PROFESSIONAL REGULATION COMMISSION

Professional Regulatory Board of Nursing

In collaboration with the

COMMISSION ON HIGHER EDUCATION

Technical Committee on Nursing Education

Present the

2012 NATIONAL NURSING CORE COMPETENCY STANDARDS

Annex "A"

Prepared for the Professional Regulatory Board of Nursing

by the Task Force on Nursing Core Competency Revisiting Project

June 2012

INTRODUCTION

Heightened by the escalating complexity of globalization, dynamics of information technology, demographic changes, health care reforms and increasing demands for quality nursing care from consumers, expectations for contemporary nursing practice competencies emerged. Thus, in 2005, as an output of a key project, Board of Nursing Resolution no. 112 Series 0f 2005, adopted and promulgated the Core Competency Standards of Nursing Practice in the Philippines. As mandated, the Board of Nursing ensured,through a monitoring and evaluation scheme, that the core competency standards are implemented and utilized effectively in nursing education , in the development of test questions for the Nurse Licensure Examination (NLE),and in nursing service as a basis for orientation, training and performance appraisal.

Through the years of implementation, global and local developments in health and likewise, professional nursing developments prompted the Board of Nursing to conduct a " revisiting " of the Core Competency Standards of Nursing Practice in the Philippines. In 2009, the Board of Nursing created the Task force on Nursing Core Competencies Revisiting Project in collaboration with the Commission on Higher Education Technical Committee on Nursing Education with the primary goal of determining the relevance of the current nursing core competencies to expected roles of the nurse and to its current and future work setting.

The process of revisiting the nursing core competencies included work setting scenario analysis, benchmarking owith nursing core competencies of other countries, validation studies of roles and responsibilities, integrative review of outputs from validation strategies, presentations of validation analysis, and core competency consensual validation. Public hearing on the revised and modified core competency standards of nursing practice in the Philippines was conducted in January, 2012 in the cities of Manila, Davao, Cebu and Baguio. Integrating all the comments, suggestions and recommendations for the improvement of the revised and modified core competency standards ,the last phase of the refinement of the core competency standards was done in May 2012.

LEGAL BASES

Article III, section 9 (c) of Republic Act No. 9173 or the Philippine Nursing Act of 2002, states that the Professional Regulatory Board of Nursing is empowered to "monitor and enforce quality standards of nursing practice in the Philippines and exercise the powers necessary to ensure the maintenance of efficient, ethical and technical, moral and professional standards in the practice of nursing taking into account the health needs of the nation." It is , therefore, incumbent upon the Board of nursing to take the lead in the improvement and effective implementation of the core competency standards of nursing practice in the Philippines to ensure safe and quality nursing care , and maintain integrity of the nursing profession.

REVISITING THE CORE COMPETENCY STANDARDS OF NURSING PRACTICE IN THE PHILIPPINES

The process of revisiting the core competency standards involved ten (10) key phases. These are:

Phase I – Work setting scenario analysis

Phase II – Validation studies of roles and responsibilities/ Benchmarking

Phase III- Integrative review of outputs from the validation strategies.

Phase IV- Core competency Consensual Validation

Phase V – Conduct of Public hearing

Phase VI – Promulgation of the Revised and Modified Core Competency Standards

Phase VII- Printing of the Revised and Modified core competency Standards

Phase VIII- Training in the implementation of the revised core competency standards

Phase IX - Implementation of the revised core competency standards

Phase X – Evaluation of the effectiveness of the revised core competency standards.

SIGNIFICANCE OF THE 2012 NATIONAL NURSING CORE COMPETENCY STANDARDS (2012 NNCCS)

The 2012 National Nursing Core Competency Standards (2012 NNCCS) will serve as a guide for the development of the following:

- Basic Nursing Education Program in the Philippines through the Commission on Higher Education (CHED).
- Competency-based Test Framework as the basis for the development of course syllabi and test questions for "entry level" nursing practice in the Philippine Nurse Licensure Examination.
- Standards of Professional Nursing Practice in various settings in the Philippines.
- National Career progression Program (NCPP) for nursing practice in the Philippines.
- Any or related evaluation tools in various practice settings in the Philippines

2012 NATIONAL NURSING CORE COMPETENCY STANDARDS (2012 NNCCS)

I.BEGINNING NURSE'S ROLE ON CLIENT CARE

Responsibility 1: Practices in accordance with legal principles and the code of ethics in making personal and professional judgment.

Responsibility 2: Utilizes the nursing process in the interdisciplinary care of clients that empowers the clients and promotes safe quality care.

Responsibility 3: Maintains complete and up to date recording and reporting system.

