

Practice Standards for Australian Cardiovascular Nurses

Australasian Cardiovascular Nursing College

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Australasian Cardiovascular Nursing College

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Foreword

The Board of the Australasian Cardiovascular Nursing College (ACNC) is delighted to launch the First Edition of the Practice Standards for Australian Cardiovascular Nurses.

The project to review the Practice Standards involved an eDelphi project inviting nurses from the cardiovascular nursing community working across a broad range of practice areas to contribute to the development of the inaugural Practice Standards. Over two Delphi rounds feedback was provided by participants on the draft Standards which shaped them as they are available to you today. This document therefore reflects consensus statements from participating nurses. The Standards capture contemporary cardiovascular nursing care practices reflecting an increased range of technology, provision of care for a diverse range of cardiovascular patients from across the lifespan, nursed in a diversity range of settings - from rural care areas, community in-patient and out-patient sites, to highly specialised tertiary centres.

The Standards document will:

- Articulate expected capability incorporated into assessment of the cardiovascular patient and evaluation of care
- Support development of specialised education programs, and contribute to performance and career development for cardiovascular nurses
- Clarify the specialist role of the cardiovascular nurse in the delivery of health care and health promotion

The ACNC Practice Standards build upon and are in addition to the [Nursing Midwifery Board of Australia Registered Nurses standards for practice](#) and [Enrolled Nurse Standards for Practice](#) (NMBA 2016). Cardiovascular nurses can use these Practice Standards in the way that they were intended to be used - as a reflection of the complexity and scope of cardiovascular nursing practice.

| The <i>Registered nurse standards for practice</i> consist of the following seven standards (NMBA 2016): | The <i>Enrolled nurse standards for practice</i> consist of the following three standards (NMBA 2016): |
|--|---|
| <ol style="list-style-type: none"> 1. Thinks critically and analyses nursing practice. 2. Engages in therapeutic and professional relationships. 3. Maintains the capability for practice. 4. Comprehensively conducts assessments. 5. Develops a plan for nursing practice. 6. Provides safe, appropriate and responsive quality nursing practice. 7. Evaluates outcomes to inform nursing practice. | <ol style="list-style-type: none"> 1. Functions in accordance with the law, policies and procedures affecting EN practice 2. Practices nursing in a way that ensures the rights, confidentiality, dignity and respect of people are upheld 3. Accepts accountability and responsibility for own actions 4. Interprets information from a range of sources in order to contribute to planning appropriate care 5. Collaborates with the RN, the person receiving care and the healthcare team when developing plans of care 6. Provides skilled and timely care to people whilst promoting their independence and involvement in care decision making 7. Communicates and uses documentation to inform and report care 8. Provides nursing care that is informed by research evidence 9. Practices within safety and quality improvement guidelines and standards 10. Engages in ongoing development of self as a professional |

Glossary of Terms

Advanced Nursing Practice: is a continuum along which nurses develop their professional knowledge, clinical reasoning and judgement, skills and behaviours to higher levels of capability ^[1]. Nurses practicing at an advanced level demonstrate professional leadership, education and research in their clinically based practice. They are responsible and accountable in managing people who have complex health care requirements. The Nursing Midwifery Board of Australia requires applicants for endorsement as a Nurse Practitioner to have experience at an advanced nursing practice level.

Capability: The combination of skills, knowledge, values and self-esteem which enables individuals to manage change, be flexible and move beyond competency. ^[2]

Competence: The ability of a person to fulfil the nursing role effectively and/or expertly; it can also be considered as made up of a set of separate competencies. ^[3]

Competency: (Also known as Competency Standard) describes the attributes of a person that result in effective and/or superior performance. Specialist competencies describe higher level performance as compared to the standard expected of an entry level practitioner.

Competent: Means that the person has competence across the whole range of competencies applicable to the nurse, at a standard that is judged to be appropriate for the level of the nurse being assessed.

Cardiovascular Environment: A practice area or context specifically staffed and equipped for the care of patients/clients who require specialised cardiovascular assessment, monitoring and potential interventions.

Cultural safety: Cultural safety is determined by Aboriginal and Torres Strait Islander individuals, families and communities. Culturally safe practice is the ongoing critical reflection of health practitioner knowledge, skills, attitudes, practising behaviours and power differentials in delivering safe, accessible and responsive healthcare free of racism. ^[4]

Domain: Represents the facets of specialist practice under which closely related specialist capabilities are grouped.

