncology Nurse Specialist

Introduction

This document outlines the scope of practice, professional standards, and essential competencies for advanced and specialist oncology nursing practice in Jordan as developed by the Jordanian Nursing Council (JNC) and partners as part of the JNC mission to promote the health status of communities through a sound regulatory system that assures quality services and safe practices to protect the public and the profession. JNC recognizes the importance of the role of oncology nurses and is committed to strengthening oncology practice to support the quality of oncology services and ultimately protect the public.

Oncology nursing is a dynamic specialty profession that requires constant updating and strengthening of oncology nursing practices to meet the emerging needs and challenges of oncology health issues and the health system. The following standards and competencies were developed in collaboration with a national team composed of experts in universities, the Ministry of Health, the private sector, and military health sectors to develop a framework that is consistent with national regulatory mechanisms in Jordan. The outcomes are a set of standards of practice and competencies for advanced practice in oncology health care nursing.

Development of the scope of practice, standards, and competencies was based on international and regional regulatory frameworks in addition to the best possible evidence of global models and frameworks and consultations with national oncology health nursing and oncology experts from various settings.

JNC considers the professional standards and competencies as legal guidance to protect the public by regulating nursing practice, determining the entry and re-entry level to practice, clarifying educational requirements, providing nurses professional

guidance, providing a framework to assess professional performance, and addressing incompetence among oncology nurses.

Scope of Practice

The oncology nurse is critical in delivering quality nursing care to a high-risk and complex patient population. Oncology nurses provide care to specific populations in cancer prevention, screening, diagnosis, active treatment, palliative care, and rehabilitation in conjunction with the interprofessional healthcare team.

Although individual oncology nurses may focus their practice on a particular continuum stage, they are prepared to provide primary, acute, and palliative care to patients with cancer and their families. Oncology nurses are clinical experts in evidence-based nursing practice within a specialty area. The specialty may be focused on a population (e.g., young people), type of care (e.g., palliative care), type of problem (e.g., lymphedema), type of treatment (e.g., chemotherapy), or tumor type (e.g., lung cancer).

In addition, oncology nurses are responsible for improving nursing practice and healthcare delivery through integrated role activities related to education, research, organizational leadership, and professional development. The roles of oncology nurses are dynamic and are continually defined and shaped by changing patient, healthcare provider, and organizational needs unique to practice settings.

The role of the oncology nurse is to maximize, maintain, or restore patient health through improvements in nursing practice and innovation in health service delivery.

Oncology Nursing Certifications in Jordan

1. Oncology Nurse Specialist:

An oncology nurse specialist (ONS) requires a cancer-specific knowledge base and demonstrated clinical expertise in cancer care beyond that acquired in a basic nursing program. The ONS is a clinician, educator, and researcher educated at the diploma level in a program of at least nine months to achieve the required competencies to provide primary oncology nursing care across healthcare settings.

Qualifications:

- Obtained a higher diploma in oncology from an accredited university or educational institution listed and recognized by JNC.
- Registered with the Jordan Nurses and Midwives Council (JNMC) and is licensed to practice under the Public Health Law.
- Passed the evaluation and test mandated by JNC according to the provisions of the bylaw on specialization.

2. Advanced Oncology Nurse Specialist

An Advanced Oncology Nurse Specialist (AONS) is a registered nurse who is educationally prepared to provide advanced nursing care to meet the specialized physiological and psychological needs of patients and their families who are affected by cancer throughout the continuum of care, including cancer prevention and detection, cancer diagnosis and treatment, rehabilitation, survivorship, and end-of-life care. AONSs are clinicians, educators, consultants, and researchers educated at the master's or doctoral level with the required competencies to provide continuous and comprehensive oncology nursing care across healthcare settings.

Qualifications:

- Obtained at minimum a second university degree (master's degree) from an accredited university or educational institution in a field of specialty listed and recognized by JNC.
- Registered with JNMC and licensed according to the provisions of the Public Health Law.
- Passed the JNC-mandated evaluation and test according to the provisions of the bylaw on specialization.

Jordanian National Standards of Oncology Nursing Practice and Professional Performance

The standards of oncology nursing practice in Jordan include 13 standards within the standards of practice and professional performance.

I. Standards of Professional Performance

This domain describes the professional responsibilities of oncology nurses. It is comprised of seven standards: 1) Ethics, 2) Communication, 3) Collaboration, 4) Leadership, 5) Knowledge, 6) Evidence-Based Practice, and 7) Quality of Care.

II. Standards of Practice

This domain provides comprehensive, systematic, and prioritized oncology nursing to achieve identified health outcomes. It constitutes six standards: 1) Assessment, 2) Diagnosis, 3) Outcome Identification, 4) Planning, 5) Implementation, 6) Evaluation.