Responsibility 4: Establishes collaborative relationship with colleagues and other members of the team to enhance nursing and other health care services.

Responsibility 5: Promotes professional and personal growth and development.

II. BEGINNING NURSE'S ROLE ON MANAGEMENT AND LEADERSHIP

Responsibility 1 : Demonstrates management and leadership skills to provide safe and quality care.

Responsibility 2: Demonstrates accountability for safe nursing practice.

Responsibility 3: Demonstrates management and leadership skills to deliver health programs and services effectively to specific client groups in the community setting.

Responsibility 4: Manages a community/village based health facility /component of a health program or a nursing service.

Responsibility 5: Demonstrates ability to lead and supervise nursing support staff.

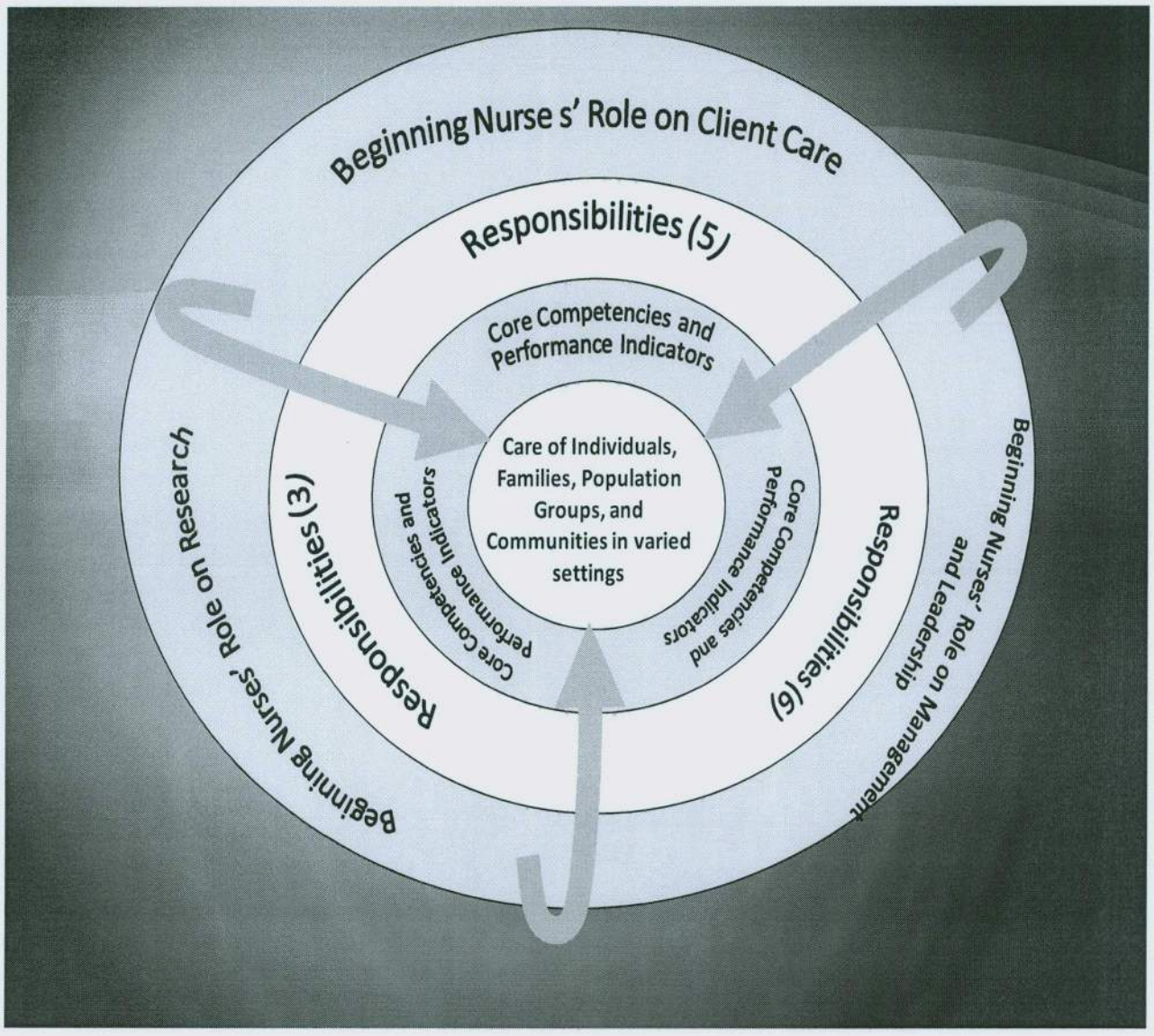
Responsibility 6: Utilizes appropriate mechanisms for networking, linkage building and referrals.

