

# VACCINATION COMPETENCY STANDARDS FOR AUTHORISED NURSE IMMUNISERS IN TASMANIA

These competency standards provide a framework for assessment of the knowledge, skills and performance of an Authorised Nurse Immuniser working independently with an advanced scope of practice in accordance with a vaccination program approved by the Director of Public Health.

Advanced scope of practice defines a level of nursing practice that utilises expanded skills, experience and knowledge in assessment, planning, implementation, diagnosis and evaluation of the care required. Nurses practising at this level are educationally prepared at postgraduate level.

*These vaccination competency standards are to be read in conjunction with the latest version of the ANMC National Competency Standards for the Registered Nurse, and the Australian Nursing Federation, Competency Standards for the Advanced Registered Nurse.*



# Vaccination Competency Standards for Authorised Nurse Immunisers in Tasmania

## Prepared collaboratively by

Department of Health and Human Services, Nursing and Midwifery Unit (Jenny Killworth) and University of Tasmania (Tanya Panitzki) on behalf of the Nurse Immuniser Authorisation Advisory Panel (NIAAP)

## Endorsed by

Department of Health and Human Services, Nurse Immuniser Authorisation Advisory Panel (NIAAP)

## Approved by

Director of Public Health, Dr Roscoe Taylor



Date: 13 July 2012

## Approved by

Chief Nurse and Midwifery Officer, Fiona Stoker



Date: 13 July 2012

## Acknowledgement

As a foundation resource for *Vaccination Competency Standards for Authorised Nurse Immunisers in Tasmania 2012*, the working group acknowledge the document prepared by the Professional Education Working Group of the Canadian Immunization Committee entitled *Immunization Competencies for Health Professionals* and have adapted it to the Australian context. We gratefully acknowledge the extensive consultation process and recommendations that resulted.



## Background

In Tasmania, an Authorised Nurse Immuniser (ANI) is a registered nurse or midwife who has completed an approved educational program relating to the administration of vaccines; and:

- who has been approved by the Secretary of the Department of Health and Human Services (DHHS) to administer vaccines (*as listed in Schedule 4 of the Poisons List*) to another person independently of a medical practitioner
- who practices in accordance with a vaccination program approved by the Director of Public Health.

To be authorised as a Nurse Immuniser in Tasmania, the registered nurse must have successfully completed a recognised tertiary qualification in immunisation (ie University of Tasmania, *Immunisation Education for Registered Nurses Unit* or equivalent) and meet the necessary competency standards to practice at the advanced level, outlined in this document.

Nurse Immuniser authorisation is a state requirement and governed by Tasmanian legislation (*Poisons Act 1971, Poisons Regulations 2008/64*). The DHHS Secretary (or delegate) holds the authority to authorise, and reauthorise Nurse Immunisers who are competent to practice within their scope of practice.

The individual Authorised Nurse Immuniser's scope of practice involves the full spectrum of their role, functions, responsibilities, activities and decision-making capacity. The scope of professional practice is set by legislation and professional standards and the *actual* scope of an individual Authorised Nurse Immuniser's practice is influenced by the:

- context in which they practise and level of autonomy
- patient/client health needs
- level of competence, education, qualifications and experience of the individual
- service provider's policy, quality and risk management framework and organisational culture.

During 2011, the Nurse Immuniser Authorisation Advisory Panel reviewed the annual and three (3) yearly nurse immuniser authorisation process. The primary outcome of the review was recognising the advanced scope of practice of nurse immunisers and as such recommended that vaccination competency standards be introduced to provide clear guidelines for nurse immunisers in undertaking their role. The review has been endorsed by the Director of Public Health.

# Purpose

The purpose of this document is to provide a framework that will:

- assist Authorised Nurse Immunisers to:
  - self assess performance annually and three-yearly to ensure delivery of safe and competent immunisation practice
  - identify knowledge and/or skills that require revision in order to maintain the expected competency standards for individual contexts and scope of practice
  - determine ongoing competence development and learning needs for the next 12 months
  - identify the broad competency standards across the immunisation continuum
  - recognise the necessary knowledge and skills required for various practice contexts
- assist students undertaking the clinical practice placement component of the Immunisation Education for Registered Nurses Unit conducted by the University of Tasmania (UTAS).

The competencies which make up these Authorised Nurse Immuniser standards are organised into domains, and are an adjunct to the [ANMC Competency Standards for the Registered Nurse](#) and [ANF Competency Standards for the Advanced Registered Nurse](#).

## Domains

### **Application of Basic Biomedical Sciences to Immunisation**

This relates to the professional responsibility of the Authorised Nurse Immuniser to maintain and improve essential evidence-based knowledge related to immunology, vaccines, vaccine preventable diseases, vaccine development and principles of population health.

### **Essential Immunisation Practices**

This domain relates to the organisation, coordination, importance of risk communication for immunisation decision making and provision of safe effective immunisation practice within a particular practice setting.

These include patient/client assessment; storage and handling of vaccines; administration of vaccines; management of adverse events; immunisation encounters requiring special considerations; evaluation of care; documentation; legal and ethical responsibilities and accountabilities of an individual's practice, within a safety and quality framework.