JNC National Standards Framework For Oncology Health Nurse

Standards of Professional Performance

Standard 1
Ethics

Standard 2
Communication

Standard 3
Collaboration

Standard 4
Leadership

Standard 5
Knowledge

Standard 6
Evidence-Based Practice

Standard 7
Quality of Care

Standards of Practice

Standard 8
Assessment

Standard 9
Diagnosis

Standard 10
Outcomes Identification

Standard 11
Planning

Standard 12
Implementation

Standard 13
Evaluation

Standard 1: Ethics

AONSs and ONSs meet the professional standards of maintaining legal and ethical responsibilities, accountability, and advocacy of individual and group rights.

Core Competency 1:

AONSs and ONSs practice within professional, legal, and ethical nursing contexts within all relevant national legislation; and fulfills the responsibility and accountability of oncology nursing professional activities.

Measurement criteria:

- Adheres to legislation governing the nursing profession.
- Adheres to JNC oncology nursing standards and competencies.
- Demonstrates awareness of the oncology nursing roles and responsibilities in reducing suffering and enhancing the quality of life.
- Applies legal and ethical decision-making principles in planning and delivering care for people affected by cancer.

Core Competency 2:

AONSs and ONSs respect the rights of all patients and families and make decisions, and design interventions that agree with ethical principles.

Measurement Criteria:

- Understands and applies the fundamental ethical principles of autonomy (right to self-determination), beneficence (do what is in the best interest of the patient), nonmaleficence (do minimal harm), justice, and veracity (truth-telling).

- Examines personal beliefs relating to autonomy, rights of a minor, quality of life, death, suffering, truth-telling, equality, and access to care.
- When formulating ethical decisions, identify available resources, including the *Code of Ethics for Nurses*.
- Maintains patient and family confidentiality.
- Provides quality care to all patients, regardless of race, culture, educational background, religious beliefs, socio-economic status, or the ability to pay.
- Delivers care in a manner that preserves and protects patient autonomy, dignity, and rights.
- Acts as a patient advocate and assists patients and families in developing skills so they can advocate for themselves.
- Identifies ethical conflicts and seeks to resolve them through multidisciplinary team discussions, including the patient and family, as appropriate.
- Addresses advance directives with young adults 18 years of age and older.
- Seeks to include minors in decision-making as appropriate.
- Ensures that all patients and families receive accurate information regarding diagnosis and treatment.
- Participates in the informed consent process by witnessing the signature of consent documents, ongoing education about research trials, answering patients' and families' questions regarding their participation in research, and ensuring patients' and families' continued desire to participate in the research trial.
- Reports illegal, incompetent, impaired, or unethical practices.
- Maintains therapeutic professional nurse-patient relationship with appropriate boundaries.

- Identifies procedures and practices that invade patients' rights (futile care).

In addition, an AONS will perform the following:

- Instruct others and model ethical nursing practice by applying the basic ethical principles: autonomy, beneficence, nonmaleficence, justice, and veracity.
- Examine personal views and help others to assess personal beliefs about autonomy, rights of minors, quality of life, death, suffering, truth-telling, equality, and access to care.
- Inform patients and families of healthcare regimens' risks, benefits, and outcomes to promote informed decision-making.
- Participate in multidisciplinary teams seeking to resolve ethical conflicts, address risks/benefits and interests, and include the patient and family as appropriate.
- Review institutional policies and procedures relating to biomedical or organizational ethics as appropriate.
- Recognize the importance of establishing a DNAR (Do Not Attempt Resuscitation) order for patients and families.
- Recognize the need for portable orders and valid indicators of DNAR status for patients moving between facilities.
- Help the patient and family or surrogate decide on DNAR by verifying the benefits and detriments.
- Identify ethical, legal, and religious perspectives about advance directives.

Standard 2: Communication

AONNs and ONNs establish professional communication, collaboration, consultation, and coordination with patients, families, peers, colleagues, and interdisciplinary healthcare teams to provide oncology nursing care services.

Core Competency:

Oncology nurses communicate effectively in various formats in all areas of practice.

Measurement criteria:

- Assesses communication format preferences of patients, families, and colleagues.
- Uses appropriate communication skills and strategies when communicating with patients with cancer and their families.
- Encourages patients and families to clarify and communicate their values.
- Identifies the appropriate time to communicate with patients with cancer and their families.
- Recognizes common barriers, facilitators, and challenges when communicating with patients with cancer and their families.
- Identifies the roles and responsibilities of each member in the interdisciplinary team in the communication process.
- Uses clear and concise language that respects the whole person's care in the documentation process.
- Provides concise statements about the significance of appearance, voice quality, and non-verbal communication in clinical interactions.
- Assesses patients and family members' wishes regarding the amount of information they want to receive and share.