Domains of practice: The Cardiovascular Nursing standards for the Registered Nurse are organised into domains of practice. These have been organised and align with the themes of the European Society of Cardiology (ESC) Council on Cardiovascular Nursing and Allied Professions Core Curriculum for the Continuing Professional Development of Nurses Working in Cardiovascular Settings ^[5] within an Australian context.

Enrolled nurse: The enrolled nurse works under the direction and supervision of the registered nurse. Within this document, the enrolled nurse retains responsibility for his/her actions and remains accountable in providing delegated nursing care but may use this as a guide for practice recognising the limitations of their scope of practice.

Nurse: within the context of this document unless further specified refers to both registered nurses and enrolled nurses, i.e. people who have met the requirements of the National Law to use the protected titles.

Nurse Practitioners: Nurse practitioners have the capability to provide high levels of clinically focussed nursing care in a variety of contexts and may care for people and communities with problems of varying complexity. Nurse practitioners are regulated under the Australian Health Practitioners Regulatory Authority and their scope of practice is built upon and expands that of the Registered Nurse.

Performance: Concrete examples of behaviour that may be regarded as evidence of effective and/or superior performance within an element of a competency. An individual performance criterion may be insufficient to draw inference of competence in some circumstances; however, it may point the assessor in a certain direction. A specific action by a person may give rise to several performance criteria or several actions may contribute to a single performance criterion. The same or closely related performance criteria may in some instances be utilised for evidence of capability across a range of competencies. Performance criteria are examples of performance within a specific practice context and that individual context should be considered when evaluating the meanings of behaviour.

People: refers to patients or consumers or any users of Cardiovascular Nursing or Medicine services.

Person centred: focusing care on the needs of the person rather than the needs of the service, or the focus of person centred care is treating people as individuals, respecting their rights as a person: building mutual trust and understanding: and developing therapeutic relationships^[6] The World Health Organisation suggests that this will be delivered within a trusted healthcare system that responds to individuals, families and communities needs in humane and holistic ways.^[7]

Practice Standards: The ACNC Standards are intended to apply to nurses who provide competent and holistic care for people with cardiovascular conditions including nurses who teach or research the specialisation. The nurse meeting these Standards demonstrates problem solving through the integration of advanced knowledge and skills in the specialist area. The Standards will assist with the provision of holistic care which recognises integrated advanced assessment, care planning and evaluation.

Registered Nurse: A Registered Nurse is regulated by the Australian Health Practitioners Registering Authority and accountable to the Nursing and Midwifery Board of Australia to work within a person-centred and evidence-based professional relationship with individuals, as well as with families, groups and communities ^[1]. Registered Nurses Standards for Practice, Codes and guidelines should be evident in current practice and they each inform the development of scopes of practice.

Safety culture: The product of individual and group values, attitudes, perceptions, competencies, and patterns of behaviour which determine the commitment to, and the style and proficiency of, an organization's health and safety management.^[8]

Defining levels of practice

The European Society of Cardiology (ESC) and the Australasian Cardiovascular Nurses College (ACNC) each acknowledge the varied scope and role of the Cardiovascular Nurse, recognising the diverse range of contexts and practice experiences. The expected knowledge and skills required to deliver cardiovascular nursing care at Specialty and Specialist Nurse levels of practice are as follows ^[9-15]:

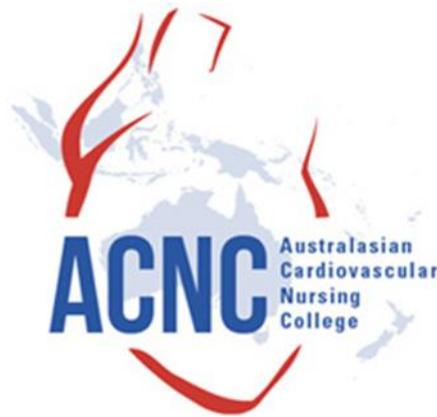
All nurses: All nurses (enrolled or registered) who within their scope of practice ^[1], care for patients with cardiovascular care needs. It is expected that all nurses who meet the professional practice standard requirements set by the Nursing and Midwifery Board of Australia will be capable of providing this level of care for all cardiovascular patients. It is expected that competence at this level of practice will be assessed by the NMBA professional standards

Many nurses: Those nurses who provide routine care for patients with specialised cardiovascular care needs, who are often working within a specialty team. These are defined as Cardiovascular Specialty Nurses and would most likely have postgraduate qualifications in the speciality area of practice.