All immunisation encounters should incorporate these essential elements of competence.

These competencies are also used as part of the Nurse Immuniser Authorisation process in Tasmania, through completion of an episode of practice or Approved Assessor Review.

### **Contextual Issues Relevant to Immunisation**

This domain relates to the Authorised Nurse Immuniser's knowledge base and understanding of the National Immunisation Program; the Tasmanian Immunisation Schedule and the eligibility for funded vaccines. It includes the application of population-based health strategies to improve immunisation coverage rates; and responsibilities for communicating concise key messages regarding the risks and benefits of immunisation.

# Application of Basic Biomedical Sciences to Immunisation

## 1. The Authorised Nurse Immuniser maintains/increases their theoretical knowledge base and is able to explain how vaccines work using basic knowledge of the immune system.

### The Immune System and Vaccines

- 1.1 Distinguish the difference between the primary and memory immune response to a vaccine.
- 1.2 Differentiate between passive and active immunity.
- 1.3 Explain why some vaccines induce a memory response while others do not.
- 1.4 Name some host and vaccine related factors that affect the immune response to vaccines.
- 1.5 Describe how the immunisation schedule accommodates factors that affect the immune response to vaccines.
- 1.6 Respond to the concern that giving too many vaccines will overload the immune system.
- 1.7 Consider the pros and cons of immunity gained through immunisation as opposed to wild type infection.

## 2. The Authorised Nurse Immuniser demonstrates and communicates an understanding of the rationale and benefit of immunisation, as relevant to the practice setting.

### Vaccine-Preventable Diseases

- 2.1 Describe key epidemiologic features, clinical features, and acute and long-term complications of each vaccine-preventable disease.
- 2.2 Explain the historical impact of immunisation on the epidemiology of vaccine-preventable diseases.
- 2.3 Discuss why individuals should be immunised against diseases that are rare within Australia.
- 2.4 Explain the rationale behind accurate diagnosis of vaccine-preventable diseases.



### **3. The Authorised Nurse Immuniser integrates into practice, knowledge about the main steps in vaccine development and evaluation.**

#### **Vaccine Development and Evaluation**

- 3.1 Describe the process to obtain marketing approval for vaccines in Australia.
- 3.2 Describe what can be learned about vaccines after they are approved for marketing, via surveillance activities and more formal post-marketing studies.
- 3.3 Explain the key roles and responsibilities relative to the post-marketing assessment of vaccine safety and effectiveness, for each of the following:
  - Vaccine manufacturers
  - State Health departments
  - Vaccine providers
  - Healthcare providers who don't administer vaccines
  - Vaccine recipients or their parents/caregivers.

### **4. The Authorised Nurse Immuniser understands and applies the knowledge of the components and properties of immunising agents as needed for safe and effective practice.**

#### **The Types of Immunising Agents and Their Composition**

- 4.1 Describe the meanings of live attenuated and inactivated immunising agents.
- 4.2 Compare the major advantages and disadvantages of live attenuated and inactivated immunising agents.
- 4.3 Classify each immunising agent used in practice as live attenuated and inactivated.
- 4.4 Describe the purpose, action and potential concerns of the following vaccine components: adjuvant, preservative, additives, diluents, glass vial and prefilled syringe.
- 4.5 Locate and utilise current information resources on the types and content of immunising agents used in practice.

## Essential Immunisation Practices

### 5. The Authorised Nurse Immuniser communicates effectively about immunisation, as relevant to the practice setting(s).

#### Communication

- 5.1 List the components of the evidence-based decision-making process.
- 5.2 Explain the importance of risk perception for immunisation decision making.
- 5.3 Respond appropriately following an assessment of client knowledge, attitudes, and beliefs regarding immunisation.
- 5.4 Deliver clear, concise messages about the risks of vaccine-preventable diseases and the benefits and risks of vaccines.
- 5.5 Provide appropriate evidence-based information and resources to clients regarding immunisation and vaccines.
- 5.6 Provide guidance to clients so they can correctly identify credible sources of information on immunisation and vaccines.
- 5.7 Apply strategies for public communication appropriate to the practice setting.
- 5.8 Display confidence and emotional sensitivity.

### 6. The Authorised Nurse Immuniser implements the National Vaccine Storage Guidelines: Strive for 5 when storing, handing or transporting vaccines.

#### Storage and Handling of Immunisation Agents

- 6.1 State where to access the most recent national guidelines dealing with vaccine storage, handling, and transportation.
- 6.2 Describe and comply with the national guideline requirements for vaccine storage, handling, and transportation and their importance in maximising the potency and efficacy of each vaccine.
- 6.3 Undertake regular checks for expired vaccine.
- 6.4 Understand and respond to the rationale for ordering appropriate vaccine stock.
- 6.5 Outline the key steps for maintaining the cold chain in the practice setting.
- 6.6 Explain actions taken to report and manage a cold chain breach or other events that compromise vaccine integrity.