III BEGINNING NURSE'S ROLE ON RESEARCH

Responsibility 1: Engages in nursing or health related research with or under the supervision of an experienced researcher.

Responsibility 2: Evaluates research study/report utilizing guidelines in the conduct of a written research critique.

Responsibility 3: Applies the research process in improving client care in partnership with a quality improvement /quality assurance/nursing audit team.



CONCEPTUAL FRAMEWORK

2012 NATIONAL NURSING CORE COMPETENCY STANDARDS (2012 NNCCS)

BEGINNING NURSE'S ROLE ON MANAGEMENT AND LEADERSHIP

RESPONSIBILITY 1 – DEMONSTRATES MANAGEMENT AND LEADERSHIP SKILLS TO PROVIDE SAFE AND QUALITY CARE.		
COMPETENCY	**PERFORMANCE INDICATORS**	**KEY AREAS OF RESPONSIBILITY**
1.1. Utilizes appropriate and efficient methods/strategies /tools to manage multiple nursing interventions for clients with co-morbidities, complex and rapidly changing health status with consultation as needed	1. Identifies needs/concerns/issues related with multiple interventions for clients with co-morbidities and complex, rapidly changing health status. 2. Specifies required tasks, activities and staff to handle/address these needs, concerns, issued based on the priorities and objectives of care. 3. Delegates the tasks and activities based on staff competencies. 4. Checks/keeps track of results/outcomes of delegated tasks. 5. Analyzes results/outcomes of care with nursing and health care team members. 6. Modifies methods/strategies to address gaps, deficiencies, and/or emerging problems in partnership with the team.	• Management of resources and environment • Communication • Quality Improvement • Collaboration and Teamwork
1.2. Coordinates care by organizing and prioritizing use of human, material, financial and other resources to achieve expected health outcomes.	1. Identifies appropriate and efficient methods and tools to organize and prioritize use of human, material, financial and other resources. 2. Utilizes cost effective strategies. 3. Participates actively in the creation of a preventive maintenance program to ensure proper function of equipment. 4. Adopts measures to work within the budget allocation without compromising related principles and standards.	
1.3. Maintains a harmonious and collegial relationship among members of the health team for effective, efficient and safe client care.	1. Utilizes various avenues for open communication. 2. Listens to suggestions and recommendations. 3. Specifies conflict resolution strategies/approaches to resolve/transform conflict situations. 4. Helps health team resolve differences or areas of conflict by emphasizing concern about a specific situation or action involving a safety issue, and suggesting alternatives and stating consequences (e.g. use of 2-Challenge Rule: CUS and DESC)	
1.4. Creates a safe environment of care through the use of quality assurance, continuous quality improvement and risk management strategies.	1. Seeks current information about area of practice from journals and experts in the field. 2. Applies principles of evidence-based practice in decision making to ensure a safe environment of care. 3. Utilizes critical thinking in solving problems/address issues that arise in practice using current information input from patients and colleagues. 4. Carries out strategies and actions to ensure a safe environment of care in partnership with the health team, the client and other support staff.	

RESPONSIBILITY 2 – DEMONSTRATES ACCOUNTABILITY FOR SAFE NURSING PRACTICE.		
COMPETENCY	**PERFORMANCE INDICATORS**	**KEY AREAS OF RESPONSIBILITY**
2.1. Participates in the development of policies and standards regarding safe nursing practice.	1. Specifies nature and extent of participation in developing policies and standards for safe nursing practice. 2. Involves self actively in policy development.	• Management of resources and environment • Communication • Quality Improvement • Ethico-moral Responsibility • Legal Responsibility
2.2. Organizes own workload demonstrating time management skills for meeting responsibilities and achieving outcomes.	1. Specifies bases for organizing workload to ensure efficiency in meeting responsibilities and achieving outcome. 2. Accomplishes assigned workload within a given time frame.	
2.3. Institutes appropriate corrective actions to prevent or minimize harm arising from adverse effects.	1. Specifies appropriate corrective actions. 2. Executes judiciously corrective actions. 3. Determines effectiveness of implemented corrective actions.	