Some nurses: Those registered nurses who provide care for patients with increasingly complex, unpredictable specialised cardiovascular care needs, in a variety of settings; providing expert support to other members of the healthcare team in managing cardiovascular patients and leading cardiovascular nursing practice and service development. The nurse is likely to have postgraduate qualifications in the specialty area of practice.

Few nurses: Those registered nurses who work with a more autonomous or advanced scope of practice in cardiovascular nursing. As clinical leaders with specialist postgraduate qualifications, they work across healthcare settings, and influence health service delivery and the wider profession. These are nurses who are working autonomously, independently and collaboratively and may be prescribing therapeutic interventions and making referrals within the cardiovascular scope of practice.

The above components should be considered when explicating the scope of practice for nurses under each domain and element. Enrolled, beginner and experienced nurses will adapt each domain and element within their scope of experiential capabilities.



Australasian Cardiovascular Nursing College

Practice Standards for Specialist Cardiovascular Nurses

First Edition 2020

Summary table – Practice Standards for Specialist Cardiovascular Nurses ^[10-15]

| Domain | No. | Standard | No. | Element |
|---|-----|---|---|---|
| <p>Clinical Care</p> <p>This domain relates to the coordination, organisation and provision of cardiovascular nursing care. It includes clinical care across the continuum of assessment of individuals/groups, planning, implementation and evaluation of care.</p> | 1 | Optimises cardiovascular health for people and populations through evidence-based care and delivery. | 1.1 | Accesses, analyses, uses and develops the best available cardiovascular evidence that includes research findings and quality improvement for safe quality practice. |
| | | | 1.2 | Assesses health literacy, provides information, education and referrals required to enhance peoples’ decision making over their health. |
| | 2 | Undertakes culturally safe holistic assessment that underpins care plan and management to optimise cardiovascular health for people and populations | 2.1 | Uses a range of assessment techniques to systematically collect and evaluate time-appropriate, relevant, accurate health related information and data to inform care. |
| | | | 2.2 | Works in partnership with individuals and groups to assess factors that influence, or potentially influence, the health and wellbeing of populations with, or at risk of cardiovascular disease to determine priorities for action and/or referral. |
| | | | 2.3 | Evaluates, responds to and manages complex and/or changing cardiovascular conditions within clinical capability. |
| | | 2.4 | Integrates cardiovascular assessment data and best available evidence to develop and document clinical priorities, goals, actions and outcomes within the clinical context. | |
| | | 2.5 | Provides comprehensive, safe, quality cardiovascular care to achieve agreed goals and outcomes that are responsive to the needs of people with cardiovascular disease. | |
| <p>Cultural Safety and Person-centred care</p> | 3 | Engages in person-centred cardiovascular care through individual and public health promotion. | 3.1 | Respects all cultures and experiences, which includes responding to the role of family and community that underpin the health of all patients including Aboriginal and Torres Strait Islander peoples and people of other cultures. |

| | | | | |
|--|---|---|-----|---|
| <p>Cardiovascular nurses undertake an ongoing process of self-reflection and cultural self-awareness, and an acknowledgement of how a nurse's personal culture impacts on care delivery. Nurses focus care on the needs of the person by engaging in communication, power sharing and negotiation. To ensure culturally safe and respectful practice, cardiovascular nurses must:</p> <p>a) Acknowledge colonisation and systemic racism, social, cultural, behavioural and economic factors which impact individual and community health;</p> <p>b) Acknowledge and address individual racism, their own biases, assumptions, stereotypes and prejudices and provide care that is holistic, free of bias and racism;</p> <p>c) Recognise the importance of self-determined decision-making, partnership and collaboration in healthcare which is driven by the individual, family and community;</p> <p>d) Foster a safe working environment through leadership to support the rights and dignity of Aboriginal and Torres Strait Islander people and colleagues.</p> | | | 3.2 | Evaluates and revises practices based on agreed person-centred priorities, goals, plans and outcomes. |
| | 4 | Evaluates outcomes to inform cardiovascular nursing practice. | 4.1 | Provides support and directs people to resources to optimise individualised health-related decisions. |
| | | | 4.2 | Actively fosters a culture of safety and learning that includes engaging with health professionals and others, to share knowledge and practice that supports person centred care. |
| | | | 4.3 | Advocates and intervenes on behalf of people in a manner that respects the persons autonomy and legal capacity especially relating to end of life in cardiovascular care. |