## **7. The Authorised Nurse Immuniser prepares and administers immunisation agents correctly.**

### **Administration of Immunising Agents**

- 7.1 Undertake a pre-immunisation patient assessment including precautions, contraindications, determination of any different vaccine schedule or requirements for any future 'catch-up' vaccinations.
- 7.2 Respond appropriately to any relevant conditions or circumstances identified by the pre-vaccination assessment.
- 7.3 Ensure the five "R's" of medication management are identified: right client, right drug, right dose, right time, right route together with the determination of the correct site, correct reason and correct documentation.
- 7.4 Demonstrate the steps involved in vaccine preparation, including reconstitution, administration, disposal, and infection control.
- 7.5 Identify resources used to guide the immunisation administration process and decision making.
- 7.6 List vaccines, antigens, age, dose, route, site, contraindications/precautions, and side effects for each vaccine used in the practice setting.
- 7.7 Demonstrate the appropriate technique for administration of the vaccination including correct needle length and gauge for the age and size of the client, appropriate injection sites and recommended positioning for age group.
- 7.8 Describe actions taken to increase safety in immunisation clinics related to the provider, the recipient, and the environment.
- 7.9 Describe techniques to reduce the pain associated with immunisation.
- 7.10 Demonstrate immediate care post vaccination including recommended waiting times, location to monitor for any adverse events and appropriate patient advice.

## **8. The Authorised Nurse Immuniser anticipates, identifies and manages adverse events following immunisation, as appropriate to the practice setting.**

### **Adverse Events Following Immunisation (AEFI)**

- 8.1 Use reliable, evidence-based resources to list the frequencies of the common, uncommon and rare adverse events associated with vaccines.
- 8.2 Inform recipients and/or their caregivers on what to expect and what to do regarding adverse events that could follow immunisations.
- 8.3 Understands the physiology of anaphylaxis and allergic reactions.
- 8.4 Recognises the signs and symptoms of anaphylaxis.
- 8.5 Distinguishes between anaphylaxis and a fainting (syncope) episode.
- 8.6 Prepare an effective step-by-step response to anaphylaxis management.
- 8.7 Ensure emergency equipment is available and operational, including an anaphylaxis response kit.
- 8.8 Maintains basic life support competence as per the Australian Resuscitation Guidelines.
- 8.9 Document all adverse events following immunisation appropriately, and notify Advisory Committee on the Safety of Medicines (ACSOM) by completing the blue card or submitting an electronic AEFI report.

## **9. The Authorised Nurse Immuniser recognises and responds to the unique immunisation needs of individuals and certain population groups.**

### **Individuals Requiring Special Considerations**

- 9.1 Plan and document a 'catch-up' schedule for an individual who has not received vaccines appropriate for his/her age, based on the Tasmanian Immunisation Schedule and in accordance with the current Australian Immunisation Handbook.
- 9.2 Describe the unique immunisation needs of certain populations, as relevant to the practice setting, including:
  - individuals who have had a serious adverse event following a prior immunisation
  - individuals with certain medical conditions, including transplant recipients
  - pregnant women
  - women who are breastfeeding
  - occupational risk groups
  - individuals with behaviours that put them at risk for vaccine-preventable diseases
  - recently arrived immigrants
  - "hard to reach" individuals.
- 9.3 Appropriately refer to expert professionals/resources when required to address the immunisation needs of individuals and certain populations.

## **10. The Authorised Nurse Immuniser documents information relevant to each immunisation encounter in accordance with national guidelines for immunisation practices and jurisdictional health information processes.**

### **Documentation**

- 10.1 Describe the role and importance of immunisation records.
- 10.2 Identify the information to be documented on an immunisation record.
- 10.3 Record an immunisation encounter accurately and completely within the client's personal health records and as per practice guidelines.
- 10.4 Facilitate the transfer of information in the vaccination record to other providers and to appropriate agencies in accordance with requirements and legislation (eg: The Australian Childhood Immunisation Register (ACIR)/ National HPV Register).
- 10.5 Record the reason and planned follow-up action when a scheduled immunisation is not given.

## **11. The Authorised Nurse Immuniser acts in accordance with the legal and ethical standards in all aspects of immunisation practice.**

### **Legal and Ethical Aspects of Immunisation**

- 11.1 Discuss the implications of basic ethical principles, including individual's rights, confidentiality, privacy, informed consent, and informed refusal.
- 11.2 Describe the legal requirements relevant to immunisation administration, documentation, recording, and reporting.
- 11.3 Describe the legal requirements of immunisation practice that relate to immunisation status and exclusion from day care, school, workplace, or other settings.
- 11.4 Identify his/her own professional scope of practice as it relates to immunisation (jurisdiction, organisation, practice setting – institutions, etc).
- 11.5 Discuss the ethical issues arising from mandatory versus voluntary immunisation; and targeted versus universal immunisation.
- 11.6 Discuss the responsibility of health professionals to inform patients regarding the availability of all recommended vaccines regardless of whether they are publicly funded or not.
- 11.7 Describe the ethical implications when a provider's beliefs conflict with evidence-based recommendations for immunisation.

## Contextual Issues Relevant to Immunisation

### 12. The Authorised Nurse Immuniser demonstrates an understanding of the National Immunisation Program (NIP) and its impact on his/her own practice.