- Utilizes appropriate evidence-based guidelines and skills when sharing bad news.
- Responds effectively to patients' and family members' responses to bad news.
- Conveys information to patients, families, the interprofessional team, and others in communication formats that promote accuracy.
- Seeks continuous improvement of communication and conflict resolution skills.
- Recognizes the ongoing stress of working in cancer care and the importance of maintaining therapeutic relationships, a balanced life, and seeking professional help when needed.

Standard 3: Collaboration

AONSs and ONSs collaborate with the patient and caregivers, the interprofessional team, and community resources in nursing practice.

Core Competency 1:

Oncology nurses establish collegial relationships with all healthcare team members and contribute to the professional development of peers and colleagues.

Measurement criteria:

- Works cooperatively and functions as an influential healthcare team member, promoting an environment conducive to collaboration, contribution, and professional communication.
- Facilitates professional growth of self and others by acting as a preceptor and mentor for new staff and students.

- Assists colleagues and students in developing therapeutic relationships with patients and families.
- Participates in peer performance appraisals that are constructive and reflective of oncology nursing practice and professional development.
- Collaborates with colleagues in research and preparing reports, publications, and presentations.
- Provides leadership that improves the quality of care and advances nursing practice throughout the work setting and the community.
- Contributes to an environment conducive to the clinical education of nursing students and other healthcare professionals as appropriate.
- Recognizes and respects colleagues and their contributions.
- Accepts feedback from interdisciplinary team members.
- Maintaining a balanced relationship (i.e., keeping boundaries) with other multidisciplinary team members.

In addition, an AONS will perform the following:

- Model expert practice to healthcare team members and patients and their families.
- Participate in interdisciplinary teams that contribute to oncology nursing role development, advanced oncology nursing practice, and improved health services for patients and families.
- Provide constructive feedback to interdisciplinary team members.
- Collaborate with healthcare team to inform policy and guideline development.

- Coordinate human, capital, system, and community resources and strategies, including policies, services, and environmental modifications to develop professional care.
- Promote open communication systems for a professional organization.
- Analyze role conflicts or confusion and seeks information that leads to resolution.
- Evaluate the effectiveness of interprofessional communication in meeting identified outcomes of cancer care programs.

Core Competency 2:

Oncology nurses collaborate with patients, families, and multidisciplinary teams to care for cancer patients and their families.

Measurement criteria:

- Establishes rapport and ongoing supportive relationships with patients, families, and other healthcare providers.
- Communicate with the patient, family, and other healthcare providers in formulating goals and care plans through communication and documentation.
- Makes referrals as appropriate.
- Develops relationships with colleagues to partner with others to effect change and generate positive outcomes in planning and evaluating care.
- Fosters and promotes an environment that facilitates professional communication and collaboration between oneself and colleagues.

In addition, an AONS will perform the following:

- Facilitate interdisciplinary processes and collaborate with the healthcare team members to improve care.
- Collaborate with other disciplines and the healthcare team members regarding continuity of care, rehabilitation, home care, symptom management, and palliative and hospice care.
- Document the plan of care communications, the rationale for changes, and collaborative discussions.

Standard 4: Leadership

AONSs and ONSs are considered nursing clinical experts. They must demonstrate leadership and management skills to promote nursing care delivered to patients with cancer as well as the profession of oncology nursing.

Core Competency 1:

Oncology nurses promote self-awareness of values and beliefs, self-development, and personal resilience.

Measurement criteria:

- Engages actively in teamwork.
- Develops communication and conflict resolution skills.
- Possesses experience in establishing and leading teams.
- Exhibits creativity and flexibility through times of change.
- Demonstrates energy and passion for quality work.
- Accepts mistakes by self and others and works to address changes in practice that help to decrease errors.
- Exhibits energy, excitement, and passion for quality care and teamwork.

Core Competency 2:

Oncology nurses provide nursing professional leadership and management skills.

Measurement Criteria:

- Oversees the nursing care others give while retaining accountability for the quality of care given to the patient.
- Participates actively in interprofessional teams to ensure the nursing perspective is considered in health system structures and processes.
- Applies leadership skills in promoting practice change.
- Integrates and applies knowledge about continuous quality improvement and program evaluation to improve the quality of cancer patient care and patient satisfaction, considering care costs and resource allocation issues.
- Creates and maintains a healthy work environment by supporting and valuing colleagues.
- Directs coordination of care across settings with all members of the multidisciplinary team.
- Displays ability to define clear vision, goals, and plan.
- Influences decision-making bodies and policymakers to improve individual and group care, healthcare services, and policies.
- Accepts change based on evidence and addresses emerging situations.
- Develops innovative solutions and takes action to resolve conflicts.
- Participates in the disaster management plan.
- Serves in leadership roles in the clinical setting, including committees and councils.

