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## SCOPE OF CORE-COMPETENCIES OF AN ADVANCED PRACTICE NURSE

5<sup>th</sup> Draft

### Glossary

#### 1. Advanced Practice Nurse

##### (A) Definition

- (i) Nursing practice beyond basic nursing;
- (ii) Extended educational preparation & nursing experience, and application of expert knowledge;
- (iii) Complex decision-making skills; and
- (iv) Clinical competencies for **advanced, expanded and specialty** practice.

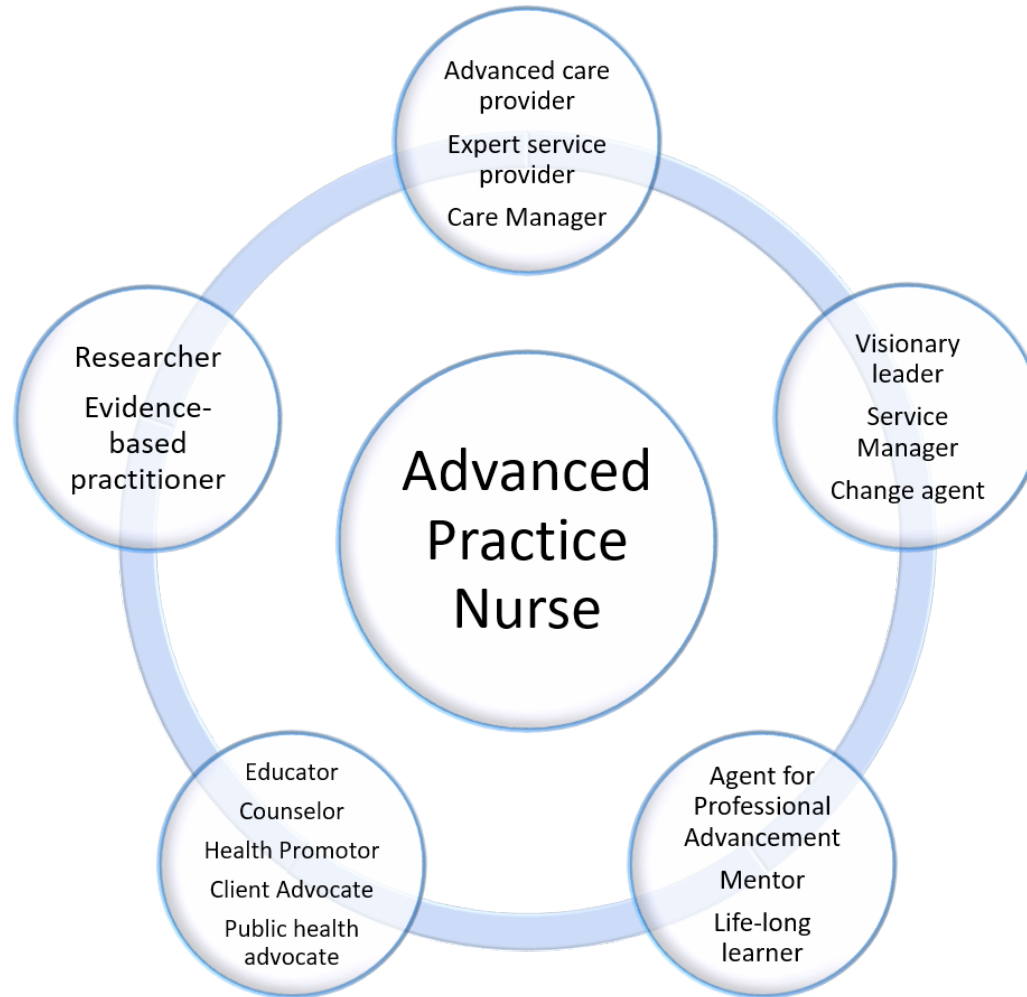
##### (B) Scope

- (i) Being responsible for the overall client care and complex cases in specific areas of practice and continuum of care;
- (ii) Building culture and systems to ensure safe and effective care delivery by developing professional nursing standards, care protocols and clinical pathways in response to contemporary health care needs;
- (iii) Establishing expertise in practice, providing nurse-led services, acting as a resource and referral agent on clinical expertise, and a mentor to nurse learners in advanced nursing practice development;

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- (iv) Being leaders of the team(s) in facilitating effective team processes and working cross sectors and inter-professions; and
- (v) Contributing to knowledge development, evidence-based practice and nursing research.

## (C) Roles



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## 2. The Client

The client is someone who receives services, including patient, carer, family member and well individual.

The focus of the nurse's care with whom the nurse is engaged in a professional helping relationship through which the client is empowered to achieve mutually defined health goals in the process of illness prevention, health promotion and health restoration.