#### The National Immunisation Program

- 12.1 Distinguish between federal, state and territory responsibilities as related to immunisation programs in Australia.
- 12.2 Explain the reasons for the variable immunisation schedules among the Australian States and Territories.
- 12.3 Identify laws and regulations that may affect immunisation delivery programs in Australia.
- 12.4 Describe the current status of immunisation registries in Australia.
- 12.5 Describe the broad process required to introduce a new publicly funded vaccine.
- 12.6 State who can administer immunisations in Tasmania, and specify legislative conditions.
- 12.7 Locate the current Tasmanian Immunisation Schedule and correctly identify client eligibility for free vaccines supplied by Department of Health and Human Services (DHHS) and their indication for use.

### 13. The Authorised Nurse Immuniser applies relevant principles of population health for improving immunisation coverage rates.

#### Population Health

- 13.1 Describe specific examples to show how immunisation is a population-based health strategy.
- 13.2 Explain the concept of herd immunity in non-scientific terms.
- 13.3 Explain why vaccine-preventable diseases return when immunisation coverage rates decrease.
- 13.4 Explain how immunisation registries can benefit not only individuals but also populations.
- 13.5 Explain the rationale for having a highly immunised healthcare workforce.
- 13.6 Identify economic, educational, systematic, social incentives and barriers to immunisation uptake.
- 13.7 Apply health promotion strategies to improve immunisation coverage rates.

## **14. The Authorised Nurse Immuniser addresses immunisation issues using an evidence-based approach.**

### **Immunisation Issues**

- 14.1 Describe factors which lead to scepticism regarding immunisation for both health professionals and the general public.
- 14.2 Describe the impact that misperceptions regarding immunising agents have on immunisation programs and on the population.
- 14.3 Address misconceptions regarding immunising agents using an evidence-based approach.
- 14.4 Locate evidence-based sources of information on current issues relating to immunisation.
- 14.5 Use evidence-based scientific knowledge to develop clear, concise key messages regarding true immunisation benefits and risks.

## Glossary of Terms

Competence	The combination of skills, knowledge, attitudes, values and abilities that underpin effective nursing or midwifery performance in the individual's area and context of practice. It encompasses confidence and capability (ANMC 2009).
Context of practice	The conditions that define an individual's practice. These include the type of practice setting; the location of the practice setting, the characteristics of the patients or clients, the focus of the nursing or midwifery activities, the complexity of practice, the degree to which practice is autonomous and the resources which are available, including access to other healthcare professionals (ANMC 2009).
Self assessment	The process the nurse or midwife undertakes to compare their own performance against the relevant competency standards to identify practice and knowledge gaps in order to develop learning goals (ANMC 2009).
Standard	A desired and achievable level of performance against which a nurse or midwife's actual performance can be compared. A standard sets a minimum level of achievement for each element of the framework (ANMC 2009).



## References

Australian Nursing and Midwifery Council, 2009, [Continuing Competence Framework](#)

Australian Nursing and Midwifery Council, 2006, [National Competency Standards for the Registered Nurse](#).

Australian Nursing Federation, 2005, [Competency Standards for the Advanced Registered nurse](#)

National Health and Medical Research Council, 2008, [The Australian Immunisation Handbook, 9<sup>th</sup> Edition](#).

Public Health Agency of Canada, [Immunization Competencies for Health Professionals](#)



## Department of Health and Human Services

COMMUNICABLE DISEASES PREVENTION UNIT  
IMMUNISATION SECTION

## Competency Self-Assessment Form

This form is to be used by Nurse Immunisers when undertaking their competency self assessment for the renewal of authorisation to practice as a Nurse Immuniser in Tasmania.

### Annual Requirements

- Undertake self assessment of performance to practice as a Nurses Immuniser against the *Vaccination Competency Standards for Authorised Nurse Immunisers in Tasmania*.
- Identify areas for review that may be addressed through completion of 10 hours CPD.
- Maintain completed document in professional portfolio.

### Three Yearly Requirements

- Undertake self assessment of performance to practice as a Nurse Immuniser against the *Vaccination Competency Standards for Authorised Nurse Immunisers in Tasmania*.
- Identify areas for review that may be addressed through completion of 10 hours CPD.
- If choosing the Approved Assessor Review as evidence of competence, rather than completing an Episode of Care, request your Approved Assessor to complete **Approved Assessor – Nurse Immuniser Competency Assessment Form**. (Appendix 2)
- Sign, maintain in professional portfolio and submit for assessment.