- Promotes the advancement of oncology nursing through participation in professional organizations.

In addition, an AONS will perform the following:

- Work to influence professional advocacy and legislative organizations to improve the care of patients with cancer and their families.
- Mentor colleagues in acquiring clinical knowledge, skills, abilities, and judgment.
- Design innovations to effect change in oncology nursing practice and to improve the health outcomes of patients with cancer and their families.
- Initiate and revise protocols and guidelines to reflect evidence-based practice and improve cancer patient's health outcomes.
- Participate in professional and specialty nursing organizations and advocacy and service organizations related to nursing oncology.
- Provide direction to enhance the effectiveness of interprofessional teamwork.
- Model expert practice to interprofessional team members and healthcare consumers.
- Delegate professional practices and aspects of care to others according to their competence and scope of practice.
- Provide adequate supervision to ensure that delegated care and professional practice are provided safely and accurately.
- Uphold accountability and responsibility when delegating aspects of care to others.
- Influence decision-making bodies to improve the professional practice environment and healthcare consumer outcomes.

- Based on available evidence, determine aspects of oncology nursing practice that require change, improvement, or maintenance.
- Analyze the clinical, human resource, and fiscal implications of implementing programs, products, and devices into oncology nursing practice.
- Analyze facilitators and barriers to oncology nursing practice within and outside the organization/system.
- Analyze barriers and facilitators to achieving desired outcomes of cancer care programs.
- Analyze the impact of legislative and regulatory policies on oncology nursing practice.
- Evaluate organizational policies for the ability to support and improve outcomes of cancer care programs.
- Participate in legislative and regulatory initiatives to advance the public's healthcare across the cancer continuum.
- Plan strategies to overcome barriers and facilitate changes in oncology nursing practice, including implementing new programs, products, and devices.
- Develop system-level policies that can be generalized across different oncology units and settings, populations, or specialty services.
- Participate in developing interprofessional standards of practice and evidence-based guidelines for oncology care.
- Collaborate with stakeholders to foster the adoption of oncology practice innovations.
- Use the results of system-level evaluations to make structural changes, including policies, procedures, or protocols affecting oncology nursing practice across settings.

- Evaluate the impact of oncology nursing interventions on human and fiscal resources.
- Document evaluation of the impact of oncology nursing practice on the organization in a measurable and reportable manner.
- Disseminate to stakeholders the impact of oncology nursing practice on system-wide and nursing practice outcomes.

Standard 5: Knowledge

AONSS and ONSs demonstrate a sound knowledge base, reflect evidence-based practices, and use analytical skills, clinical judgment, critical thinking and analysis, and self-appraisal in all applications.

Core Competency 1:

Oncology nurses have in-depth knowledge of cancer pathophysiology, disease progression, treatment modalities, side effects and complications, symptom problems, and palliative care.

Measurement criteria:

- Understand the disease process, progression, prognosis, clinical presentation (signs and symptoms), risk factors, and standard treatments to manage cancer diseases.
- Demonstrates an understanding of the role surgery plays in the many aspects of cancer diagnosis and treatment.
- Demonstrates understanding of the classifications, mechanism of action, and indications for and side effects of chemotherapeutic agents.
- Demonstrates understanding and follows standards/guidelines related to the principles of safe handling and administration of chemotherapy.

- Demonstrates understanding of the mechanism of action, principles, and purpose of the various types of radiation therapy.
- Demonstrates understanding and follows standards related to the principles of radiation protection precautions and safe handling/disposal of radioactive sources.
- Demonstrates understanding of the principles, indications, classification, and mechanism of action of biotherapy/hormones.
- Demonstrates understanding and follows standards/guidelines related to the principles of safe handling and administration of biotherapy/hormones.
- Demonstrates an understanding of the principles and indications for hematopoietic stem cell transplants.
- Demonstrates an understanding of and follows standards related to the principles of safe handling/disposal and infusion of hematopoietic stem cell transplant.
- Demonstrates understanding of the effects of combined therapies on the severity/synergy of side effects and complications.
- Understands the use of all treatment modalities in palliation of patients with advanced disease.
- Understands the disease process, disease progression, prognosis, clinical presentation (signs and symptoms), risk factors, and standard treatments in managing the following oncologic emergencies:
 - Spinal cord compression,
 - Superior vena cava syndrome,
 - Syndrome of inappropriate antidiuretic hormone secretion,
 - Disseminated intravascular coagulation,

- Neoplastic cardiac tamponade,
- Tumor lysis syndrome,
- Hypercalcemia,
- Malignant bowel obstruction, and
- Sepsis/febrile neutropenia.

