

## **Competency Framework for Advanced Practice Nurse (Critical Care)**

### **Domain 1 - Managing patients with complex health conditions**

1. Demonstrate proficiency in managing various patho-physiological manifestations. Integrate scientific knowledge and expert clinical judgement to assess and provide care to the patient in complex and unpredictable situations.
2. Rapidly assess patient's unstable and complex health care problems through synthesis and prioritization of derived historical and immediate data.
3. Integrate comprehensive patient assessment and interpretative skills to anticipate medical diagnosis in order to guide nursing care planning.
4. Monitor patient's responses to drug regimens when titrating medication according to established protocols. Base upon accurate knowledge of patient characteristics and concurrent therapies, counsel patients concerning drug regimens, drug side effects, and interactions.
5. Demonstrate expertise in performing or assisting to perform up-to-date bedside investigations and treatment procedures.
6. Adopt a case management model of care to meet the patient's multiple health care needs. Use critical thinking / systems thinking to vary practice according to contextual and cultural influences.
7. Demonstrate sensitivity to patient's changing needs and act proactively to ensure patient safety and comfort.
8. Plan and implement therapeutic interventions in collaboration with the patient and relatives as well as the multidisciplinary health care team.
9. Facilitate and co-ordinate contributions of other healthcare disciplines in the establishment of multidisciplinary care pathways to optimize efficacy in care provision.
10. Develop, integrate and apply a variety of care strategies that are driven by the needs and strengths of the patient.
11. Practice with a high level of legal awareness in accordance with local, national and international applicable laws. Follow legal standards for determining the legal dimensions of nursing practice.
12. Monitor and develop a patient data base for follow-up, consultation, referral, outcomes and services review.
13. Observe and apply the principles of bio-ethics to support decision making & prioritizing of care
14. Advocate patient access to care and interventions to meet the immediate and long-term needs of the vulnerable groups and the victims of an emergency or disaster.
15. Exhibit a comprehensive knowledge of pharmacology and pharmacokinetics related to critical care clinical practice.

## **Competency Framework for Advanced Practice Nurse (Critical Care)**

### **Domain 2 - Enhancing therapeutic nurse-client relationships**

1. Provide patient and relatives with emotional and informational support as well as opportunities to discuss their wishes for treatment outcomes and care preferences, with other healthcare professionals
2. Protect and respect the rights, values and dignity of patients.
3. Apply principles and demonstrate skills of self-efficacy / patient-empowerment in promoting therapeutic interactions to effect patient's changes in the health-related behaviours.
4. Communicate a sense of "being present" with the patient.
5. Use appropriate human skills to promote effective nurse-patient relationship.
6. Assess complex patient interactions and demonstrate wide range of abilities in creating a climate that supports mutual engagement and establishing partnerships with patients.
7. Provide expert range of guidance, counselling and educational skill regarding disease and symptom management with the participation of patient and relatives.
8. Monitor and reflect own feelings and emotional responses to nurse-patient interactions to enhance therapeutic interactions.
9. Creatively plan, modify or develop patient education programs, integrate patient education throughout delivery of care, and evaluate patient's learning outcomes by observing behaviour changes related to learning.
10. Develop, apply and evaluate assessment processes which are sensitive to different beliefs, values and preferences of patients and take this diversity into account when planning and delivering care.
11. Ease patient's mind in their life crisis by providing appropriate psycho-social support to them and referring aspects of care to other professionals as indicated.

Note: Client : the person(s) for which professional services are rendered.

Patient:: nursing provides some of its services to people who are sick and, in the true Latin meaning, are “suffering” . “Patient” and “client” are used synonymously to acknowledge that the same services may, at times, be delivered for both clients and patients.

## **Competency Framework for Advanced Practice Nurse (Critical Care)**

### **Domain 3 - Demonstrating effective leadership & team work**

1. Keep abreast of the current knowledge and technological advancement of health care system and emerging health care policies to deliver quality nursing care.
2. Create an environment which is conducive to promoting and fostering ethical practice and advocacy for patients.
3. Empower staff to assume increasing responsibilities for complicated patient care in the critical care area with delegation, support and supervision.
4. Ensure team members' participations are being encouraged and valued.
5. Facilitate staff to debrief on overwhelming emotions and grief responses after a crisis, emergency and disaster situation. Accept their limitations and provide necessary coaching, information and emotional support to them.
6. Coordinate necessary resources to manage rapidly changing situations to enhance service effectiveness in critical care areas.
7. Exert influence in the practice of the critical care team and health care policy through leadership, networking, and active participation in the workplace, and professional organization(s).
8. Share and disseminate evidence-based findings with application of knowledge which will be put into practice.
9. Demonstrate positive attitudes in leading hospital and community health education as well as professional activities.
10. Provide leadership in the interdisciplinary team through the development of collaborative services and innovative practices.
11. Motivate and facilitate learners to achieve their developmental needs in terms of knowledge and skills enhancement.
12. Act as an advocate for the needs of vulnerable patient groups (including children, women, individual with mental or physical disabilities, older people etc.) both in hospital and in the broader community.
13. Proactively resolve conflict(s) with diverse measures and to reconcile as well as enhance mutual respect among the team.
14. Achieve an active role in clinical education and mentorship programs. Support socialization, education and training of novice practitioners by serving as preceptor, role model and mentor.
15. Explain, interpret, search and integrate a number of views, opinions and attitudes, and seek a new understanding among team members through dialogues.