Nurse Immuniser Name: \_\_\_\_\_

Date of Completion: \_\_\_\_\_

Application of Basic Biomedical Sciences to Immunisation		Self Assessment	
		Are you competent in this area? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Do you identify this as an area for review? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no
<b>1. Maintain/increase my theoretical knowledge base and am able to explain how vaccines work using basic knowledge of the immune system.</b>	1.1 Distinguish the difference between the primary and memory immune response to a vaccine.		
	1.2 Differentiate between passive and active immunity.		
	1.3 Explain why some vaccines induce a memory response while others do not.		
	1.4 Name some host and vaccine related factors that affect the immune response to vaccines.		
	1.5 Describe how the immunisation schedule accommodates factors that affect the immune response to vaccines.		
	1.6 Respond to the concern that giving too many vaccines will overload the immune system.		
	1.7 Consider the pros and cons of immunity gained through immunisation as opposed to wild type infection.		
<b>2. Demonstrate and communicate an understanding of the rationale and benefit of immunisation, as relevant to the practice setting.</b>	2.1 Describe key epidemiologic features, clinical features, and acute and long-term complications of each vaccine-preventable disease.		
	2.2 Explain the historical impact of immunisation on the epidemiology of vaccine-preventable diseases.		
	2.3 Discuss why individuals should be immunised against diseases that are rare within Australia.		
	2.4 Explain the rationale behind accurate diagnosis of vaccine-preventable diseases.		
<b>3. Integrate into practice, knowledge about the main steps in vaccine development and evaluation.</b>	3.1 Describe the process to obtain marketing approval for vaccines in Australia.		
	3.2 Describe what can be learned about vaccines after they are approved for marketing, via surveillance activities and more formal post-marketing studies.		
	3.3 Explain the key roles and responsibilities relative to the post-marketing assessment of vaccine safety and effectiveness, for each of the following: Vaccine manufacturers, State Health departments, Vaccine providers, Healthcare providers who don't administer vaccines, Vaccine recipients or their parents/caregivers.		
<b>4. Understand and apply the knowledge of the components and properties of immunising agents as needed for safe and effective practice.</b>	4.1 Describe the meanings of live attenuated and inactivated immunising agents.		
	4.2 Compare the major advantages and disadvantages of live attenuated and inactivated immunising agents.		
	4.3 Classify each immunising agent used in practice as live attenuated and inactivated.		
	4.4 Describe the purpose, action and potential concerns of the following vaccine components: adjuvant, preservative, additives, diluents, glass vial and prefilled syringe.		
	4.5 Locate and utilise current information resources on the types and content of immunising agents used in practice.		

Essential Immunisation Practices		Self Assessment	
		Are you competent in this area? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Do you identify this as an area for review? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no
<b>5. Communicate effectively about immunisation, as relevant to the practice setting(s).</b>	<b>5.1</b> List the components of the evidence-based decision-making process.		
	<b>5.2</b> Explain the importance of risk perception for immunisation decision making.		
	<b>5.3</b> Respond appropriately following an assessment of client knowledge, attitudes, and beliefs regarding immunisation.		
	<b>5.4</b> Deliver clear, concise messages about the risks of vaccine-preventable diseases and the benefits and risks of vaccines.		
	<b>5.5</b> Provide appropriate evidence-based information and resources to clients regarding immunisation and vaccines.		
	<b>5.6</b> Provide guidance to clients so they can correctly identify credible sources of information on immunisation and vaccines.		
	<b>5.7</b> Apply strategies for public communication appropriate to the practice setting.		
	<b>5.8</b> Display confidence and emotional sensitivity.		
<b>6. Implement the National Vaccine Storage Guidelines: Strive for 5 when storing, handing or transporting vaccines.</b>	<b>6.1</b> State where to access the most recent national guidelines dealing with vaccine storage, handling, and transportation.		
	<b>6.2</b> Describe and comply with the national guideline requirements for vaccine storage, handling, and transportation and their importance in maximising the potency and efficacy of each vaccine.		
	<b>6.3</b> Undertake regular checks for expired vaccine.		
	<b>6.4</b> Understand and respond to the rationale for ordering appropriate vaccine stock.		
	<b>6.5</b> Outline the key steps for maintaining the cold chain in the practice setting.		
	<b>6.6</b> Explain actions taken to report and manage a cold chain breach or other events that compromise vaccine integrity.		

Essential Immunisation Practices		Self Assessment	
		Are you competent in this area? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Do you identify this as an area for review? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no
<b>7. Prepare and administer immunisation agents correctly.</b>	<b>7.1</b> Undertake a pre-immunisation patient assessment including precautions, contraindications, determination of any different vaccine schedule or requirements for any future 'catch-up' vaccinations.		
	<b>7.2</b> Respond appropriately to any relevant conditions or circumstances identified by the pre-vaccination assessment.		
	<b>7.3</b> Ensure the five "R's" of medication management are identified: right client, right drug, right dose, right time, right route together with the determination of the correct site, correct reason and correct documentation.		
	<b>7.4</b> Demonstrate the steps involved in vaccine preparation, including reconstitution, administration, disposal, and infection control.		
	<b>7.5</b> Identify resources used to guide the immunisation administration process and decision making.		
	<b>7.6</b> List vaccines, antigens, age, dose, route, site, contraindications/precautions, and side effects for each vaccine used in the practice setting.		
	<b>7.7</b> Demonstrate the appropriate technique for administration of the vaccination including correct needle length and gauge for the age and size of the client, appropriate injection sites and recommended positioning for age group.		
	<b>7.8</b> Describe actions taken to increase safety in immunisation clinics related to the provider, the recipient, and the environment.		
	<b>7.9</b> Describe techniques to reduce the pain associated with immunisation.		
	<b>7.10</b> Demonstrate immediate care post vaccination including recommended waiting times, location to monitor for any adverse events and appropriate patient advice.		
<b>8. Anticipate, identify and manage adverse events following immunisation, as appropriate to the practice setting.</b>	<b>8.1</b> Use reliable, evidence-based resources to list the frequencies of the common, uncommon and rare adverse events associated with vaccines.		
	<b>8.2</b> Inform recipients and/or their caregivers on what to expect and what to do regarding adverse events that could follow immunisations.		
	<b>8.3</b> Understands the physiology of anaphylaxis and allergic reactions.		
	<b>8.4</b> Recognises the signs and symptoms of anaphylaxis.		
	<b>8.5</b> Distinguishes between anaphylaxis and a fainting (syncope) episode.		

