

Nursing Council of Hong Kong
Core-Competencies of an Advanced Practice Nurse for Emergency Care Nursing
Developed by The Hong Kong Academy of Nursing under
the Voluntary Scheme on Advanced and Specialised Nursing Practice

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

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Emergency) is able to:</p> <p>(1) Apply nursing theories, evidence-based nursing knowledge, problem solving skills and therapeutic techniques to perform the advanced practice nursing role safely, legally, ethically and effectively;</p> <p>(2) Manage complete episodes of emergency care for complicated health cases and refer appropriate aspects of care to members of the health care team;</p> <p>(3) Conduct case management services to meet multidisciplinary and multiple health care needs;</p>	<p>An advanced practice nurse (Emergency) needs to have knowledge of:</p> <p>A. Social and life sciences relevant to advanced emergency care nursing practice, comprising pathophysiology, diagnostic measures, interventions, outcomes and prognoses regarding different disease types;</p> <p>B. Human rights and responsibilities in relation to advanced nursing practice;</p> <p>C. Macroscopic and microscopic views of emergency care systems and models of healthcare;</p>	<p>An advanced practice nurse (Emergency) needs to have skills in:</p> <p>A. Assessment, examination, differential diagnosis, interventions and evaluation in emergency nursing;</p> <p>B. Analysis of complex situations in the unstable / complicated context of emergency nursing requiring high level professional judgments;</p> <p>C. Problem solving in volatile / complicated / ambiguous environments requiring critical thinking;</p>	<p>An advanced practice nurse (Emergency) needs to have the following attitudes:</p> <p>A. Proactive in adopting and exploring advanced nursing practice;</p> <p>B. Open-minded and willing to adopt new models in advanced care practice;</p> <p>C. Innovative in attempting to introduce breakthroughs in nursing practice;</p> <p>D. Assertive in constantly striving for excellence in the professional role;</p> <p>E. Client-centred, humanistic and holistic in caring processes;</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
<p>(4) Act as a resource person and accept referrals for their clinical expertise;</p> <p>(5) Identify service gaps: design and implement care programmes and monitor outcomes;</p> <p>(6) Provide expert level support and guidance to nurses in their establishment of therapeutic and caring relationships with the client and their families;</p> <p>(7) Participate in the development of nursing care delivery systems in collaboration with the client and multidisciplinary health care teams to achieve optimal outcomes;</p> <p>(8) Execute independent practice in emergency nursing;</p> <p>(9) Articulate the obligations and rights of clients of advanced nursing practice;</p> <p>(10) Rapidly assess clients' unstable and complex health care problems through synthesis and appropriate prioritisation of historically and currently derived data;</p> <p>(11) Interpret screening and diagnostic tests and report in a timely manner to the health care team to devise management interventions;</p>	<p>D. Legal and ethical issues pertaining to advanced nursing practice to facilitate emergency care, comprising ethical principles in care, legal obligations with regards to decision making, administration of medications and interventions, admission and discharge;</p> <p>E. Professional regulation of advanced nursing practice with respect to emergency nursing;</p> <p>F. Professional nursing practice and expert knowledge, conversant with local and international resources in relation to advanced emergency nursing;</p> <p>G. Advanced nursing therapeutics and communication skills, comprising disease symptoms and treatment, nurse-led practice involving health assessment, care planning, nursing interventions, and evaluation of interventions; and</p> <p>H. Up to date knowledge of health informatics and their application in emergency nursing.</p>	<p>D. Undertaking advanced nursing therapeutics and communication appropriate to the illness and treatment episode in different settings, including in-patient, out-patient, day-patient and home and/or community for clients;</p> <p>E. Client engagement throughout the treatment / illness episode in the patient journey of emergency nursing;</p> <p>F. Interprofessional / Intersectoral collaboration; and</p> <p>G. Application and adoption of health technology and information technology in emergency nursing.</p>	<p>F. Decisive when facing complex practice situations;</p> <p>G. Accountable and responsible for advanced nursing practice; and</p> <p>H. Resilient when facing critical situations and crises.</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
<p>(12) Diagnose and manage acute and chronic conditions and provide nursing interventions;</p> <p>(13) Diagnose unstable, emergent and/or complex health care problems utilising collaboration and consultation with the interdisciplinary health care team in accordance with protocols;</p> <p>(14) Assess, monitor and adjust plans for continuous management of clients' health status by monitoring variations in health and illness from triage, resuscitation, stabilisation to supportive care in accordance with protocols;</p> <p>(15) Provide emotional and informational support to clients and their families to facilitate coping through the illness episode in emergency care and during crises;</p> <p>(16) Communicate with respect and empathy, and appropriate cultural understanding in language comprehensible to the clients and their families to facilitate acceptance of their health conditions or illness and minimise the sick role; and</p>			

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
(17) Undertake independent nurse-led practice in extended emergency nursing.			