**Competency Framework for Advanced Practice Nurse (Critical Care)**

**Domain 4 - Enhancing patient safety, quality assurance & improvement**

1. Enhance knowledge exchange among healthcare disciplines with regards to critical care.
2. Communicate standards, responsibilities, and rewards effectively to staff in order to improve staff performance, patient safety and care quality.
3. Translate new research findings into practice through revision of intensive care guidelines, nursing standards, policies, care protocols, clinical pathway, and contingency plans.
4. Incorporate quality improvement methodologies in driving service advancement.
5. Benchmark various care programs with outcome measures and advise on clinical management or recommend review of intervention as indicated.
6. Act as an effective change agent through continually evaluating current practice at individual and system levels.
7. Use epidemiological data to evaluate the risks and effects of specific incidents in the hospital and community setting, and determine the implications for nursing in order to support risk reduction, prevention and improve future responsiveness.
8. Collaborate with other healthcare providers, professional organizations, and community leaders to develop and to implement risk management strategies in health care when conditions warrant.
9. Adopt a holistic view in identification and optimal utilization of resources within and beyond the healthcare system.
10. Maintain a high level of awareness for personal safety and the safety of others at all times. Initiate and implement patient safety, quality assurance, total quality management strategies and clinical audits in collaboration with various health disciplines.
11. Manage complaints and monitor deviation from best practice and malpractice. Then, address their impacts on the care delivery system and identify causes and solutions.
12. Appreciate and incorporate differences in disease management, including alternate therapies, to enhance the quality of care.
13. Collaborate with professional organizations during emergency or disaster to ensure nursing practices are adhered to the best available evidences as far as possible.

## **Competency Framework for Advanced Practice Nurse (Critical Care)**

### **Domain 5 - Managing & negotiating innovative & effective approaches to care delivery**

1. Collaborate with other health care professionals to perform advanced diagnostic and therapeutic interventions for the critically ill which demonstrate a positive impact on quality, safety, cost-effectiveness and/or patient satisfaction.
2. Use evidence and rationale to influence senior staff and others on decision making.
3. Provide consultation to relevant stakeholders in facing conflicting situations.
4. Take a lead on the development, evaluation and modification of plans (e.g. Disaster, Contingency& Response plans).
5. Take a lead on the development of overall critical care delivery system and adopt critical care nursing models in the delivery system to achieve optimal outcomes.
6. Collect, analyze and utilize data to evaluate the effectiveness of individuals, teams, systems, processes and outcomes and to re-engineer care protocols and processes to enhance patient safety, care efficacy, and cost-effectiveness.
7. Establish detailed implementation schedules, resources planning, performance indicators, and monitoring mechanisms to support the service development plans.
8. Apply creative thinking and analytical skills to solve complex problems and make decision when providing intensive care and trauma nursing care to meet the identified and anticipated needs of the critically ill at all times.
9. Encourage the use and motivate the implementation of evidence-based practice and facilitate changes.
10. Demonstrate knowledge about the research process and the research analysis as well as the ability to critically appraise research reports and lead the implementation of research findings.
11. Be open to innovations and be prepared to take reasonable risk to facilitate changes by envisaging new ways of effecting care, treatment and process improvement.
12. Participate in conducting interdisciplinary clinical research and lead nursing research and quality improvement activities to improve services.
13. Familiarize with the signs and symptoms of patients exposed to chemical, biological, radiological, nuclear and explosive agents (CBRNE) together with their appropriate interventional measures (e.g. decontamination, isolation or quarantine techniques) to contain the agent and reduce harm to patients and others.
14. Coordinate holistic care for victims with appropriate interventions, resource mobilization, and timely referrals.
15. Keep abreast of the advancement of contemporary clinical and nursing practices.
16. Participate in the development of a system to build response capacity for emergency and disaster situations.

## Competency Framework for Advanced Practice Nurse (Critical Care)

### **Domain 6 - Enhancing professional & personal attributes of general & advanced practice**

Being able to co-operate and collaborate with others; knowledgeable, cost-conscious and innovative in designing and delivering care; caring and showing compassion in delivering outcome-oriented and patient-centred care with strong clinical sense are important. An APN is expected to be open-minded, cultural and morally sensitive and able to communicate with others effectively. All the above attributes are substantiated by the behavioural cluster statements in Domain 1-5.

#### **1. Demonstrate additional professional and personal attributes, among which the desirable ones are:**

- 1.1. **Political astuteness** – Participate in legislation and policy making activities which influence advanced nursing practice and health services. Articulate and promote the role of advanced practice nurse in clinical, political and professional contexts.
- 1.2. Being **Self-motivated** – attain self-advancement professionally through initiating and involving in evidence-based practice and research activities.
- 1.3. **Assertiveness** –define own rights (the right to be treated with respect and the right to say “No”) without infringing on those of another individual.

#### **2. Ensure consistency in attaining and maintaining competencies**

##### **Bibliography:**

Hospital Authority, Hong Kong (2002). *Core competencies for registered nurses & advanced nursing practice in the Hospital Authority, Hong Kong*. HK: HA.

American Association of Colleges of Nursing (1996). *The Essentials of Master's Education for advanced practice nursing*. Washington. DC: AACN.

American Association of Critical-Care Nurses (AACN) (2005). *The Synergy Model for Patient Care*. Aliso Viejo. CA: AACN.

World Health Organisation & International Council of Nurses (2009). *ICN Framework of Disaster Nursing Competencies*. Manila, Philippines: WHO Western Pacific Region Publication.

Australian Nursing & Midwifery Council (2005). *ANMC National Competency Standards for the Nurse Practitioner*. Dickson ACT: ANMC.