## 3. Core-competencies

The essential competencies that a nurse is expected to possess at entry to advanced nursing practice as an outcome of their nursing education and experience in a specific area of practice in order to provide the public with safe, effective and ethical care.

## The Scope of Core-Competencies of an Advanced Practice Nurse

The scope of core-competencies of an **Advanced Practice Nurse** builds on the 5 competence areas required of the Registered Nurses:

Competence area 1: Professional, Legal and Ethical Nursing Practice

Competence area 2: Health Promotion and Health Education

Competence area 3: Management and Leadership

Competence area 4: Evidence-based practice and Research

Competence area 5: Personal and Professional Development

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Please refer to the following table for details.

<b>Competence area 1: Professional, Legal and Ethical Nursing Practice</b>			
<b>Ability</b>	<b>Knowledge</b>	<b>Skills</b>	<b>Attitude</b>
<p>An advanced practice nurse is able to:</p> <p>A. Apply nursing theories, evidence-based nursing knowledge, problem solving skills and therapeutic techniques to perform advanced practice nursing role safely, legally, ethically and effectively;</p> <p>B. Manage complex care for complicated health conditions and provide case management services to meet multiple health care needs;</p> <p>C. Act as a resource person and referral agent on clinical expertise;</p> <p>D. Detect service gaps: design and implement care programmes and monitor outcomes;</p> <p>E. Provide expert level support and guidance to nurses in their establishment of therapeutic and caring relationship with the client;</p> <p>F. Participate in the development of nursing care delivery system in collaboration with the client and multidisciplinary health care teams to achieve optimal outcomes;</p> <p>G. Build and promote client-centred care culture and act as advocates for the client; and</p>	<p>A. Social and life sciences relevant to advanced nursing practice;</p> <p>B. Professional nursing practice and expert knowledge, conversant with local and international resources in related to advanced practice area;</p> <p>C. Legal and ethical issues pertaining to advanced nursing practice;</p> <p>D. Knowledge in advanced nursing therapeutics and communication skills;</p> <p>E. Human rights and responsibilities and their application in advanced</p>	<p>A. Advanced clinical skills related to the specific practice areas, including assessment, examination, diagnosis, intervention and evaluation;</p> <p>B. Ability to analyse complex processes and exercising professional judgments;</p> <p>C. Problem solving skills;</p> <p>D. Execution of advanced nursing therapeutics and communication skills;</p> <p>E. Skills in client engagement;</p> <p>F. Collaboration skills; and</p> <p>G. Skills in information technology and application in health care</p>	<p>A. Proactive;</p> <p>B. Innovative;</p> <p>C. Assertion of professional role for excellent patient care;</p> <p>D. Client-centred and holistic in caring processes;</p> <p>E. Decisive; and</p> <p>F. Accountable and responsible</p>

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<p>H. Articulate the obligations and rights for advanced nursing practice.</p>	<p>nursing practice;</p> <p>F. Professional regulation of advanced nursing practice;</p> <p>G. Updated knowledge on health / information technologies and their applications in health care; and</p> <p>H. Possession of a macroscopic view of the health care system in which the client and nurses are situated.</p>		
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Competence area 2: Health Promotion and Health Education			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse is able to:</p> <p>A. Integrate health status, disease prevalence, scientific information to tailor make health education and health promotion activities for various target groups of clients;</p> <p>B. Appropriately use the media, advanced technologies and community networks to promote health for different clients or target groups;</p>	<p>A. Contemporary knowledge on social marketing, health status and disease prevalence;</p> <p>B. Local and cross-territory health promotion and</p>	<p>A. Community health and needs assessment;</p> <p>B. Communication skills to promote positive partnership / collaboration to meet the</p>	<p>A. Committed in advocating health</p> <p>B. Proactive in identifying the clients' health and learning needs</p> <p>C. Positive and innovative in meeting</p>