Competence area 2: Health Promotion and Health Education			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Emergency) is able to:</p> <p>(1) Integrate health status, disease prevalence, and scientific information to tailor make health education and health promotion activities for various target client groups in emergency nursing;</p> <p>(2) Appropriately adopt and use the media, advanced technologies and community networks to promote health for different clients or target groups in emergency nursing;</p> <p>(3) Organise, implement and evaluate health promotion interventions according to the priority health problems or needs assessment results;</p> <p>(4) Collaborate with different stakeholders and service providers to address emergency health issues of individuals and communities and contribute to policy development;</p>	<p>An advanced practice nurse (Emergency) needs to have knowledge of:</p> <p>A. Assessment of health status, social determinants of health and high risk health behaviours;</p> <p>B. Epidemiology and disease prevalence;</p> <p>C. Health informatics, information and communication technology;</p> <p>D. Local and cross-territory strategies of health promotion, prevention, early detection and screening of disease symptoms and treatment-related effects, side effects and complications in the emergency nursing practice area and their impacts; and</p> <p>E. Approaches and strategies for health promotion, prevention, disease symptoms and treatment-related effects and side effects or complications taking into account the latest medical, behavioural, social, environmental and cultural factors.</p>	<p>An advanced practice nurse (Emergency) needs to have skills in:</p> <p>A. Community health and needs assessment of clients in emergency nursing;</p> <p>B. Adopting and using advanced communication approaches in individual client interviewing, counselling, and empowerment, as well as in public speaking and presentation;</p> <p>C. Advocacy, influencing, negotiation and lobbying;</p> <p>D. Data analysis in health and epidemiology, needs assessments and evaluations;</p> <p>E. Planning and implementing disease / side effect prevention and health promotion programmes targeting issues relevant to improved treatment compliance and clinical outcomes in emergency nursing; and</p>	<p>An advanced practice nurse (Emergency) needs to have the following attitudes:</p> <p>A. Committed to advocating health;</p> <p>B. Proactive in identifying clients' health and learning needs;</p> <p>C. Positive and innovative in meeting identified needs;</p> <p>D. Concerned about contemporary emergency nursing and 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 to protecting the health of the individual and community; and</p> <p>G. Role modelling for health optimisation.</p>

Competence area 2: Health Promotion and Health Education			
Ability	Knowledge	Skills	Attitude
<p>(5) Appraise critically the effectiveness of health education and health promotion activities;</p> <p>(6) Contribute to best practice and goals of health promotion;</p> <p>(7) Provide leadership in developing health promotion capacities of individuals and teams;</p> <p>(8) Review medication regimes for emergency care nursing and symptom relief, and address questions from clients and their families concerning drug regimens, drug side effects, interactions and self-management measures; and</p> <p>(9) Promote therapeutic interactions to effect clients' change or maintenance in health behaviours to facilitate their coping and recovery through illness episodes in emergency nursing.</p>		<p>F. Using advanced information technology to design and deliver health education and health promotion in emergency nursing.</p>	

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Emergency) is able to:</p> <p>(1) Demonstrate effective managerial and leadership skills in the promotion of high quality standards and quality improvement;</p> <p>(2) Assess the need for change and lead changes to make an impact on patient care and service delivery systems;</p> <p>(3) Participate in health care policy formulation in partnership with other health care team members and community sectors;</p> <p>(4) Manage risks, crises and emergency situations specific to the advanced emergency nursing practice area;</p> <p>(5) Build the culture and systems to ensure safe and effective care delivery and work environments;</p> <p>(6) Lead the team to facilitate team processes and work across sectors and professions to cultivate a caring and supportive culture;</p> <p>(7) Optimise resource utilisation and facilitate the provision of an accessible, effective and efficient service; and</p>	<p>An advanced practice nurse (Emergency) needs to have knowledge of:</p> <p>A. Advanced management and leadership in health care;</p> <p>B. Concepts associated with the vision, goals, objectives, strategies, governance and their implications for management with respect to emergency care nursing;</p> <p>C. Policy and guideline development, implications and review processes with respect to emergency care nursing;</p> <p>D. Politics in health care and emergency care nursing;</p> <p>E. Resource management; and</p> <p>F. Risk management and quality improvement in advanced emergency nursing practice.</p>	<p>An advanced practice nurse (Emergency) needs to have skills in:</p> <p>A. Applying advanced management and leadership in emergency nursing;</p> <p>B. People and resource management;</p> <p>C. Project management;</p> <p>D. Building cultures for positive work environments, morale and performance to support advanced emergency nursing practice;</p> <p>E. Political astuteness in influencing and lobbying;</p> <p>F. Conflict resolution, negotiation and mediation; and</p> <p>G. Risk management and quality improvement for advanced emergency nursing practice.</p>	<p>An advanced practice nurse (Emergency) needs to have the following attitudes:</p> <p>A. Positive towards challenges;</p> <p>B. Proactive and assertive with new challenges;</p> <p>C. Supportive and facilitative to colleagues and clients;</p> <p>D. Open-minded and objective, adopting a broad vision and global view;</p> <p>E. Collaborative in building collegiality and team optimisation;</p> <p>F. Fair in addressing equity;</p> <p>G. Decisive in management decisions;</p> <p>H. Accountable and responsible;</p> <p>I. Resilient when facing critical situations and crises;</p> <p>J. Supportive and facilitative with colleagues and clients; and</p> <p>K. Collaborative in building collegiality and team optimisation.</p>

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
(8) Enhance staff development and contribute to manpower planning to ensure smooth service operations.			

