

SCOPE OF CORE-COMPETENCIES OF AN ADVANCED PRACTICE NURSE

Glossary

1. Advanced Practice Nurse

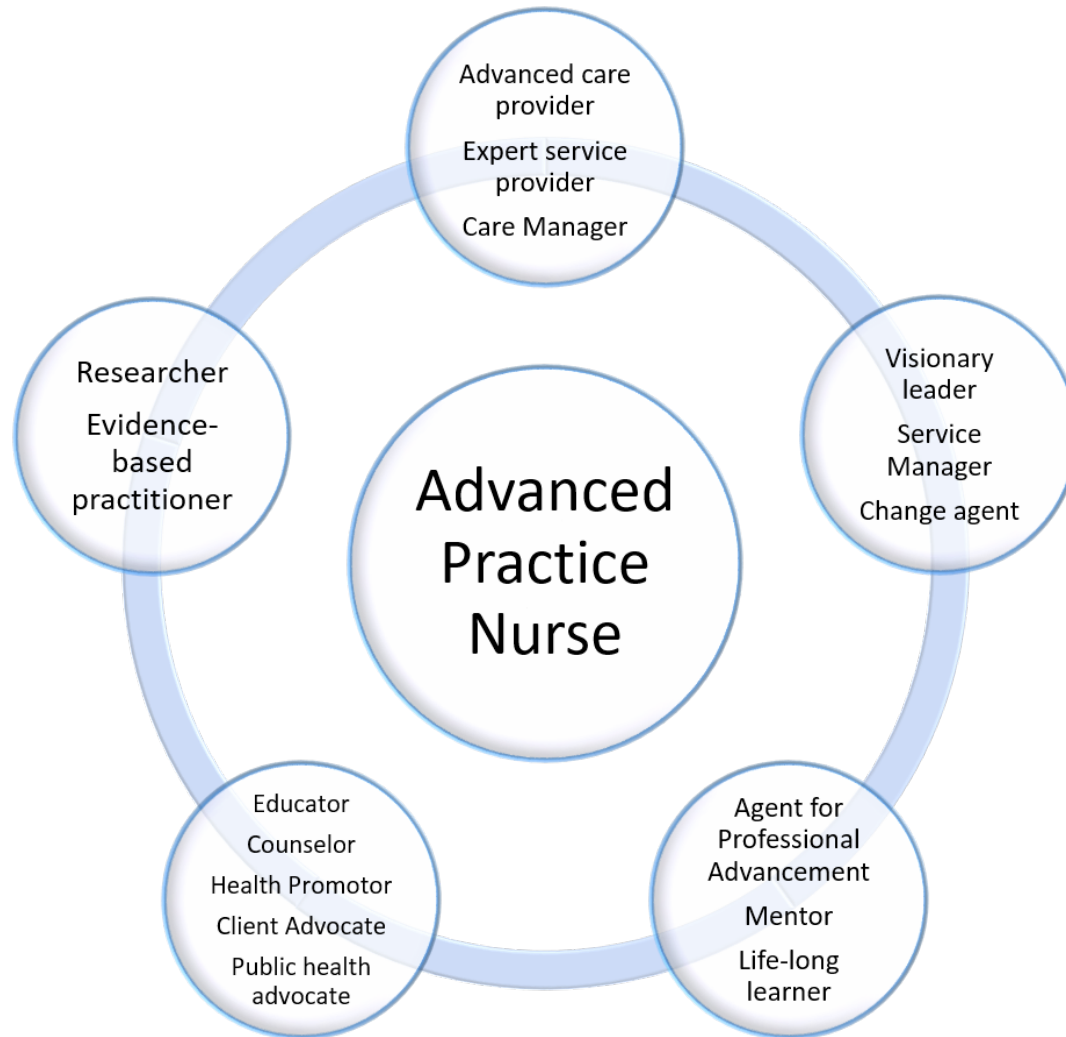
(A) Definition

- (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;
- (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



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 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

Please refer to the following table for details.