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<p>C. Organise, implement and evaluate health promotion interventions according to priority health problem or need assessment results;</p> <p>D. Collaborate with different stakeholders and service providers to address health issues of the individuals and communities and contribute to policy development;</p> <p>E. Appraise critically the effectiveness of health education and health promotion activities;</p> <p>F. Contribute to best practice and health promotion goals; and</p> <p>G. Provide leadership in the building up of health promotion capacities of individuals and teams.</p>	<p>disease prevention strategies in advanced practice area and their impacts; and</p> <p>C. Knowledge of approaches and strategies for health promotion and disease prevention taking into account of the latest behavioral, social, environmental and cultural factors.</p>	<p>care needs;</p> <p>C. Advanced communication skills in interviewing and counseling, client empowerment, and public speaking and presentation;</p> <p>D. Skills on advocacy and lobbying;</p> <p>E. Skills on data analysis in health and epidemiology, needs assessments and evaluations; and</p> <p>F. Skills on planning and implementing disease prevention and health promotion programmes targeting issues relevant to advanced practice area.</p>	<p>identified needs</p> <p>D. Concerned about contemporary health issues affecting the individual and the community</p> <p>E. Active in participating in activities for health education and health promotion at local, national and ecological levels</p> <p>F. Committed in protecting the health of the individual and society</p> <p>G. Role modeling for health</p>
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Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse is able to:</p> <p>A. Demonstrate effective managerial and leadership skills in the promotion of high quality standards and quality improvement;</p> <p>B. Lead changes and make impacts on patient care and service delivery systems;</p> <p>C. Participate in health care policies formulation when working in partnership with other health care team members and community sectors;</p> <p>D. Manage risks and crises, and emergency situations specific to advanced practice area;</p> <p>E. Build culture and systems to ensure safe and effective care delivery and work environments;</p> <p>F. Lead the team to facilitate team process and work across sectors and professions to nourish a caring and supportive culture;</p> <p>G. Optimise resources utilisation and facilitate the provision of an accessible, effective and efficient service; and</p> <p>H. Enhance staff development and contribute to manpower planning to ensure smooth service operations.</p>	<p>A. Advanced health care management and transformational leadership knowledge;</p> <p>B. Concepts associated with vision, goals, objectives, strategies and governance, and their implication for management;</p> <p>C. Local policy development, implication and review processes; and</p> <p>D. Politics in health care and nursing.</p>	<p>A. Transformational leadership skills;</p> <p>B. People management;</p> <p>C. Goal directed project management; and</p> <p>D. Political skills.</p>	<p>A. Positive;</p> <p>B. Proactive and assertive;</p> <p>C. Accommodating;</p> <p>D. Open &amp; objective;</p> <p>E. Collaborative;</p> <p>F. Fair;</p> <p>G. Decisive;</p> <p>H. Accountable and responsible; and</p> <p>I. Broad vision and global view.</p>

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Competence area 4: Evidence-based practice and Research			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse is able to:</p> <p>A. Appraise critically health care researches and implement <b>evidence-based practice</b> in different health care settings and the community;</p> <p>B. Initiate and participate in evidence-based practice and nursing research;</p> <p>C. Lead, support and implement evidence-based practice to facilitate changes and develop services; and</p> <p>D. Use best evidence in practice to propose innovation and shape decision making.</p>	<p>A. Mastery of the best available evidence and new knowledge in specific areas of practice; and</p> <p>B. Utilisation of research strategies to generate evidence in practice</p>	<p>A. Skills on research processes, particularly in analysis and interpretation of data, and dissemination of findings;</p> <p>B. Skills on application of advanced health care interventions in specific areas with evidence substantiation; and</p> <p>C. Assertion of influence and employment of negotiation skills in using evidence to facilitate changes.</p>	<p>A. Proactive;</p> <p>B. Inquisitive;</p> <p>C. Creative and innovative; and</p> <p>D. Scientific.</p>



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<b>Competence area 5: Personal and Professional Development</b>			
<b>Ability</b>	<b>Knowledge</b>	<b>Skills</b>	<b>Attitude</b>
<p>An advanced practice nurse is able to:</p> <p>A. Accept accountability for increased responsibility in advanced practice area;</p> <p>B. Maintain competence as an advanced practice nurse, identify own professional strengths and limitations, and promote continuous development in advanced practice area;</p> <p>C. Uphold nursing as a profession and act as a key member of the health care team;</p> <p>D. Supervise, educate and support socialisation of nurses, act as a role model and set exemplary standards for professional behaviours; and</p> <p>E. Articulate and promote the role of the advanced practicing nurse to facilitate collaboration and referrals in professional and social contexts.</p>	<p>A. Understanding of one’s responsibility and competence in advanced practice area;</p> <p>B. Knowledge of professional organisations and learning opportunities in advanced nursing practice; and</p> <p>C. Strategies in achieving professionalism in advanced nursing practice.</p>	<p>A. Maintain one’s holistic well-being;</p> <p>B. Public speaking and presentation skills;</p> <p>C. Critical self-reflection for continuous improvement;</p> <p>D. Coaching and mentorship; and</p> <p>E. Professional networking.</p>	<p>A. Enthusiastic and positive towards life, human being, society and health;</p> <p>B. Vision and passion for safeguarding optimal health and promoting quality of life;</p> <p>C. Vision and Passion for advanced nursing practice;</p> <p>D. Life-long commitment to continuous learning in advanced nursing practice; and</p> <p>E. Supportive to professional organizations that are conducive to professional development.</p>

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