Essential Immunisation Practices		Self Assessment	
		Are you competent in this area? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Do you identify this as an area for review? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no
	8.6 Prepare an effective step-by-step response to anaphylaxis management.		
	8.7 Ensure emergency equipment is available and operational, including an anaphylaxis response kit.		
	8.8 Maintains basic life support competence as per the Australian Resuscitation Guidelines.		
	8.9 Document all adverse events following immunisation appropriately, and notify Advisory Committee on the Safety of Medicines (ACSOM) by completing the blue card or submitting an electronic AEFI report.		
9. Respond to the unique immunisation needs of individuals and certain population groups.	9.1 Plan and document a 'catch-up' schedule for an individual who has not received vaccines appropriate for his/her age, based on the Tasmanian Immunisation Schedule and in accordance with the current Australian Immunisation Handbook.		
	9.2 Describe the unique immunisation needs of certain populations, as relevant to the practice setting, including: <ul style="list-style-type: none"> <li>• individuals who have had a serious adverse event following a prior immunisation</li> <li>• individuals with certain medical conditions, including transplant recipients</li> <li>• pregnant women</li> <li>• women who are breastfeeding</li> <li>• occupational risk groups</li> <li>• individuals with behaviours that put them at risk for vaccine-preventable diseases</li> <li>• recently arrived immigrants</li> <li>• "hard to reach" individuals.</li> </ul>		
	9.3 Appropriately refer to expert professionals/resources when required to address the immunisation needs of individuals and certain populations.		
10. Document information relevant to each immunisation encounter in accordance with national guidelines for immunisation practices and jurisdictional health information processes.	10.1 Describe the role and importance of immunisation records.		
	10.2 Identify the information to be documented on an immunisation record.		
	10.3 Record an immunisation encounter accurately and completely within the client's personal health records and as per practice guidelines.		
	10.4 Facilitate the transfer of information in the vaccination record to other providers and to appropriate agencies in accordance with requirements and legislation (e.g.: The Australian Childhood Immunisation Register (ACIR) / National HPV Register).		
	10.5 Record the reason and planned follow-up action when a scheduled immunisation is not given.		

Essential Immunisation Practices		Self Assessment	
		Are you competent in this area? <input type="checkbox"/> yes <input type="checkbox"/> no	Do you identify this as an area for review? <input type="checkbox"/> yes <input type="checkbox"/> no
<b>11. Act in accordance with the legal and ethical standards in all aspects of immunisation practice.</b>	<b>11.1</b> Discuss the implications of basic ethical principles, including individual's rights, confidentiality, privacy, informed consent, and informed refusal.		
	<b>11.2</b> Describe the legal requirements relevant to immunisation administration, documentation, recording, and reporting.		
	<b>11.3</b> Describe the legal requirements of immunisation practice that relate to immunisation status and exclusion from day care, school, workplace, or other settings.		
	<b>11.4</b> Identify his/her own professional scope of practice as it relates to immunisation (jurisdiction, organisation, practice setting – institutions, etc).		
	<b>11.5</b> Discuss the ethical issues arising from mandatory versus voluntary immunisation; and targeted versus universal immunisation.		
	<b>11.6</b> Discuss the responsibility of health professionals to inform patients regarding the availability of all recommended vaccines regardless of whether they are publicly funded or not.		
	<b>11.7</b> Describe the ethical implications when a provider's beliefs conflict with evidence-based recommendations for immunisation.		