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse 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>(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 system in collaboration with the client and multidisciplinary health care teams to achieve optimal outcomes;</p> <p>(8) Execute independent practice in related specialty; and</p>	<p>An advanced practice nurse needs to have knowledge of:</p> <p>A. Social and life sciences relevant to advanced nursing practice;</p> <p>B. Human rights and responsibilities in relation to advanced nursing practice;</p> <p>C. Macroscopic views of health care systems and models of healthcare;</p> <p>D. Legal and ethical issues pertaining to advanced nursing practice;</p> <p>E. Professional regulation of advanced nursing practice;</p> <p>F. Professional nursing practice and expertise on par with international standards;</p> <p>G. Advanced nursing therapeutics and communication skills; and</p> <p>H. Health / information technologies in relation to advanced nursing practice.</p>	<p>An advanced practice nurse needs to have skills in:</p> <p>A. Assessment, examination, differential diagnosis, intervention and evaluation in advanced nursing practice;</p> <p>B. Analysis of complex situations in unstable / complicated context requiring high level professional judgments;</p> <p>C. Problem solving in volatile / complicated / ambiguous environments requiring critical thinking;</p> <p>D. Undertaking advanced nursing therapeutics and communication;</p> <p>E. Client engagement;</p> <p>F. Interprofessional / Intersectoral collaboration; and</p> <p>G. Application and adoption of health technology and information technology in health care.</p>	<p>An advanced practice nurse 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 and 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> <p>G. Accountable and responsible for advanced nursing practice.</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
(9) 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 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;</p> <p>(2) Appropriately adopt and use the media, advanced technologies and community networks to promote health for different clients or target groups;</p> <p>(3) Organise, implement and evaluate health promotion interventions according to priority health problems or needs assessment results;</p> <p>(4) Collaborate with different stakeholders and service providers to address 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>An advanced practice nurse 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 health promotion and disease prevention strategies in the advanced practice area and their impacts; 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>An advanced practice nurse needs to have skills in:</p> <p>A. Community health and needs assessment;</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 prevention and health promotion programmes targeting issues relevant to the advanced practice area; and</p> <p>F. Using advanced information technology to design and deliver health education and health promotion.</p>	<p>An advanced practice nurse 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>(6) Contribute to best practice and goals of health promotion; and</p> <p>(7) Provide leadership in developing health promotion capacities of individuals and teams.</p>			

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse 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>(5) Build the culture and systems to ensure safe and effective care delivery and work environments;</p>	<p>An advanced practice nurse 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, and their implications for management;</p> <p>C. Policy development, implications and review processes;</p> <p>D. Politics in health care and nursing;</p> <p>E. Resource management; and</p> <p>F. Risk management and quality improvement in advanced nursing practice.</p>	<p>An advanced practice nurse needs to have skills in:</p> <p>A. Applying advanced management and leadership in health 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 practices;</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 nursing practice.</p>	<p>An advanced practice nurse 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>(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 is able to:</p> <p>(1) Utilise research findings to evaluate current practice and to identify service and practice areas for further improvement;</p> <p>(2) Appraise critically and reflectively health care research findings to support evidence-based practice;</p> <p>(3) Identify issues to initiate and participate in nursing 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 needs to have knowledge of:</p> <p>A. Best available evidence and new knowledge in specific areas of practice;</p> <p>B. Relevance and appropriateness of various research designs in relation to the study objectives to generate evidence to inform practice; and</p> <p>C. Implementation science to translate evidence into practice.</p>	<p>An advanced practice nurse 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 specific areas; and</p> <p>C. Using evaluation tools to assert and facilitate evidence-based changes.</p>	<p>An advanced practice nurse needs to have the following attitudes:</p> <p>A. Proactive in initiating evidence-based practice and research;</p> <p>B. Inquisitive in identifying knowledge/practice gaps and new horizons for care processes;</p> <p>C. Creative and innovative; 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; and</p> <p>(6) Benchmark various care programmes with evaluative outcome measures.</p>			

Competence area 5: Personal and Professional Development			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse is able to:</p> <p>(1) Accept accountability for increased responsibility in the advanced 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 practice area;</p> <p>(3) Uphold nursing as a profession and act as a key member of the health care team;</p> <p>(4) Supervise, educate and support socialisation of nurses, act as a role model and set exemplary standards for professional behaviours; and</p>	<p>An advanced practice nurse needs to have knowledge of:</p> <p>A. Philosophy and scope of practice in the advanced practice area;</p> <p>B. Professional organisations for the growth of the profession and their members; and</p> <p>C. Healthcare landscape, legislation and political climate for maximising advanced nursing practice.</p>	<p>An advanced practice nurse 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>E. Professional networking and exploration of potential opportunities for intra- and inter-disciplinary collaboration.</p>	<p>An advanced practice nurse 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 learning and extending their horizons;</p> <p>D. Committed to continuous learning in advanced nursing practice; and</p> <p>E. Supportive of professional organisations which develop advanced nursing practice.</p>

Competence area 5: Personal and Professional Development

Ability	Knowledge	Skills	Attitude
(5) Articulate and promote the image and roles of advanced practice nurses to facilitate collaboration and referrals in professional and social contexts.			

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