Core Competency 2:

Oncology nurses possess sufficient knowledge of cancer type and trajectory, etiology of symptoms, and treatment complications to anticipate side-effects and symptoms using best practice/evidence-based interventions to prevent or minimize problems/symptoms.

Measurement criteria:

- Explains the physiology and pathophysiology of distressing physical symptoms and analyzes the underlying cause(s) for each sign.
- Understands the main principles of symptom assessment and management.
- Identifies the drug of choice to treat each symptom based on the patient's condition.
- Explains the most common valid, and reliable guidelines in treating symptoms.
- Identifies the most common physical, psychosocial, and spiritual symptoms experienced by patients with cancer.

Core Competency 3:

Oncology nurses understand the relevant basic science related to pain and pain management approaches.

Measurement criteria:

- Understands and explains the pathophysiology of pain.
- Explains the principles of pain assessment
- Possesses in-depth knowledge of pharmacological and non-pharmacological pain management.
- Explains the World Health Organization ladder of pain management.
- Demonstrates understanding of the classifications, mechanism of action, indications for and side effects of opioid, non-opioid, and adjuvant analgesics.
- Describes the concepts of tolerance, physical dependence, addiction, and pseudo addiction.

Core Competency 4:

Oncology nurses possess sufficient knowledge about end-of-life care, loss, and grief.

Measurement criteria:

- Recognizes the impact of a terminal illness on the patient's physical, psychological, social, and spiritual well-being; and their families.
- Identifies signs and symptoms of impending death.
- Discusses the stages of grief as a response to loss.
- Differentiates the manifestations of normal and complicated grief.
- Understands the personal impact of loss, grief, and bereavement.

Core Competency 5:

Oncology nurses use safe treatment delivery devices (technology).

Measurement criteria:

- Understands the safety issues associated with technical devices used in cancer treatment, such as central venous access devices, syringe drivers, and ambulatory pain pumps.
- Assesses and anticipates problems/issues associated with these devices and educates the individual/family about self-care related to these devices.
- Manages the care of the individual/family safely with these devices per existing organizational standards.

Standard 6: Evidence-based Practice

AONNs and ONNs engage in critical thinking, integrate best practice/evidence-based knowledge, exercise ethical judgment, and advocate for change.

Core Competency 1:

Oncology nurses contribute to systematic knowledge development and research by integrating scientific inquiry into all areas of practice and decision-making.

Measurement Criteria:

- Critiques research to apply to practice.
- Provides evidence-based rationale for all decisions and actions.
- Uses current healthcare research findings and other evidence to expand clinical knowledge, skills, abilities, and judgment to enhance role performance and to increase understanding of professional issues.
- Participates in research activities appropriate to the nurse's education and practice setting.
- Identifies clinical problems suitable for scientific inquiry, research, and quality assessment.

- Incorporates evidence-based information in oncology nursing to improve nursing-sensitive patient outcomes.

In addition, an AONS will perform the following:

- Promote evidence-based practice in all areas of oncology nursing.
- Apply research findings in developing policies, procedures, and practice guidelines.
- Examine and evaluate practice concerning current research findings.
- Contribute to nursing knowledge by researching to improve oncology care.
- Serve as a resource to staff nurses regarding the research process and research-based nursing practice.
- Translate research findings and other evidence for other healthcare professionals to improve the care of patients with a past, current, or potential cancer diagnosis.
- Disseminate research findings through activities such as presentations, publications, consultation, and journal clubs.

Core Competency 2:

Oncology nurses demonstrate critical thinking and analytical skills in accessing, interpreting, and evaluating evidence-based knowledge and decision-making.

Measurement criteria:

- Uses research and best practice/evidence-based knowledge in assessing, planning, providing, and evaluating care.
- Reflects on personal practice to examine thoughts, feelings, actions, beliefs, assumptions, and knowledge in providing care and using this to improve practice.

- Identifies, analyzes, and uses relevant and valid information when making decisions.
- Uses best available evidence while respecting the values and beliefs of individuals or groups when providing nursing activities.
- Analyzes cancer care situations critically to identify potential ethical issues, applies an ethical framework to support individual/family decision-making processes, and accesses resources to assist as required.
- Identifies potential or actual gaps in cancer care and works creatively with the interprofessional healthcare team to resolve them.
- Updates and recommends guidelines and procedures based on current evidence.

Standard 7: Quality of Care

AONNs and ONSs systematically evaluate the quality of care and initiate quality improvement activities to improve the quality of care for better patient outcomes.

