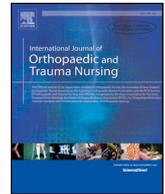




Contents lists available at ScienceDirect

International Journal of Orthopaedic and Trauma Nursing

journal homepage: www.elsevier.com/locate/ijotn

Orthopaedic nursing competencies

Over the last few years, two national orthopaedic nursing professional organisations, ANZONA (Australia and New Zealand Orthopaedic Nursing Association) in Australia and the Royal College of Nursing (RCN) Society of Orthopaedic and Trauma Nursing (SOTN) in the UK, have produced competence frameworks for orthopaedic and trauma practitioners which they have shared online.

Such frameworks are important in enabling orthopaedic and trauma practitioners to continuously develop their knowledge and skills and be able to demonstrate their proficiency, expertise, achievement and learning. They are also an opportunity to articulate the nature and value of orthopaedic care and practice. Although these published frameworks have been developed in Australia and the UK, they have similar aims, and the principles of practice contained within them are transferable to other settings globally. Since, however, the details of the frameworks are different, practitioners in other countries may also benefit from considering both documents in their thinking about their own competence and development as well as that of the teams in which they work.

Both documents have been produced by working groups of orthopaedic practitioners for orthopaedic practitioners, making them both credible and useful for every day modern practice in the orthopaedic setting. They encapsulate those aspects of practice that are specific to the specialty/specialism of orthopaedic and trauma care and help to delineate the specialty of orthopaedic care from general care and other care specialties. Both documents aim to assist practitioners in the delivery of evidence based best practice to those who suffer from musculoskeletal conditions and injuries and in achieving best patient outcomes through competent and expert practice. They also provide an overview of nurse/practitioner-sensitive indicators of quality care for orthopaedic and trauma patients and a framework for improving the safety and effectiveness of orthopaedic and trauma care.

Practitioners can use these documents to guide their education and development as qualified and registered practitioners as well as help them to educate student practitioners about the specialism of orthopaedic/musculoskeletal care. The frameworks would also make appropriate foundations for the development and delivery of education programmes for orthopaedic practitioners.

Using the documents will also help practitioners to record their professional development and career, helping them to provide evidence for promotion, job applications and evidence of continuing professional

development for professional bodies, employers and educational institutions. Explicit within the frameworks are the need for reflective learning.

Australia and New Zealand Orthopaedic Nursing Association (ANZONA) (2017) The Australia and New Zealand Orthopaedic Specialty Nurse Competency Framework

http://www.anzona.net/documents/Competency-Framework_ANZONA2017.pdf

This inaugural version (due for review in 2020) of the Australia and New Zealand was published in 2017. It is specifically focused on registered nursing working in the orthopaedic specialty. The document defines competencies for orthopaedic speciality nurse competencies under five main headings using Dreyfus' novice to expert scale to illuminate different levels of practice from novice to expert:

1. Legal, ethical practice and accountability
2. Assessment and planning of care
3. Implementation and evaluation of care
4. Communication and teamwork
5. Leadership

Royal College of Nursing (UK) (2019) A Competence Framework for Orthopaedic and Trauma Practitioners

<https://www.rcn.org.uk/professional-development/publications/pub-007036>

This is the second version of a competency framework for orthopaedic and trauma practice in the UK, now due for review in 2024 (the previous version was published in 2012). The framework offers an overview of the competencies under for main domains:

1. Partner-guide
2. Comfort enhancer
3. Risk manager
4. Technician