Contextual Issues Relevant to Immunisation		Self Assessment	
		Are you competent in this area? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Do you identify this as an area for review? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no
<b>12. Demonstrate an understanding of the National Immunisation Program (NIP) and its impact on my own practice.</b>	<b>12.1</b> Distinguish between federal, state and territory responsibilities as related to immunisation programs in Australia.		
	<b>12.2</b> Explain the reasons for the variable immunisation schedules among the Australian States and Territories.		
	<b>12.3</b> Identify laws and regulations that may affect immunisation delivery programs in Australia.		
	<b>12.4</b> Describe the current status of immunisation registries in Australia.		
	<b>12.5</b> Describe the broad process required to introduce a new publicly funded vaccine.		
	<b>12.6</b> State who can administer immunisations in Tasmania, and specify legislative conditions.		
	<b>12.7</b> Locate the current Tasmanian Immunisation Schedule and correctly identify client eligibility for free vaccines supplied by Department of Health and Human Services (DHHS) and their indication for use.		
<b>13. Apply relevant principles of population health for improving immunisation coverage rates.</b>	<b>13.1</b> Describe specific examples to show how immunisation is a population-based health strategy.		
	<b>13.2</b> Explain the concept of herd immunity in non-scientific terms.		
	<b>13.3</b> Explain why vaccine-preventable diseases return when immunisation coverage rates decrease.		
	<b>13.4</b> Explain how immunisation registries can benefit not only individuals but also populations.		
	<b>13.5</b> Explain the rationale for having a highly immunised healthcare workforce.		
	<b>13.6</b> Identify economic, educational, systematic, social incentives and barriers to immunisation uptake.		
	<b>13.7</b> Apply health promotion strategies to improve immunisation coverage rates.		
<b>14. Address immunisation issues using an evidence-based approach.</b>	<b>14.1</b> Describe factors which lead to scepticism regarding immunisation for both health professionals and the general public.		
	<b>14.2</b> Describe the impact that misperceptions regarding immunising agents have on immunisation programs and on the population.		
	<b>14.3</b> Address misconceptions regarding immunising agents using an evidence-based approach.		
	<b>14.4</b> Locate evidence-based sources of information on current issues relating to immunisation.		
	<b>14.5</b> Use evidence-based scientific knowledge to develop clear, concise key messages regarding true immunisation benefits and risks.		



## Department of Health and Human Services

COMMUNICABLE DISEASES PREVENTION UNIT  
IMMUNISATION SECTION

## Approved Assessor – Nurse Immuniser Competency Assessment Form

This form is to be used by Approved Assessors when validating an Authorised Nurse Immuniser's competence (Essential Immunisation Practice Standards 5–11).

An approved assessor can be:

- a) A Registered Medical Practitioner with experience in provision of immunisation, who is not a relative or has no other conflict of interest in undertaking the assessment; or
- b) An ANI with a minimum of two years experience who is not a relative or has no other conflict of interest in undertaking the assessment. One example of a conflict of interest is an ANI working side by side with another ANI on a regular basis.

### Guide for Approved Assessors completing the Nurse Immuniser Competency Assessment Form

- This form is to be used in conjunction with the *Vaccination Competency Standards for Authorised Nurse Immunisers in Tasmania, Essential Immunisation Practices 5-11*.
- It is essential that the Assessor observe the Nurse Immuniser during practice.
- During this process the Nurse Immuniser should be asked to provide a rationale for their actions and the information they provide to the client during the vaccination encounter. This may occur in or outside the encounter.
- It is essential that each competency is answered and that any comments be made in the comments box. If a competency is not able to be met during the encounter a scenario should be developed to assess that the Nurse Immuniser meets that particular competency.
- On completion the Approved Assessor must sign the statutory declaration ensuring all information provided is true and accurate.

Nurse Immuniser Name: \_\_\_\_\_

Date of Assessment: \_\_\_\_\_

Approved Assessor Name: \_\_\_\_\_

Essential Immunisation Practices		3 yearly Approved Assessor review	
		Is the Nurse competent? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Comments
<b>5. Communicate effectively about immunisation, as relevant to the practice setting(s).</b>	<b>5.1</b> List the components of the evidence-based decision-making process.		
	<b>5.2</b> Explain the importance of risk perception for immunisation decision making.		
	<b>5.3</b> Respond appropriately following an assessment of client knowledge, attitudes, and beliefs regarding immunisation.		
	<b>5.4</b> Deliver clear, concise messages about the risks of vaccine-preventable diseases and the benefits and risks of vaccines.		
	<b>5.5</b> Provide appropriate evidence-based information and resources to clients regarding immunisation and vaccines.		
	<b>5.6</b> Provide guidance to clients so they can correctly identify credible sources of information on immunisation and vaccines.		
	<b>5.7</b> Apply strategies for public communication appropriate to the practice setting.		
	<b>5.8</b> Display confidence and emotional sensitivity.		
<b>6. Implement the National Vaccine Storage Guidelines: Strive for 5 when storing, handing or transporting vaccines.</b>	<b>6.1</b> State where to access the most recent national guidelines dealing with vaccine storage, handling, and transportation.		
	<b>6.2</b> Describe and comply with the national guideline requirements for vaccine storage, handling, and transportation and their importance in maximising the potency and efficacy of each vaccine.		
	<b>6.3</b> Undertake regular checks for expired vaccine.		
	<b>6.4</b> Understand and respond to the rationale for ordering appropriate vaccine stock.		
	<b>6.5</b> Outline the key steps for maintaining the cold chain in the practice setting.		
	<b>6.6</b> Explain actions taken to report and manage a cold chain breach or other events that compromise vaccine integrity.		