Core Competency 1: AONNs and ONSs improve the safety of patients and minimize the risk of harm and adverse events.

Measurement criteria:

- Define the means for patients and their families to report safety concerns and encourage them to do so.
- Advocating for safe staffing levels, nurse-patient ratios, and nurse competencies to meet patients' needs.
- Integrate technology and systems into practice to prevent errors.

- To conduct an annual review of the list of look-alike/sound-alike drugs used by the organization and take action to prevent errors involving the interchange of these drugs.
- Ensure that two patient identifiers are used all the time by all staff when providing care, treatment, or services.
- Work with colleagues to develop a culture of safety.
- Develop strategies and plans to reduce the risk of healthcare-associated infections.
- Develop and implement a fall reduction program to decrease the risk of falls.
- Monitor health care system for errors and develop error prevention systems.
- Assesses the patient environment, staffing, and access to interprofessional team and supervisor to assure patient safety and quality care.
- Structure the health care environment and develop standards to deliver quality patient care with high reliability.

Core Competency 2: AONSs and ONSs integrate the best evidence to provide highly effective care.

Measurement criteria:

- Integrate technology and systems into practice to improve the effectiveness of care.
- Assess patient care needs and available resources to achieve desired outcomes.
- Based on the best available evidence, clinical decision-making and delivery of individualized patient care.

- Facilitate the integration of new evidence into developing or modifying standards of practice, policies, practice guidelines, education, and clinical judgment strategies.
- Collaborate with multidisciplinary teams to ensure good translation of research into clinical practice.
- Identify gaps in quality and seek information about quality initiatives to improve outcomes.
- Participate in quality assessment and improvement activities.
- Collect, evaluate, and report data to monitor the quality of nursing practice.
- Identify barriers at the individual, departmental, and organizational levels, and participate in addressing issues that do not enhance patient care or outcomes.
- Uses available benchmarks to evaluate practice at multiple levels.

Core Competency 3: AONSs and ONSs provide patient-centered and equitable care to all patients without any preferences to their religion, ethnicity, or socioeconomic status.

Measurement criteria:

- Assist the patient in identifying and securing appropriate services and resources throughout the care continuum.
- Develop policies to guide the practice of transparency of the interprofessional team to inform the patient and family of possible errors and adverse events.
- Offer all patients respect and access to care.
- Respect patients' rights to make all health care decisions.
- Communicate health care risks to patients.
- Make decisions based on helping, not harming, the patient.

- Respect the patient's religious and other beliefs.
- Monitor patient outcomes.
- Act on any problems identified by monitoring patient outcomes and patient satisfaction scores.
- To consider patients' values and preferences before the make of clinical decisions.

Core Competency 4: AONSs and ONSs provide cost-effective care across the healthcare continuum without jeopardizing the quality of patient care.

Measurement criteria:

- Critique the adequacy of existing resources and identifies resource gap.
- Evaluate safety, effectiveness, availability, and cost factors when two or more practice options would result in the same expected outcome.
- Discusses benefits and cost of treatment when exploring options with the family and healthcare team members, as appropriate.
- Assists the patient and family in securing appropriate services and financial resources to address health-related needs.
- Assists the patient and family in becoming informed about treatment and care's cost, risks, and benefits.
- Delegate responsibilities for the performance of selected patient care activities as defined by the state nurse practice acts and according to the knowledge and skills of the caregiver.
- Manages the nursing care environment by identifying resources necessary to achieve desired outcomes.

- Make clinical and management decisions that reflect the ability to prioritize actions and utilize colleagues to achieve desired outcomes.
- Makes clinical and management decisions that consider available resources and desired outcomes of practice.
- Participates in the appropriate ongoing evaluation of resource utilization.
- Advocates for resources, including technology, that enhance oncology nursing practice.

In addition, an AONS will perform the following:

- Use organizational and community resources to formulate multidisciplinary plans of care.
- Develop innovative solutions for problems that maintain high-quality care and use resources wisely.
- Design strategies of cost-effectiveness, cost-benefit, and efficiency factors associated with nursing practices.
- Allocate resources based on identified needs and goals.
- Assist stakeholders in identifying and securing appropriate resources

II: The JNC National Practice Standards for the AONS and ONS

Provision of Clients-Centered Care

AONs and ONSs use critical thinking skills and best evidence-based knowledge to assess, diagnose, plan, implement, and evaluate nursing interventions aimed at restoring optimum health in all its dimensions during the cancer experience.

Standard 8: Assessment

AONs and ONSs conduct timely and comprehensive assessments of the health and supportive care needs of the individual with past, current, or potential cancer diagnosis and their families across the cancer continuum using a systematic approach that is sensitive to language and culture. AONs and ONSs consider the situational context and the needs and responses of the individual and family in determining the scope and depth of assessment.