RESPONSIBILITY 3 – DEMONSTRATES MANAGEMENT AND LEADERSHIP SKILLS TO DELIVER HEALTH PROGRAMS AND SERVICES EFFECTIVELY TO SPECIFIC CLIENT GROUPS IN THE COMMUNITY SETTING.		
COMPETENCY	**PERFORMANCE INDICATORS**	**KEY AREAS OF RESPONSIBILITY**
3.1. Applies management and leadership principles in providing direction to manage a community/village-based: 3.1.1. health facility 3.1.2. component of a health program or 3.1.3. nursing service.	1. Specifies management and leadership principles to manage community/ village based health facility, a component of a health program and/or nursing service. 2. Executes appropriate activities based on management and leadership principles. 3. Determines effectiveness of implemented management activities.	• Management of resources and environment • Communication • Quality Improvement • Collaboration and Teamwork
3.2. Uses appropriate strategies/approaches to plan community health programs and nursing service.	1. Specifies appropriate methods and tools in planning community health and nursing service. 2. Carries out appropriate methods and tools in planning community health **programs** and nursing services. 3. Evaluates effectiveness of methods and tools utilized in planning community health and nursing services.	

RESPONSIBILITY 4 – MANAGES A COMMUNITY/VILLAGE BASED HEALTH FACILITY/COMPONENT OF A HEALTH PROGRAM OR A NURSING SERVICE.		
COMPETENCY	**PERFORMANCE INDICATORS**	**KEY AREAS OF RESPONSIBILITY**
4.1. Coordinates the tasks/functions of other nursing personnel (midwife, BHW and utility worker)	1. Chooses appropriate strategies/methods/tools to ensure coordination of tasks/functions of other nursing personnel (midwife, BHW, utility worker) 2. Implements chosen strategies/methods /tools. 3. Evaluates effectiveness of implemented strategies/methods/tools.	• Management of resources and environment • Communication • Quality Improvement • Collaboration and Teamwork
4.2. Collaborates with other members of the health team in the implementation of programs and services.	1. Specifies appropriate strategies to collaborate with other members of the health team in the implementation of programs and services. 2. Carries out appropriate strategies to collaborate with other members of the health team in the implementation of programs and services.	
4.3. Ensures adequate resources (e.g. human, material) to effectively implement programs/services based on requirements, ratio and standards.	1. Selects appropriate methods/tools to ensure adequacy of resources. 2. Uses appropriate methods/tools to ensure adequacy of resources for effective program/service implementation based on requirements, ratio and standards. 3. Determines effectiveness of methods in maintaining adequacy of resources.	
4.4. Mobilizes resources for effective program implementation/service delivery.	1. Specifies strategies necessary to mobilize resources for effective program implementation/service delivery. 2. Implements necessary strategies to mobilize resources for effective program implementation/service delivery.	
4.5. Supervises the implementation of the nursing component of the health services/programs	1. Determines appropriate strategies to supervise implementation of the nursing component of the health services. 2. Uses appropriate strategies to supervise for effective implementation of the nursing component of the health services.	
4.6. Ensures that all nursing personnel adhere to standards of safety, bioethical principles and evidence-based nursing practice.	1. Selects appropriate strategies/methods/tools to ensure that all nursing personnel adhere to standards of safety, bioethical principles and evidence-based nursing practice. 2. Implements appropriate strategies/methods/tools that would ensure adherence of all nursing personnel to standards of safety, bioethical principles and evidence-based practice.	
4.7. Evaluates specific components of health programs and nursing services based on parameters/criteria	1. Specifies results, outcomes of specific components of community health programs/nursing services based on evaluation criteria/parameters. 2. Determines areas for program/service implementation re-planning based on evaluation outcomes/results.	
4.8. Applies management and leadership principles to ensure a complete, accurate, and up-to-date documentation of activities and outcomes of managing a community/village-based facility, component of a health program and/or nursing service.	1. Participates in developing and implementing documentation methods and tools to ensure a complete, accurate, and up-to-date information on activities and outcomes of managing a community/village-based facility, component of a health program, and/or nursing service. 2. Develops the competence of the nursing support staff to ensure a complete, accurate and up-to-date documentation of activities and outcomes of implemented components of a community/village-based health program and/or nursing service.	
4.9. Maintains a positive practice environment.	1. Specifies strategies appropriate for the effective maintenance of positive practice environment. 2. Carries out appropriate strategies to maintain positive practice environment. 3. Determines effectiveness of implemented strategies.	