| | | | | |
|--|---|--|-----|--|
| | 5 | Collaborates with and/or leads teams to achieve best practice outcomes. | 5.1 | Adopts lifelong learning strategies for continuing professional development of self and shares learning with others, to support contemporary cardiovascular nursing practice care. |
| | | | 5.2 | Identifies and promotes the integral role of cardiovascular nursing practice in influencing better health outcomes for people. |
| | | | 5.3 | Contributes to quality improvement activities and/or research to improve the health and wellbeing of the cardiovascular community. |
| Leadership and Teamwork This domain demonstrates the role of the Cardiovascular Nurse in establishing, sustaining and concluding professional relationships with individuals/groups. This also contains those competencies that relate to cardiovascular nurses understanding leading and working within the health care team. | 6 | Provides safe, appropriate and responsive quality cardiovascular nursing practice. | 6.1 | Practices in accordance with relevant nursing and health guidelines, standards, regulations and legislation. |
| | | | 6.2 | Uses appropriate processes to identify and report potential and actual risk related system issues and, where cardiovascular nursing practice may be below the expected standards. |
| | | | 6.3 | Takes responsibility within context of role and scope of practice for the evaluation of individual or systemic cardiovascular nursing practice. |

Domains of practice

The Cardiovascular Nursing standards for the Registered Nurse are organised into domains of practice. These are '*Clinical Care domain*', '*Cultural Safety and Person-Centred Care*', and '*Leadership and Teamwork*'. The domains have been organised and aligned with the themes of the European Society of Cardiology (ESC) Council on Cardiovascular Nursing and Allied Professions Core Curriculum for the Continuing Professional Development of Nurses Working in Cardiovascular Settings ^[5]. Incorporated within each domain are elements which are further described under the scope of nurses practice. Consideration as to the levels of practice are contextually derived within each individual practice setting.

The domains can be used by clinicians, educators and leaders in cardiovascular nursing to guide curriculum, contribute to assisting in performance development and for use in quality and safety. Senior clinicians in cardiovascular nursing may work with individual nurses to ascertain where in the continuum of learning, practice improvements can be made. The scope of practice for each nurse will depend upon the context and education the nurse has undertaken.

Clinical care domain

This domain relates to the coordination, organisation and provision of cardiovascular nursing care. It includes clinical care across the continuum of assessment of individuals/groups, planning, implementation and evaluation of care.

Standard 1 Optimises cardiovascular health for people and populations through evidence-based care and delivery

Element 1.1 Accesses, analyses, uses and develops the best available cardiovascular evidence that includes research findings and quality improvement for safe quality practice.

Element 1.2 Assess health literacy, provision of information, education and referral to enhance peoples' decision making over their health.

Performance indicators:

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|---|---|---|
| <ul style="list-style-type: none"> Contributes to the planning and evaluation of care for people effected by cardiovascular disease. Delivers planned nursing care for the person affected by cardiovascular disease. | <ul style="list-style-type: none"> Applies evidence-based principles to cardiovascular nursing care plans and delivers care that incorporates physical, psychological, social, cultural and spiritual aspects and knowledge. Determines the effectiveness of cardiovascular nursing interventions on clinical outcomes via regular and ongoing assessment. | <ul style="list-style-type: none"> Demonstrates a high level of confidence and clinical proficiency in carrying out a range of procedures, treatments and interventions that are evidence-based and informed by an advanced understanding of cardiovascular disease processes and diagnostic and therapeutic options. |
| <ul style="list-style-type: none"> Seeks to improve professional practice through participation in professional development activities that maintains capability as an enrolled nurse working in a cardiovascular setting. | <ul style="list-style-type: none"> Seeks to improve professional practice through quality improvement activities. Maintains currency of knowledge of contemporary research findings that maintains capability as a registered nurse working in a cardiovascular setting. Acts as mentor/facilitator for less experienced cardiovascular nurses and EN's. | <ul style="list-style-type: none"> Critically analyses and applies evidence-based activities to practice. Maintains clinical currency and adds to body of knowledge of contemporary cardiovascular nursing practice. Develops and delivers workplace-based educational activities for clinically base cardiovascular nurses. |
| <ul style="list-style-type: none"> Recognises when policies/protocols are unsuitable or outdated and suggests changes to | <ul style="list-style-type: none"> Participates in policy/protocol reviews and suggests changes to policy/protocols based on understanding of research | <ul style="list-style-type: none"> Takes a leading role in policy/protocol development and review Creates policy/protocols based on understanding and |

