

**Nursing Council of Hong Kong**  
**Core-Competencies of an Advanced Practice Nurse for Medical 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

<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 (Medicine) 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 complex care for patients with complicated health conditions;</p> <p>(3) Conduct case management services to meet multidisciplinary and multiple health care needs;</p> <p>(4) Act as a resource person and accept referrals for their clinical expertise;</p>	<p>An advanced practice nurse (Medicine) needs to have knowledge of:</p> <p>A. Social and life sciences relevant to advanced medical nursing practice in different settings including acute / chronic / rehabilitation / infirmary / palliative care / hospice / end-of-life services;</p> <p>B. Etiology, signs and symptoms, pharmacologic and non-pharmacologic interventions concerning acute/chronic medical diseases, their symptoms, treatment-related acute and long term side effects;</p> <p>C. Human rights and responsibilities in relation to advanced nursing practice;</p>	<p>An advanced practice nurse (Medicine) needs to have skills in:</p> <p>A. Assessment, examination, differential diagnosis, intervention and evaluation in advanced nursing practice in relation to acute/chronic medical diseases, signs and symptoms / medications side effects / complications management, and nurse-led service operations;</p> <p>B. Analysis of complex situations in the unstable / complicated context of acute/chronic medical diseases requiring high level professional judgments;</p>	<p>An advanced practice nurse (Medicine) 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> <p>F. Decisive when facing complex practice situations; and</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
<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;</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 managing patients with cardiac/respiratory/renal/hepatobiliary/gastro-intestinal/neurology/hematology/rheumatology/dermatology conditions, as well as patients with communicable diseases, complex diabetic related problems, cancers / organ failure / palliative care / hospice / end-of-life care needs; geriatric problems with dementia / fall risk / pressure injury / nutritional problems;</p> <p>(9) Rapidly assess clients' unstable and complex health care problems through synthesis and appropriate prioritisation of historically and currently derived data;</p> <p>(10) Interpret screening and diagnostic tests and work in a timely manner with the health care team to devise management interventions;</p>	<p>D. Macroscopic views of health care systems and models of healthcare;</p> <p>E. Legal and ethical issues pertaining to advanced nursing practice to facilitate advanced nursing practice, comprising ethical principles in care impacted by advance care planning, advance directives, legal obligations with regards to decision-making and administration of high risk medications;</p> <p>F. Professional regulation of advanced nursing practice;</p> <p>G. Professional nursing practice and expertise on par with international standards;</p> <p>H. Advanced nursing therapeutics and communication skills, comprising acute/chronic medical disease symptoms and treatment-related acute and long term side effects - etiology, signs and symptoms, pharmacologic &amp; non pharmacologic interventions; nurse-led service - health assessment, care planning, delivery of nursing interventions, and evaluation of interventions; and</p> <p>I. Health / information technologies in relation to advanced nursing practice.</p>	<p>C. Problem solving in volatile / complicated / ambiguous environments requiring critical thinking;</p> <p>D. Undertaking advanced nursing therapeutics and communication appropriate to the illness and treatment episode in different settings, including acute / chronic / rehabilitation / infirmity / palliative care / hospice / end-of-life services;</p> <p>E. Client engagement throughout the treatment/illness episode in the patient's disease journey;</p> <p>F. Interprofessional / Intersectoral collaboration; and</p> <p>G. Application and adoption of health technology and information technology in health care.</p>	<p>G. Accountable and responsible for advanced nursing practice.</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
<p>(11) Diagnose and manage acute and long term side effects or sequelae associated with acute/chronic medical diseases or treatment while attending to the clients' illness experience;</p> <p>(12) Diagnose unstable, emergent and/or complex medical problems whilst collaborating and consulting with the multidisciplinary health care team in accordance with the protocols;</p> <p>(13) Assess, monitor and adjust plans for continuous management of clients' health status by monitoring variations in wellness and illness from a curative to supportive, palliative care focus and/or end-of-life care in accordance with the medical treatment regimens or protocols;</p> <p>(14) Provide emotional and informational support to clients and their families to facilitate their coping and/or recovery through the medical illness episodes;</p> <p>(15) Communicate and educate clients and their families to facilitate their acceptance of the acute/chronic medical illness, and increase their knowledge and skills in daily care; and</p>			

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
(16) Articulate the obligations and rights of clients of advanced nursing practice.			