Measurement criteria:

- Obtains relevant health history for patients with a past, current, or potential cancer diagnosis which includes a review of systems and evaluation of the presence or absence of manifestations of cancer and cancer treatment.
- Uses evidence-based assessment tool/framework to continually collect relevant data while conducting it in a systematic manner that is sensitive to the needs of the individual/family, the context of the situation, and growth and development theory.
- Assesses the impact of physical comorbidities on cancer symptoms and response to treatment.
- Collects and considers relevant clinical data from a variety of sources (e.g., vital signs, laboratory profiles, medication profiles, and diagnostic imaging tests) to obtain a comprehensive picture of the individual's physical response to the cancer experience.

- Assesses and monitors regularly for potential acute and chronic physical changes to the individual's response to illness using focused assessment tools (i.e., pain flow sheet or fatigue scales).
- Performs a comprehensive assessment of functional status and ability to perform routine activities of daily living.
- Assesses for signs and symptoms of oncologic emergencies in high-risk patients.
- Conducts a pharmacologic assessment, including over-the-counter medications, prescription drugs, nutritional supplements, and other complementary, alternative, and integrative therapies, to identify any potential interactions with cancer therapeutics.
- Conducts in-depth assessments to assess the individual for the presence of common cancer-related pain and other symptom experiences on a regular and ongoing basis using a validated assessment tool and exploring the individual's symptom experience.
- Analyzes data obtained from ongoing symptom assessments critically to plan, implement, and evaluate nursing interventions during urgent and emergent illness episodes.
- Recognizes the impact of personal attitudes, values, and beliefs.
- Conducts a systematic, comprehensive psychosocial, spiritual, and cultural assessment that includes the individual/family's response to cancer, their main concerns, feelings, fears, goals, and understanding of prognosis.
- Assesses the individual/family's supportive and informational needs and their preferred role in decision-making.

- Assesses the individual/family's preexisting mental health needs including therapies and outcomes (if relevant).
- Assesses the individual/family's financial, social, and practical concerns that may impact their cancer experience.
- Assesses for psychological and spiritual distress, past and present coping skills, and the psychosocial impact of the cancer experience, including emotional distress and grief.
- Explores and documents the impact and meaning of illness on the individual/family and their support systems, taking into consideration their present life circumstances and their view of quality of life.
- Assesses and respects the individual/family's religious and spiritual practices/resources they find helpful in times of crises.
- Assesses the roles, tasks, and stressors of individuals, support systems, and caregivers and their ability to manage the cancer experience.
- Assesses the individual/partner's understanding of possible/probable changes in fertility and the need for birth control during treatment and recovery.
- Assesses the individual/partner's comfort and willingness to discuss the impact of sexual health changes.
- Assesses changes in body image, personal relationships, intimacy, and self-esteem and their impact on the individual and partner.
- Assesses educational needs related to a past, current, or potential cancer diagnosis and cancer treatment.

- Applies ethical, legal, and privacy guidelines and policies to the collection, maintenance, use, and dissemination of data and information.
- Documents assessment findings to facilitate coordination of care among healthcare providers.
- Assesses the need for changes in equipment or other products based on evidence, clinical outcomes, and cost-effectiveness to improve outcomes for patients with cancer.

Standard 9: Diagnosis

AONNs and ONNs analyze the assessment data from nursing and other disciplines to determine the diagnoses or issues. Diagnoses help oncology nurses identify problems and subsequently determine the appropriate interventions, including the expected outcomes, plan, and evaluation.

Measurement Criteria:

- Analyzes and interprets assessment data accurately.
- Integrates clinical, psychological, cultural, and economic data to support problem identification.
- Examines and synthesizes complex information and data.
- Prioritizes problems from assessment data.
- Uses standardized classification systems and clinical decision support tools, when available, in identifying diagnoses or issues.
- Develops differential diagnoses of cancer-related problems and risk factors for patients, with a focus on manifestations of cancer and cancer treatment.

- Diagnoses physical and psychosocial problems based on knowledge of symptoms, functional status, risk factors, or developmental processes.
- Documents diagnoses or issues in a manner that facilitates the determination of the expected outcomes and plan.

Standard 10: Outcome Identification

AONNs and ONSs identify expected outcomes for a plan individualized to the patient's health problem or the situation. The identification of expected outcomes allows oncology nurses to work with the patient and family to meet the mutual goals of care.