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|--|---|---|
| policy/protocols based on awareness of practice. | findings and cardiovascular nursing practice. | application of research findings and emerging innovative cardiovascular nursing practice. |

Standard 2 Undertakes culturally safe holistic assessment that underpins care plan and management to optimise cardiovascular health for people and populations

Element 2.1 Use a range of assessment techniques to systematically collect and evaluate time-appropriate, relevant, accurate health related information and data to inform care.

Element 2.2 Works in partnership with individuals and groups to assess factors that influence, or potentially influence, the health and wellbeing of populations with, or at risk of cardiovascular disease to determine priorities for action and/or referral.

Element 2.3 Evaluates, responds to and manages complex and/or changing cardiovascular conditions within clinical capability.

Element 2.4 Integrates cardiovascular assessment data and best available evidence to develop and document clinical priorities, goals, actions and outcomes within the clinical context.

Element 2.5 Provides comprehensive, safe, quality cardiovascular care to achieve agreed goals and outcomes that are responsive to the needs of people with cardiovascular disease.

Performance indicators:

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|--|---|---|
| <ul style="list-style-type: none"> Records relevant patient history from the patient and family/carers within scope of practice. Records and monitors the patient's observations, cardiac monitor, ECG and laboratory results within scope of practice. Assesses anxiety levels (with validated tool) within scope of practice. | <ul style="list-style-type: none"> Records a cardiovascular history from the patient and family/carers and develops clinical priorities and goals. Monitors and responds to alterations in patient assessment, observations, cardiac monitor, ECG and laboratory and other results. Assesses anxiety levels (with validated tool) and makes appropriate referrals. | <ul style="list-style-type: none"> Records a comprehensive cardiovascular history from all available information (patient, family/carers, ECG, cardiac monitor, all results) and develops a comprehensive plan and goals. Uses a validated tool to assess anxiety levels and develops goals with the patient, family/carers and other health providers. |
| <ul style="list-style-type: none"> Uses knowledge to administer cardiovascular drugs safely within scope of practice. | <ul style="list-style-type: none"> Uses knowledge of expected/unexpected effects and multi-system interaction for cardiovascular pharmacological therapies | <ul style="list-style-type: none"> Uses high level knowledge of expected/unexpected effects and multi-system interaction for cardiovascular pharmacological therapies |

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|---|---|--|
| | <p>commonly administered to cardiovascular patients to anticipate and intervene appropriately.</p> <ul style="list-style-type: none"> Facilitates both patients and nursing colleagues in their knowledge, learning and understanding of cardiovascular medications. | <p>commonly administered to cardiovascular patients to support prescribers and other health team members to provide safe optimal care.</p> <ul style="list-style-type: none"> Develops educational resources for patients and colleagues to facilitate a deeper understanding of cardiovascular medications. |
| <ul style="list-style-type: none"> Works with RN to participate in the development and adjustment of the Multidisciplinary Team (MDT) plan to reflect changes in condition or treatment pathway. | <ul style="list-style-type: none"> Participates in the development and adjustment of the MDT plan to reflect changes in condition or treatment pathway. | <ul style="list-style-type: none"> Develops and adjusts with the MDT the plan to reflect changes in condition and treatment pathway. |
| <ul style="list-style-type: none"> Recognises and responds to alterations in cardiovascular status within scope of practice. Documents and communicates findings to Registered Nurse. | <ul style="list-style-type: none"> Recognises and responds to alterations in cardiovascular status, for example, identifies subtle but potentially significant changes in haemodynamic status; recognises changes in supporting information such as vital signs, urine output and undertakes further appropriate assessment. Documents and communicates findings to discipline and interdisciplinary colleagues as appropriate. | <ul style="list-style-type: none"> Recognises and responds to alterations in cardiovascular status, for example, initiates treatment within scope of practice, to maintain optimum haemodynamic status; recognises changes in supporting information such as vital signs, urine output and undertakes further appropriate assessment. Documents and communicates plan of care to discipline and interdisciplinary colleagues as appropriate. |
| <ul style="list-style-type: none"> Researches to learn and inform practice. Seeks support from more experienced colleagues when care is outside their scope of practice. | <ul style="list-style-type: none"> Mentors and facilitates learning in clinical practice for less experienced nurses and EN's. Seeks support from more experienced colleagues when care is outside their scope of practice. | <ul style="list-style-type: none"> Mentors and facilitates learning for nurses in cardiovascular clinical practice. Acts as a consultant in matters relevant to cardiovascular nursing care. |