RESPONSIBILITY 5 – DEMONSTRATES ABILITY TO LEAD AND SUPERVISE NURSING SUPPORT STAFF.		
COMPETENCY	**PERFORMANCE INDICATOR**	**KEY AREAS OF RESPONSIBILITY**
5.1. Applies principles of supervision for effective and efficient delivery of health programs and services.	1. Specifies supervisory techniques which meet the objectives of health programs and services given expected resources. 2. Uses appropriate supervisory techniques.	• Management of resources and environment • Communication • Quality Improvement • Collaboration and Teamwork
5.2. Assesses supervisory needs of the nursing support staff.	1. Specifies the competency needs of nursing support staff given work-setting requisites. 2. Prioritizes supervisory needs of nursing support staff.	
5.3. Participates in the planning and implementation of staff development activities to enhance performance of nursing support staff.	1. Specifies opportunities to plan and implement staff development activities. 2. Involves self actively in the planning and implementation of staff development activities.	
5.4. Monitors the performance of the nursing support staff.	1. Specifies appropriate methods and tools to monitor the performance of nursing support staff. 2. Uses appropriate methods and tools to check/keep track of the performance of nursing support staff for safe care and mentorship purposes	
5.5. Evaluates performance of nursing support staff using a standard evaluation tool.	1. Specifies the nature/quality and extent of performance of nursing support staff. 2. Provides concerned staff feedback on results of performance evaluation. 3. Reports to appropriate authority results of evaluation.	
5.6 Participates in improving policies and standards of nursing practice.	1. Specifies areas for improvement on existing policies and standards of nursing practice 2. Provides feedback regarding effect of new policies and standards of nursing practice	
5.7 Disseminates policies, regulations, circulars and programs among nurses and nursing support staff.	1. Provides nursing support staff with appropriate information/data on policies, regulations, circulars, and programs 2. Explains accordingly the given information.	
5.8 Participates in developing policies and procedures relevant to human resource management	1. Gathers data /information relevant to human resource policies and procedures. 2. Presents performance data and other related information which reflect need to develop policies and procedures relevant to health resource management.	

RESPONSIBILITY 6 – UTILIZES APPROPRIATE MECHANISMS FOR NETWORKING, LINKAGE BUILDING AND REFERRALS.		
COMPETENCY	**PERFORMANCE INDICATORS**	**KEY AREAS OF RESPONSIBILITY**
6.1. Applies principles of partnership and collaboration to improve delivery of health services.	1. Uses appropriate principles of partnership and collaboration which would improve health service delivery. 2. Carries out appropriate strategies/activities that are applications of principles of partnership and collaboration intended to improve health service delivery.	• Management of resources and environment • Communication • Collaboration and Teamwork • Quality Improvement
6.2. Determines resources available for networking, linkage building, and referral necessary for improving delivery of health services.	1. Selects appropriate strategies for networking, linkage building and referral necessary to improve delivery of health services. 2. Uses appropriate strategies for networking, linkage building and referral.	
6.3. Collaborates with GOs, NGOs and other socio-civic agencies to improve health care services, support environment protection policies and strategies, and safety and security mechanisms in the community.	1. Chooses appropriate partnership strategies with GOs, NGOs, and other socio-civic agencies to improve health care services, support environmental protection policies and strategies, and enhance safety and security in the community. 2, Carries out appropriate partnership strategies with GOs, NGOs and socio-civic agencies to improve health care services, support environment protection policies and/or efforts and maintain safety and security in the community.	
6.4. Engages in advocacy activities to deal with health related concerns and adopts policies that foster the growth and development of the nursing profession.	1. Specifies appropriate advocacy strategies to address health related concerns and policy adoption to foster growth and development of the nursing profession. 2. Implements appropriate advocacy strategies to address health related concerns and policy adoption to foster growth and development of the nursing profession.	

07/28/2012 asm/ cma

BEGINNING NURSE'S ROLE ON RESEARCHER RESEARCH

RESPONSIBILITY 1 – Engages in nursing or health related research with or under the supervision of an experienced researcher		
COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
1.1 Participates in preparing a research proposal complying with the ethical principles in nursing research	1. Reviews research literature to determine knowledge on the topic of interest to identify context and justify the need for the study. 2. States research problem, purpose of research, or hypothesis . 3. Identify a theoretcal framework or create a conceptual model to provide an organizing framework for the research study. 4. Formulates with the research team the research design, specifying the sample and setting, data collection methods and tools, data analysis procedures and plan for data interpretation/synthesis and presentation 5. Prepares a work plan with the research team, specifying the sequence of tasks to be preformed, the anticipated length of time required for their completion and personnel required for their accomplishment.	• Research • Communication • Collaboration and Teamwork • Ethico-moral Responsibility • Legal responsibility • Quality Improvement
1.2. Conducts a research study as a member of a research team.	1. Participates in the following activities: 1.1 Implementation of the appropriate sampling procedure 1.2 Collection of data utilizing methods such as self-report technique, observation, biophysiologic measures, focus group discussion and others 1.3 Statistical analysis of quantitative data 1.4 Analysis of qualitative data 1.5 Synthesizing data 1.6 Deriving conclusions and implications of research findings 2. Applies ethical principles and ethical guidelines throughout all the phases of the conduct of the research study.	

COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
1.3 Presents the research study conducted in partnership with a research team.		• Research • Communication • Collaboration and Teamwork • Ethico-moral Responsibility • Legal responsibility • Quality Improvement
1.3.1 Prepares a written research report	1. Prepares a research abstract consistent with the specified guidelines 2. Includes in the written report the introduction, problem statement, theoretical framework or conceptual model, hypothesis , significance of the research, summary of related literature , definitions of variables , process used by the researchers to solve the research problem, findings, interpretations, recommendations and summary of findings . 3. Writes the research report simply, clearly and with very little emotional laden statements	
1,3,2 Conducts an oral and or poster Presentation	Oral Presentation 1. Plans for the oral presentation taking into consideration audience, time allotment, venue and audio-visual resources 2. Uses appropriate audio-visual materials to enhance clarity and impact of the oral research presentation 3. Presents the research study within the required time allotment, allowing for a question-and-answer period to expand on the pertinent aspects of the research 4. Obtains early feedback about the research presentation. Poster Presentation 1. Plans for the poster presentation taking into consideration audience, facility, and resources. 2. Uses appropriate, simple, and vivid visual materials to maximize clarity and impact of the poster research presentation. 3. Designs an effective poster which conveys essential information about the study background, design and results/findings in a format which can be perused in minutes	

RESPONSIBILITY 2 – Evaluate research study/report utilizing guidelines in the conduct of a written research critique		
COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
2.1. Determines if the research problems/questions, objectives and /or hypotheses are clearly and logically linked to the research purpose, concepts and relationships, and propositions generated from the study framework.	Specifies if there is a: 1. clear identification of the research problem and its scope and limitations . 2. a clear link between the therorectical framework /conceptutal model and research question /purpose. 3. clear, concise and logical statement of purpose, research question or hypothesis . 4. justifiable basis for the hypotheses.	• Research • Communication • Collaboration and Teamwork • Ethico-moral Responsibility • Legal responsibility
2.2. Analyzes if the conceptual framework the summary of review of related literature, research design, and data analysis procedure are logically linked with the research purpose, problems/questions, and hypotheses.	1. Explains if the concepts in the framework are clear and consistent with the operational definition 2. Cites how the review of literature provides rational direction and basis for the study 3. Shows how the study framework is linked with the research purpose, objectives, and/or study hypotheses. 4. Specifies if the: research design provides the correct direction that addressed the research problems, questions or hypotheses. 5. States if the data collection procedure is the best approach in obtaining the key research variables. 6. Determines if the instruments/tools measure adequately the study variables. Procedure is the best possible approach in obtaining the key research variables. 7. Specifies if data analysis report offered evidence of reliability and validity of measurement utilized.	
2.3. Establishes if the interpretation, implications, and recommendations are consistent with the results considering the limitations of the study	Specifies if: 1. Evidences are offered in support of the interpretation. 2. Important results are interpreted in terms of the research questions or hypotheses and the conceptual framework. 3. The stated implications are appropriate given the study's limitations. 4. Recommendations are consistent with the findings and existing body of knowledge.	
2.4. Analyzes the research study/report for adherence to standards of writing mechanics, ethical principles and guidelines in all phases of the research study.	1. Specifies if research study/report conforms to standards of writing mechanics, 2. Describes how the rights of human subjects are protected. 3. Identifies which ethical principles in nursing research were followed.	

RESPONSIBILITY 3 – Applies the research process in improving patient care in partnership with a quality improvement/quality assurance/nursing audit team.		
COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
3.1. Participates as a member of a quality team in implementing the appropriate quality improvement process on identified improvement opportunities		• Research • Communication • Collaboration and Teamwork • Ethico-moral Responsibility • Legal responsibility • Quality Improvement
3.1.1. Prepares a data collection and analysis plan as a member of the quality improvement/quality assurance/nursing audit team.	1. Identifies opportunities for improvement of systems or processes in the delivery of health care services. 2. Reviews related literature, procedures, and other documents to clarify current knowledge regarding the problem. 3. Prioritizes identified opportunities for continuous quality improvement taking into consideration those which occur frequently and affect large number of patients, high risk problems, and aspects of care that produce problems to patients and staff. 4. Selects appropriate methodology in collecting and analyzing data. 5. Undergoes training as necessary regarding utilization of appropriate data collection and analysis methods/tools.	
3.1.2. Conducts collection and analysis of data with the team members based on the agreed plan.	1. Collects data using appropriate methods and tools. 2. Analyses with the team data gathered using appropriate methods/models. examples include : 2.1 Flow charts for laboratory data, test results and medication review. 2.2 Monthly multidisciplinary progress notes and care plan records. 2.3 Cause and effect diagram (fish bone) 2.4 Pareto chart 2.5 Histogram 3. Evaluates with the team, the identified variations that requires investigation.	
3.1.3. Implements with the team the developed action plan for the identified variance to improve the system or process.	1. Selects an appropriate model that would be appropriate to change and improve the system or process, (e.g. the Plan-Do-Check-Act cycle (PDCA). 2. Develops an action plan with the goal of changing the system or process. 3. Carries out the change in a small scale as in a pilot study. 4. Checks the effects of the change by collecting data and information utilizing appropriate methods and tools. 5. Implements change in the system or process based on the results of the pilot study.	

COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
3.1.4 Communicates, both in oral and written form, the results of the quality improvement project in partnership with the quality improvement team/quality assurance/nursing audit team.	1. Plans for the presentation of the results of the quality improvement project. 2. Includes in the report, conclusion, recommendations, actions and follow up, specifying the appropriate individuals, and group to whom the report will be submitted. 3. Designs both the oral and written report utilizing appropriate materials and tools to communicate the message. 4. Presents report simply, clearly and receiver centered.	• Research • Communication • Ethico-moral Responsibility • Legal Responsibility • Collaboration and Teamwork • Quality Improvement

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BEGINNING NURSE'S ROLE ON CLIENT CARE

RESPONSIBILITY 1 – PRACTICES IN ACCORDANCE WITH LEGAL PRINCIPLES AND THE CODE OF ETHICS IN MAKING PERSONAL AND PROFESSIONAL JUDGMENT.		
COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
1.1. Adheres to ethico-legal considerations when providing safe, quality and professional nursing care.	1. Specifies the ethico-legal bases for providing safe, quality and professional nursing care. 2. Makes professional decisions within ethical and legal parameters. 3. Uses institutional, community and scholarly resources to address ethical and legal concerns in nursing practice. 4. Applies legal and ethical principles to advocate for human and societal well being and preferences. 5. Clarifies unclear or questionable orders, decisions or actions made by other inter-professional health care team members.	• Ethico-moral Responsibility • Legal Responsibility • Communication
1.2. Applies ethical reasoning and decision making process to address situations of ethical distress and moral dilemma.	1. Executes the ethical reasoning process used in arriving at decisions to address situations of ethical distress and moral dilemma. 2. Decides on cases based on ethical reasoning.	
1.3. Adheres to established norms of conduct based on the Philippine Nursing Law and other legal, regulatory and institutional requirements relevant to safe nursing practice.	1. Articulates clearly the scope and standards of nursing practice. 2. Shows evidence of legal requirements in the practice of nursing, (i.e. current professional license) 3. Acts in accordance with the terms of contract of employment and other rules and regulations. 4. Articulates the vision, mission and values of the institution where one belongs.	
1.4. Protects clients rights based on "Patient's Bill of Rights and Obligations".	1. Advocates for client's rights. 2. Evaluates client's understanding of health care rights. 3. Implements strategies/interventions to protect client's rights guided by the "Patient's Bill of Rights and Obligations". 4. Ensures that the client acknowledges that he/she is accountable for his/her obligations.	
1.5. Implements strategies/policies related to Informed consent as it applies in multiple contexts.	1. Demonstrates an understanding of informed consent as it applies in multiple contexts. 2. Validates with client if informed consent is clear, complete, taken wholly voluntarily, and signed by legally competent representative. 3. Obtains the client's signature on the informed consent taking into consideration ethico-legal principles. 4. Acts as a witness to the signing of the informed consent. 5. Questions the informed consent process when the requirements are not met.	