Competence area 2: Health Promotion and Health Education			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Medicine) 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 advanced medical 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 advanced medical nursing;</p> <p>(3) Organise, implement and evaluate health promotion interventions, disease prevention and side effect management according to the priority health problems or needs assessment results;</p>	<p>An advanced practice nurse (Medicine) 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, mortality, morbidity and survival rate of medical / communicable diseases and the associated treatment side effects or complications;</p> <p>C. Health informatics, information and communication technology;</p> <p>D. Local and cross-territory strategies of health promotion, disease prevention, early detection and screening of acute/chronic medical diseases and the associated treatment side effects or complications in the practice area and their impacts; and</p>	<p>An advanced practice nurse (Medicine) needs to have skills in:</p> <p>A. Community health and needs assessment of clients in advanced medical 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 acute/chronic medical disease / treatment side effect prevention and health promotion programmes targeting issues relevant to improve drug compliance and clinical outcomes; and</p>	<p>An advanced practice nurse (Medicine) 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 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>(4) Collaborate with different stakeholders and service providers to address acute/chronic medical health issues of individuals and communities and contribute to policy development;</p> <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 acute/chronic medical diseases therapy and symptom relief, and counsel clients and their families concerning drug regimens, drug side effects, interactions and self-management measures;</p> <p>(9) Use human empathy skills to enhance therapeutic relationships between the health care providers and the clients and families;</p> <p>(10) Apply principles of self-efficacy and empowerment in promoting clients' positive health behaviours for restoring health; and</p>	<p>E. Approaches and strategies for social marketing, health promotion and disease prevention taking into account the latest evidence, behavioural, social, environmental and cultural factors.</p>	<p>F. Using advanced information technology to design and deliver health education and health promotion in acute/chronic medical care.</p>	

Competence area 2: Health Promotion and Health Education			
Ability	Knowledge	Skills	Attitude
(11) Coordinate and liaise effectively with other health providers in different facilities and various sectors providing appropriate care to clients with illness episodes across different phases in acute / chronic / rehabilitation / palliative care / hospice / end-of-life.			

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Medicine) 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 and crises, and emergency situations specific to the advanced practice area;</p>	<p>An advanced practice nurse (Medicine) 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, and governance to ensure the best outcomes, care quality and safety, and their implications for management;</p> <p>C. Policy development, implications and review processes in respect of advanced medicine;</p> <p>D. Politics in health care and advanced medical nursing;</p> <p>E. Resource management; and</p> <p>F. Risk management and quality improvement in advanced medical nursing practice.</p>	<p>An advanced practice nurse (Medicine) needs to have skills in:</p> <p>A. Applying advanced management and leadership in advanced medical care;</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 medical 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 medical nursing practice.</p>	<p>An advanced practice nurse (Medicine) 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; and</p> <p>H. Accountable and responsible.</p>