Cultural safety and person-centred care domain

Cardiovascular nurses undertake an ongoing process of self-reflection and cultural self-awareness, and an acknowledgement of how a nurse’s personal culture impacts on care delivery. Nurses focus care on the needs of the person by engaging in communication, power sharing and negotiation. To ensure culturally safe and respectful practice, cardiovascular nurses must:

- a) Acknowledge colonisation and systemic racism, social, cultural, behavioural and economic factors which impact individual and community health;
- b) Acknowledge and address individual racism, their own biases, assumptions, stereotypes and prejudices and provide care that is holistic, free of bias and racism;
- c) Recognise the importance of self-determined decision-making, partnership and collaboration in healthcare which is driven by the individual, family and community;
- d) Foster a safe working environment through leadership to support the rights and dignity of Aboriginal and Torres Strait Islander people and colleagues.

Standard 3 Engages in person-centred cardiovascular care through individual and public health promotion

Element 3.1 Respects all cultures and experiences, which includes responding to the role of family and community that underpin the health of all patients including Aboriginal and Torres Strait Islander peoples and people of other cultures.

Element 3.2 Evaluates and revises practices based on agreed person-centred priorities, goals, plans and outcomes.

Performance indicators:

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|---|---|--|
| <ul style="list-style-type: none"> Works with the RN to ascertain and accommodate the patient and family’s cultural and religious needs. | <ul style="list-style-type: none"> Ascertains and accommodates the patient and family’s cultural and religious needs. | <ul style="list-style-type: none"> Ascertains and accommodates the patient and family’s cultural and religious needs. |
| <ul style="list-style-type: none"> Works with the RN, the patient and the family to evaluate the goals, plans and outcomes. | <ul style="list-style-type: none"> Evaluates and revises with the patient and the family the goals, plans and outcomes. | <ul style="list-style-type: none"> Leads practice of evaluating and revising with the patient and family the goals, plans and outcomes. |
| <ul style="list-style-type: none"> Actively informs self on specific cultural needs of patients/clients in order to provide culturally sensitive care. | <ul style="list-style-type: none"> Supports less experienced nurses and EN’s with information on specific cultural needs for patients/clients. Seeks advice when care is outside scope of practice. | <ul style="list-style-type: none"> Develops educational resources for delivering culturally sensitive care to support staff in clinical practice. |

Standard 4 Evaluates outcomes to inform cardiovascular nursing practice

Element 4.1 Provides support and directs people to resources to optimise individualised health-related decisions.

Element 4.2 Actively fosters a culture of safety and learning that includes engaging with health professionals and others to share knowledge and practice that supports person centred care.

Element 4.3 Advocates and intervenes on behalf of people in a manner that respects the persons autonomy and legal capacity especially relating to end of life in cardiovascular care.

Performance Indicators:

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|--|--|--|
| <ul style="list-style-type: none"> Contributes to the support of people trying to optimise health related decisions. Delivers planned nursing care for the person affected by cardiovascular disease. | <ul style="list-style-type: none"> Uses knowledge of both common and unexpected trajectory of cardiovascular disease to anticipate the care needs. Identifies in conjunction with the person, what support and resources they require to optimise their health related decision making. Determines the effectiveness of support and resources for people with cardiovascular conditions through ongoing discussion, negotiation, and assessment with people about their health choices. | <ul style="list-style-type: none"> Identifies what support and resources are available for people to optimise individual health decisions. Critically appraises available resources to determine they are clinically, culturally and linguistically appropriate to vulnerable populations. Develops resources which are evidence based to support people to optimise health related decisions. Maps out support available to facilitate choices in maximising individual health decisions. |
| <ul style="list-style-type: none"> Works collaboratively with the registered nurse to improve professional practice through participation in professional development activities that maintains capability as an enrolled nurse working in a cardiovascular setting. Contributes to professional discussions regarding culture and safety of care based on clinical experience within scope of practice. | <ul style="list-style-type: none"> Seeks to improve professional practice through education and quality improvement activities which supports and promotes patient centred care. Maintains currency of knowledge of contemporary research findings that maintains capability as a registered nurse. | <ul style="list-style-type: none"> Critically analyses clinical practice and applies evidence-based activities to improve culture and safety to deliver patient centred care. Leads practice change that enhances culture and safety. |
| <ul style="list-style-type: none"> Works with the registered nurse and wider healthcare team to collaboratively aid and give comfort at end of life. | <ul style="list-style-type: none"> Provides patient and their carer support and information regarding multi-disciplinary support services including palliative care for end of life decision making and care. | <ul style="list-style-type: none"> Advocates for End of life care for cardiovascular patients across the continuum of care Creates policy/protocols in conjunction with multi-disciplinary team for end of |