Measurement Criteria:

- Involves the patient, family, healthcare providers, and others in formulating expected outcomes when possible and appropriate.
- Develops context-specific outcomes based on assessment data and evidence-based literature in relation to ethical considerations, individual or group preferences, costs, resources, and risk-benefit ratio in collaboration with other healthcare teams.
- Defines expected outcomes in terms of the patient's and family's culture, values, and ethical considerations.
- Attends to patient's expectations and the involvement of family in the care plan.
- Documents expected outcomes accurately as a measurable goal.
- Modifies expected outcomes according to changes in the status of the patient/family or evaluation of the situation.

Standard 11: Planning

AONs and ONSs develop a plan that prescribes strategies and alternatives to attain expected outcomes.

Measurement Criteria:

- Develops an individualized plan in partnership with the patient, family, and others considering the person's characteristics or situation, including, but not limited to, values, beliefs, spiritual and health practices, preferences, choices, developmental level, coping style, culture and environment, and available technology.
- Establishes the plan priorities with the patient, family, and others as appropriate.
- Plans for the management of cancer and cancer treatment-related symptoms.
- Integrates interventions into the plan of care to prevent, remediate, modify, or resolve expected and unexpected outcomes in patients with cancer.
- Integrates pharmacologic and non-pharmacologic treatment modalities into the plan of care.
- Contributes to a comprehensive plan of care as patient transitions from active treatment to long-term survivorship or end-of-life care.
- Integrates long-term evaluation and management of late effects of treatment into the plan of care.
- Provides information about clinical trials and research studies for which patients may be eligible.
- Incorporates appropriate patient care technology into the plan of care for patients with cancer.

- Documents the cancer-specific plan of care and intended patient outcomes to facilitate communication among healthcare team members.
- Contributes to resolving anticipated ethical conflicts that may arise in the care of patients with a past, current, or potential cancer diagnosis.
- Modifies the plan according to the ongoing assessment of the healthcare consumer's response and other outcome indicators.

Standard 12: Implementation

AONNs and ONSs provide comprehensive, safe, and effective evidence-based and patient-centered care to achieve the identified health outcomes. The overall goal is to improve the patient's health status, promote quality of life, and facilitate optimal functioning.

Measurement Criteria:

- Partners with the patient, family, significant others, and caregivers as appropriate to implement the plan in a safe, realistic, and timely manner.
- Advocates for healthcare that is sensitive to the needs of the patient, with particular emphasis on the needs of diverse populations.
- Facilitates an interprofessional and evidence-based approach to the management of patients with a past, current, or potential cancer diagnosis across the continuum of care.
- Requests referrals throughout disease trajectory including end-of-life to professionals with specialized psychosocial-spiritual advisor or group.
- Facilitates transitions between healthcare settings to provide continuity of care.

- Integrates nursing interventions into an interprofessional plan of care to improve nursing-sensitive patient outcomes for patients with cancer.
- Uses system and community resources that improve the delivery of care for patients with a past, current, or potential cancer diagnosis.
- Provides anticipatory guidance and education to assist patients in coping with a cancer diagnosis and its potential or expected outcomes.
- Uses an ethical framework in all aspects of patient care to assist patients with cancer on issues related to the care and management of symptoms, advance directives, and palliative and end-of-life care.
- Manages pain and symptoms effectively using pharmacological and non-pharmacological approaches.
- Facilitates palliative and end-of-life care for patients with cancer in collaboration with patients and other members of the interprofessional healthcare team.
- Implements the plan in a timely manner in accordance with patient and family safety goals.
- Documents implementation and any modifications, including changes or omissions, of the identified plan.

Standard 13: Evaluation

AONs and ONSs evaluate the patient’s progress toward attainment of expected outcomes. The plan of care and the impact of interventions are continually evaluated and subsequently changed to meet the patient’s needs and attain expected outcomes.

Measurement Criteria:

- Identifies methods to evaluate outcomes of nursing interventions for patients with a past, current, or potential cancer diagnosis.
- Evaluates clinical effectiveness, patient responses, efficiency, cost-effectiveness, and ethical considerations of interventions for patients with past, current, or potential cancer diagnosis.
- Monitors progress toward targeted outcomes for patients with a past, current, or potential cancer diagnosis and facilitates modifications as needed.
- Evaluates the overall effect of interventions on patients, based on synthesis of data.
- Documents patient care outcomes in a reportable manner.
- Conducts a systematic, ongoing, and criterion-based evaluation of the outcomes in relation to the structures and processes prescribed by the plan of care and the indicated timeline.
- Collaborates with the patient and others involved in the care or situation in the evaluation process.
- Uses ongoing assessment data to revise the diagnoses, outcomes, the plan, and the implementation as needed.
- Participates in assessing and assuring the responsible and appropriate use of interventions to minimize unwarranted or unwanted treatment and patient suffering.

Reference

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