Essential Immunisation Practices		3 yearly Approved Assessor review	
		Is the Nurse competent? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Comments
<b>7. Prepare and administer immunisation agents correctly.</b>	<b>7.1</b> Undertake a pre-immunisation patient assessment including precautions, contraindications, determination of any different vaccine schedule or requirements for any future 'catch-up' vaccinations.		
	<b>7.2</b> Respond appropriately to any relevant conditions or circumstances identified by the pre-vaccination assessment.		
	<b>7.3</b> Ensure the five "R's" of medication management are identified: right client, right drug, right dose, right time, right route together with the determination of the correct site, correct reason and correct documentation.		
	<b>7.4</b> Demonstrate the steps involved in vaccine preparation, including reconstitution, administration, disposal, and infection control.		
	<b>7.5</b> Identify resources used to guide the immunisation administration process and decision making.		
	<b>7.6</b> List vaccines, antigens, age, dose, route, site, contraindications/precautions, and side effects for each vaccine used in the practice setting.		
	<b>7.7</b> Demonstrate the appropriate technique for administration of the vaccination including correct needle length and gauge for the age and size of the client, appropriate injection sites and recommended positioning for age group.		
	<b>7.8</b> Describe actions taken to increase safety in immunisation clinics related to the provider, the recipient, and the environment.		
	<b>7.9</b> Describe techniques to reduce the pain associated with immunisation.		
	<b>7.10</b> Demonstrate immediate care post vaccination including recommended waiting times, location to monitor for any adverse events and appropriate patient advice.		

Essential Immunisation Practices		3 yearly Approved Assessor review	
		Is the Nurse competent? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Comments
<b>8. Anticipate, identify and manage adverse events following immunisation, as appropriate to the practice setting.</b>	<b>8.1</b> Use reliable, evidence-based resources to list the frequencies of the common, uncommon and rare adverse events associated with vaccines.		
	<b>8.2</b> Inform recipients and/or their caregivers on what to expect and what to do regarding adverse events that could follow immunisations.		
	<b>8.3</b> Understands the physiology of anaphylaxis and allergic reactions.		
	<b>8.4</b> Recognises the signs and symptoms of anaphylaxis.		
	<b>8.5</b> Distinguishes between anaphylaxis and a fainting (syncope) episode.		
	<b>8.6</b> Prepare an effective step-by-step response to anaphylaxis management.		
	<b>8.7</b> Ensure emergency equipment is available and operational, including an anaphylaxis response kit.		
	<b>8.8</b> Maintains basic life support competence as per the Australian Resuscitation Guidelines.		
	<b>8.9</b> Document all adverse events following immunisation appropriately, and notify Advisory Committee on the Safety of Medicines (ACSOM) by completing the blue card or submitting an electronic AEFI report.		
<b>9. Respond to the unique immunisation needs of individuals and certain population groups.</b>	<b>9.1</b> Plan and document a 'catch-up' schedule for an individual who has not received vaccines appropriate for his/her age, based on the Tasmanian Immunisation Schedule and in accordance with the current Australian Immunisation Handbook.		
	<b>9.2</b> Describe the unique immunisation needs of certain populations, as relevant to the practice setting, including: (see point 9.2 of the VCS page 8)		
	<b>9.3</b> Appropriately refer to expert professionals/resources when required to address the immunisation needs of individuals and certain populations.		

Essential Immunisation Practices		3 yearly Approved Assessor review	
		Is the Nurse competent? <input checked="" type="checkbox"/> yes <input type="checkbox"/> no	Comments
<b>10. Document information relevant to each immunisation encounter in accordance with national guidelines for immunisation practices and jurisdictional health information processes.</b>	<b>10.1</b> Describe the role and importance of immunisation records.		
	<b>10.2</b> Identify the information to be documented on an immunisation record.		
	<b>10.3</b> Record an immunisation encounter accurately and completely within the client's personal health records and as per practice guidelines.		
	<b>10.4</b> Facilitate the transfer of information in the vaccination record to other providers and to appropriate agencies in accordance with requirements and legislation (e.g.: The Australian Childhood Immunisation Register (ACIR) / National HPV Register).		
	<b>10.5</b> Record the reason and planned follow-up action when a scheduled immunisation is not given.		
<b>11. Act in accordance with the legal and ethical standards in all aspects of immunisation practice.</b>	<b>11.1</b> Discuss the implications of basic ethical principles, including individual's rights, confidentiality, privacy, informed consent, and informed refusal.		
	<b>11.2</b> Describe the legal requirements relevant to immunisation administration, documentation, recording, and reporting.		
	<b>11.3</b> Describe the legal requirements of immunisation practice that relate to immunisation status and exclusion from day care, school, workplace, or other settings.		
	<b>11.4</b> Identify his/her own professional scope of practice as it relates to immunisation (jurisdiction, organisation, practice setting – institutions, etc).		
	<b>11.5</b> Discuss the ethical issues arising from mandatory versus voluntary immunisation; and targeted versus universal immunisation.		
	<b>11.6</b> Discuss the responsibility of health professionals to inform patients regarding the availability of all recommended vaccines regardless of whether they are publicly funded or not.		
	<b>11.7</b> Describe the ethical implications when a provider's beliefs conflict with evidence-based recommendations for immunisation.		

**Approved Assessor Declaration**

I, .....  
(name)

.....  
( address)

.....  
(occupation)

being an Approved Assessor do solemnly and sincerely declare that I have assessed

....., Nurse Immuniser  
(name)

to be competent / not competent to perform as a Nurse Immuniser.  
(strike out whichever is not applicable)

I make this solemn declaration under the *Oaths Act 2001*.

Declared at .....  
(place)

on .....before me  
(date)

.....  
(Justice, Commissioner for Declarations  
or Authorised Person)