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|---|--|---|
| <ul style="list-style-type: none"> Understands client's resuscitation plan on care delivery. Assists in providing carer support in end of life care. | <ul style="list-style-type: none"> Supports and advocates for the patient in all choices or decisions regarding their care. Works collaboratively with the wider health care team to develop and implement individualised end of life care and resuscitation plans into the patients nursing care. Includes carer where possible in end of life care. | <ul style="list-style-type: none"> life management in cardiovascular nursing. Provides support, through debriefing, education and leadership to nursing colleagues in end of life care. |
| <ul style="list-style-type: none"> Works collaboratively with RN to educate and inform patients in their care on maintaining and evaluating optimal cardiovascular health. | <ul style="list-style-type: none"> Acts as mentor/facilitator for less experienced nurses and EN's in maintaining and evaluating optimal cardiovascular care. | <ul style="list-style-type: none"> Develops and delivers educational resources related to maintaining and evaluating optimal cardiovascular management for patients and colleagues. |

Standard 5 Collaborates with and/or leads teams to achieve best practice outcomes

Element 5.1 Adopts lifelong learning strategies for continuing professional development of self and shares learning with others, to support contemporary cardiovascular nursing practice care

Element 5.2 Identifies and promotes the integral role of cardiovascular nursing practice in influencing or leading better health outcomes for people.

Element 5.3 Contributes to quality improvement activities and/or research to improve the health and wellbeing of the cardiovascular community

Performance Indicators:

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|---|---|--|
| <ul style="list-style-type: none"> Contributes to debate and discussion regarding clinical practice for cardiovascular patients. | <ul style="list-style-type: none"> Demonstrates an understanding of evidence based practice related to cardiovascular nursing by using National Guidelines to support patient care. Promotes evidence based practice of cardiovascular care across the multi-disciplinary team. Commitment to excellence in Cardiovascular Nursing | <ul style="list-style-type: none"> Contributes to the literature regarding cardiovascular nursing through conference presentations, journal articles and debate at clinical forums. Critically appraises the literature and takes leadership in ensuing evidence based practice is followed. |

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|--|---|---|
| | demonstrated by attendance at education events. | |
| <ul style="list-style-type: none"> Understands impact of cardiovascular nursing practice on care of patients. | <ul style="list-style-type: none"> Identifies and implements aspects of cardiovascular nursing which are of maximum benefit to improve patient outcomes. Works with the multi-disciplinary team and other nursing disciplines within a facility or the community to promote better cardiovascular care for all patients regardless of location. | <ul style="list-style-type: none"> Demonstrates excellence in cardiovascular nursing through role modelling, supporting clinical staff and succession planning. Advocates for cardiovascular nursing practice and nurses at a local, state, national and International level. |
| <ul style="list-style-type: none"> Contributes to quality improvement activities to facilitate risk reduction for high risk practices and procedures. Follows all policies and procedures related to nursing care as guided by the registered nurse. | <ul style="list-style-type: none"> Identifies high risk practices and procedures and contributes to quality improvement activities to minimise risk reduction. Participates in clinical research Participates in the development and delivery of workplace-based education to facilitate evidence-based best practice. | <ul style="list-style-type: none"> Leads review of high-risk practices and procedures and develops plans to minimise risk. Takes a leading role in clinical research. Develops and delivers educational resources and strategies for patients/clients and staff to guarantee evidence-based best practice. |

Leadership and teamwork domain

This domain demonstrates the role of the cardiovascular nurse in establishing, sustaining and concluding professional relationships with individuals/groups. This also contains those competencies that relate to cardiovascular nurses understanding leading and working within the health care team.