Competence area 4: Evidence-based Practice and Research			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Emergency) is able to:</p> <p>(1) Utilise principles of epidemiology and demography and research findings to identify service and practice areas and to evaluate current practice for further improvement in emergency nursing and practice management;</p> <p>(2) Appraise critically and reflectively health care research findings to support evidence-based emergency nursing practice;</p> <p>(3) Identify issues to initiate and participate in nursing audit and research;</p> <p>(4) Lead and support the review and development of evidence-based guidelines, protocols and clinical pathways;</p>	<p>An advanced practice nurse (Emergency) needs to have knowledge of:</p> <p>A. Best available evidence and up to date knowledge in specific areas of emergency care nursing;</p> <p>B. Relevance and appropriateness of various research designs in relation to the study objectives to generate evidence to inform emergency nursing practice; and</p> <p>C. Implementation science to translate evidence into emergency nursing practice.</p>	<p>An advanced practice nurse (Emergency) needs to have skills in:</p> <p>A. Critical analysis and interpretation of research findings, and dissemination of research outcomes;</p> <p>B. Application of evidence to substantiate / negotiate / influence advanced health care interventions in emergency nursing areas;</p> <p>C. Using evaluation tools to assert and facilitate evidence-based changes; and</p> <p>D. Positively influencing and employing negotiation skills in using evidence to facilitate change in emergency care nursing.</p>	<p>An advanced practice nurse (Emergency) needs to have the following attitudes:</p> <p>A. Proactive in initiating and exploring advanced emergency nursing practice;</p> <p>B. Inquisitive in identifying knowledge/practice gaps and new horizons for emergency nursing processes;</p> <p>C. Creative and innovative when improving emergency nursing processes; and</p> <p>D. Scientific in critically reviewing and adopting evidence-based findings.</p>

Competence area 4: Evidence-based Practice and Research			
Ability	Knowledge	Skills	Attitude
<p>(5) Use best evidence to enable practice innovation, adoption of advanced technology and shape decision making;</p> <p>(6) Benchmark various care programmes with evaluative outcome measures; and</p> <p>(7) Initiate and implement quality improvement strategies and clinical audits in collaboration with the multidisciplinary team in emergency nursing.</p>			

Competence area 5: Personal and Professional Development			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Emergency) is able to:</p> <p>(1) Accept accountability for increased responsibility in the advanced emergency nursing practice area;</p> <p>(2) Maintain competence as an advanced practice nurse, identify their own professional strengths and limitations, and promote continuous development in the advanced emergency nursing practice area;</p> <p>(3) Uphold nursing as a profession and act as a key member of the health care team;</p>	<p>An advanced practice nurse (Emergency) needs to have knowledge of:</p> <p>A. Philosophy and scope of practice in the advanced emergency nursing practice area;</p> <p>B. Professional organisations facilitating the growth of the profession and their members; and</p> <p>C. Healthcare landscape, legislation and political climate for maximising advanced nursing practice in emergency nursing.</p>	<p>An advanced practice nurse (Emergency) needs to have skills in:</p> <p>A. Maintaining their own holistic well-being;</p> <p>B. Critical self-reflection for continuous improvement;</p> <p>C. Coaching and mentorship to nurture and prepare the next generation of nurses;</p> <p>D. Public speaking and presentation; and</p>	<p>An advanced practice nurse (Emergency) needs to have the following attitudes:</p> <p>A. Enthusiastic and positive towards life, human beings, society and health, safeguarding optimal health and promoting quality of life;</p> <p>B. Visionary and passionate towards advanced nursing practice;</p> <p>C. Open to different learning opportunities and challenges;</p> <p>D. Life-long commitment to continuous learning in advanced emergency nursing practice; and</p>

Competence area 5: Personal and Professional Development			
Ability	Knowledge	Skills	Attitude
<p>(4) Supervise, educate and support the socialisation of nurses, act as a role model and set exemplary standards for professional behaviours;</p> <p>(5) Articulate and promote the image and roles of advanced practice nurses to facilitate collaboration and referrals in professional and community contexts; and</p> <p>(6) Manage staff's emotions associated with the nurse-client relationship.</p>		<p>E. Professional networking and exploration of potential opportunities for intra- and inter-disciplinary collaboration.</p>	<p>E. Supportive of professional organisations that encourage professional development.</p>