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

Competence area 4: Evidence-based Practice and Research			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Medicine) is able to:</p> <ol style="list-style-type: none"> <li>(1) Utilise principles of epidemiology and demography and research findings to evaluate current practice and to identify service and practice areas for further improvement in advanced medical nursing and practice management;</li> <li>(2) Appraise critically and reflectively health care research findings to support evidence-based advanced medical nursing practice;</li> <li>(3) Identify issues to initiate and participate in nursing research;</li> <li>(4) Lead and support the review and development of evidence-based guidelines, protocols and clinical pathways;</li> <li>(5) Use best evidence to enable practice innovation, adoption of advanced technology and shape decision making;</li> <li>(6) Benchmark various care programmes with evaluative outcome measures; and</li> <li>(7) Initiate and implement quality improvement strategies and clinical audits in collaboration with the multidisciplinary team regarding a variety of issues from clinical care to occupational safety in advanced medical nursing practice.</li> </ol>	<p>An advanced practice nurse (Medicine) needs to have knowledge of:</p> <ol style="list-style-type: none"> <li>A. Best available evidence and new knowledge in specific areas of practice in respect of acute/chronic medical management and symptom management;</li> <li>B. Relevance and appropriateness of various research designs in relation to study objectives to generate evidence to inform advanced medical nursing practice;</li> <li>C. Implementation science to translate evidence into advanced medical nursing practice; and</li> <li>D. Understanding of the purpose and design of research studies including the types and phases of clinical trials in respect of medical drugs or interventional therapies.</li> </ol>	<p>An advanced practice nurse (Medicine) needs to have skills in:</p> <ol style="list-style-type: none"> <li>A. Critical analysis and interpretation of research findings, and dissemination of research outcomes;</li> <li>B. Application of evidence to substantiate / negotiate / influence advanced health care interventions in acute/chronic medical areas; and</li> <li>C. Using evaluation tools to assert and facilitate evidence-based changes.</li> </ol>	<p>An advanced practice nurse (Medicine) needs to have the following attitudes:</p> <ol style="list-style-type: none"> <li>A. Proactive in initiating evidence-based practice and research;</li> <li>B. Inquisitive in identifying knowledge/practice gaps and new horizons for care processes;</li> <li>C. Creative and innovative; and</li> <li>D. Scientific in critically reviewing and adopting evidence-based findings.</li> </ol>



Competence area 5: Personal and Professional Development			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Medicine) is able to:</p> <ol style="list-style-type: none"> <li>(1) Accept accountability for increased responsibility in the advanced practice area;</li> <li>(2) Maintain competence as an advanced practice nurse, identify their own professional strengths and limitations, and promote continuous development in the advanced acute/chronic medical practice area;</li> <li>(3) Uphold nursing as a profession and act as a key member of the health care team;</li> <li>(4) Supervise, educate and support socialisation of nurses, act as a role model and set exemplary standards for professional behaviours;</li> <li>(5) Articulate and promote the image and roles of advanced practice nurses to facilitate collaboration and referrals in professional and community contexts; and</li> <li>(6) Be supportive to staff with their emotions associated with the nurse-client relationship.</li> </ol>	<p>An advanced practice nurse (Medicine) needs to have knowledge of:</p> <ol style="list-style-type: none"> <li>A. Philosophy and scope of practice in the advanced medical nursing practice area;</li> <li>B. Professional organisations for facilitating the growth of the profession and their members in acute/chronic medical health care settings; and</li> <li>C. Healthcare landscape, legislation and political climate for maximising advanced nursing practice in acute/chronic medical health care settings.</li> </ol>	<p>An advanced practice nurse (Medicine) needs to have skills in:</p> <ol style="list-style-type: none"> <li>A. Maintaining their own holistic well-being;</li> <li>B. Critical self-reflection for continuous improvement;</li> <li>C. Coaching and mentorship to nurture and prepare the next generation of nurses;</li> <li>D. Public speaking and presentation; and</li> <li>E. Professional networking and exploration of potential opportunities for intra- and inter-disciplinary collaboration.</li> </ol>	<p>An advanced practice nurse (Medicine) needs to have the following attitudes:</p> <ol style="list-style-type: none"> <li>A. Enthusiastic and positive towards life, human beings, society and health, safeguarding optimal health and promoting quality of life;</li> <li>B. Visionary and passionate towards advanced nursing practice;</li> <li>C. Open to learning and extending their horizons;</li> <li>D. Committed to continuous learning in advanced medical nursing practice; and</li> <li>E. Supportive of professional organisations which develop advanced nursing practice in acute/chronic medical health care settings.</li> </ol>