Standard 6 Provides safe, appropriate and responsive quality cardiovascular nursing practice

Element 6.1 Practices in accordance with relevant nursing and health guidelines, standards, regulations and legislation

Element 6.2 Uses appropriate processes to identify and report potential and actual risk related system issues and, intervene where cardiovascular nursing practice may be below the expected standards.

Element 6.3 Takes responsibility within context of role and scope of practice for the evaluation of individual or systemic cardiovascular nursing practice.

Performance Indicators:

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|---|--|--|
| <ul style="list-style-type: none"> Adheres to policy and procedures. Evaluates nursing interventions provided and considers identified outcomes against evidence-based best practice in cardiovascular nursing care. | <ul style="list-style-type: none"> Engages in cardiovascular clinical collaboration that optimises outcomes for people. Works within professional boundaries when managing patients with complex needs. | <ul style="list-style-type: none"> Contributes and / or leads cardiovascular nursing policy and protocol development and review. Balances risk and opportunity when making complex and informed independent cardiovascular nursing practice decisions. |
| <ul style="list-style-type: none"> Demonstrates awareness of strategies to monitor adverse cardiovascular outcomes. Identifies when the acuity of a person's cardiovascular health is beyond own skill and knowledge and refers promptly to registered nurse and relevant interdisciplinary health care team. | <ul style="list-style-type: none"> Reports unsafe cardiovascular practice and addresses performance with individuals and teams. Continually assesses and monitors risk in their own and others practice and challenge others about wider risk factors. | <ul style="list-style-type: none"> Responds to situations where practice of others contravenes policies and procedures. Uses system level information to improve cardiovascular nursing practice through knowledge creation activities at local, national and/or international collaboratives. |
| <ul style="list-style-type: none"> Monitors and reviews data collected about the person and communicates to relevant interdisciplinary health care team members. | <ul style="list-style-type: none"> Engages in discussion with health care professionals to optimise treatments and care plans seeking clarity where required. | <ul style="list-style-type: none"> Provide consultancy services to their own and other professions on cardiovascular therapeutic interventions, |

| Enrolled Nurse | Registered Nurse | Registered Nurse Advanced Practice |
|---|--|---|
| | | practice and service development. |
| <ul style="list-style-type: none"> • Collaborates with RN to develop new understandings of safe cardiovascular care. | <ul style="list-style-type: none"> • Mentors and facilitates less experienced nurses and EN's in developing new knowledge in delivering care that is safe and of optimal quality. • Participates in the development and delivery of workplace-based learning in quality matters. • Participates in clinical audits and the circulation of findings from these audits. | <ul style="list-style-type: none"> • Develops and delivers education resources and strategies to guarantee high quality safe practice for patients/clients and staff. • Takes the lead in clinical audits and ensures the circulation of findings to all parties. |

Appendix 1

Background to the Practice Standards Development

Practice Standards have been developed by many professional bodies to guide nurses around specialist practice. In 2018, academics in the School of Nursing at the University of Tasmania, were approached by clinicians to assist with a project to develop practice standards for cardiovascular nurses in Australia. Working with the Australasian Cardiovascular Nursing College (ACNC), a project pathway was developed using a modified Delphi technique to determine consensus agreement of the newly developed Standards. A focus group was conducted at an ACNC conference in 2018 to identify the futility of undertaking such a project.

Following a consultation process, the two round eDelphi technique study resulted in the first edition of the *ACNC Practice Standards for Specialist Cardiovascular Nurses (2020)*.

The research study

After obtaining ethical approval from The University of Tasmania, the first round of the Cardiovascular Practice Standards was developed by the research team after a comprehensive literature review. The lead researchers met to revise the draft Professional Standards in preparation for distribution through the eDelphi survey rounds. The eDelphi rounds were conducted using SurveyMonkey™ to deliver the draft Standards to the expert panel for comment.

Expressions of interest to participate in the study was distributed through the Australasian Cardiovascular Nursing College and via snowball sampling. Two eDelphi rounds were conducted in 2019. Demographics for participants are listed below.

Participants Round 1 (n=62) Round 2 (n=52)

- 90% female, 10% male
- 90% from NSW; 10% from other areas (document was widely distributed across Australia)

The second phase included addition of exemplars to illustrate the Practice Standards for Specialist Cardiovascular Nurses. Consensus resulted in the inaugural version of the Practice Standards for Specialist Cardiovascular Nurses. The document was sent to the ACNC Board for their endorsement and circulated to members for comment.

Members of the Project group

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