RESPONSIBILITY 2 – UTILIZES THE NURSING PROCESS IN THE INTERDISCIPLINARY CARE OF CLIENTS THAT EMPOWERS THE CLIENTS AND PROMOTES SAFE QUALITY CARE.		
COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
2.1. Ensures a working relationship with the client and/or support system based on trust respect and shared decision making.		• Safe Quality Care • Ethico-moral Responsibility • Legal Responsibility • Health Education • Communication • Collaboration and Teamwork • Record Management • Management of resources and environment
2.1.1. Establishes rapport with client and/or support system ensuring adequate information about each other as partners in a working relationship.	1. Shares pertinent information about oneself as nurse-partner. 2. Addresses with respect and trust client-partner's concerns/needs related to sharing information about oneself to enhance the nurse-client working relationship.	
2.1.2. Formulates with the client-partner the objectives and expectations of the nurse-client working relationship.	1. Explains nature and purpose of client-partner working relationship. 2. Prepares with the client a list of objectives and expectations.	
2.1.3. Maintains shared decision making and client's participatory capability throughout the nurse-client working relationship.	1. Assesses client's participatory capability. 2. Determines strategies to ensure shared decision making and client participation throughout the working relationship. 3. Carries out appropriate strategies to ensure continued participation of the client.	
2.1.4. Enhances client-partner's readiness for taking over/being in-charge when objectives and expectations of the working relationship have been achieved.	1. Assesses client-partner's readiness for taking charge of the condition or situation. 2. Uses strategies to prepare the client for being in-charge/taking over when objectives/expectations have been achieved or when the situation necessitates termination of the nurse-client relationship. 3. Supports client as he takes charge of maintaining health or managing the condition/situation (e.g. taking over self-care or implementation of prevention and control measures).	
2.2. Assesses with the client (individual, family, population group, and /or community) ones health status/competence.		
2.2.1. Develops the data gathering plan with the client. specifying methods and tools	1. Uses strategies to develop/ enhance the skills of the client to participate in developing/specifying the methods and tools for data gathering	
2.2.2. Obtains assessment data utilizing appropriate data gathering methods and tools guided by type of client and work setting requisites.	1. Conducts a comprehensive and systematic nursing assessment of clients within an interdisciplinary framework 2. Generates with the client the assessment data using appropriate data gathering methods and tools guided by work-setting requisites. 2.1 Individual as client – obtains assessment data through nursing history taking, physical/developmental/ psychosocial assessment and other assessment protocols, laboratory and diagnostic procedures 2.2 Family/ population group/ community as a client – obtains assessment data through family health history, assessment of the home and environment, records review and other assessment proto-cols such as laboratory and diagnostic procedures/reports, epidemiologic and social investigations and assessment of client competence, risk factor assessment, screening of vulnerable risk groups, and assessment of issues of vulnerability (health risks, limited control, powerlessness, disenfranchisement, victimization, disadvantaged status)	

COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
2.2.3. Analyzes data gathered.	1. Groups assessment data by condition or category using appropriate assessment framework by type of client. 2. Relates data with each other to determine patterns, recurring themes, or processes. 3. Compares data, patterns, recurring themes with norms/standards, clinical/health indicators or research findings using algorithms and standard protocols.	• Safe Quality Care • Ethico-moral Responsibility • Legal Responsibility • Health Education • Communication • Collaboration and Teamwork • Record Management • Management of resources and environment
2.2.4. Synthesizes data gathered.	1. Interprets data gathered. 2. Draws inferences from data gathered by specifying the nature, magnitude/extent and sources of/ reasons for the alterations (e.g., pathophysiology, psychopathology), gaps, deficiencies and/or barriers to opportunities for change/improvement, health promotion/wellness, disease prevention, problem/disease management, rehabilitation.	
2.2.5. Specifies client's status/conditions/ problems to be addressed identifying reasons (etiology) for the existence of the condition or problem.	1. Identifies the factors associated with the condition/s or reasons for the existence of the problem. 2. States nursing diagnosis/nursing problem. 3. Seeks concurrence with the client regarding problems identified.	
2.3. Formulates with the client a plan of care to address the health conditions, needs, problems and issues based on priorities.	1. Sets priorities among a list of conditions or problems. 2. Specifies goals, objectives and expected outcomes of care maximizing client's competencies. 3. Selects appropriate interventions/strategies enhancing opportunities for health promotion, wellness response, prevention of problems/complications, and eliminating gaps/deficiencies. 4. Uses methods and tools to maximize client/family participation in planning appropriate interventions/strategies. 5. Develops with the client an evaluation plan specifying criteria/indicators, methods and tools. 6. Collaborates with the client and the inter-professional health care team in developing the plan of care. 7. Modifies plan of care according to one's judgment, skill, or knowledge as client's needs change.	
2.4. Implements safe and quality interventions with the client to address the health needs, problems and issues.		

COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
2.4.1. Implements appropriate psychosocial/therapeutic interventions to render holistic nursing care in any setting.	1. Addresses with respect, trust, and concern for safety, client's needs, issues, or problems related with psychosocial adaptation using appropriate communication/interpersonal techniques/strategies. 2. Utilizes therapeutic interventions appropriate to psychosocial phenomena/maladaptive behavior patterns/problems identified 2.1 Utilizes therapeutic use of self e.g. Uses self-awareness techniques/strategies; determines appropriate strategies to achieve the goals of the nurse-patient relationship; seeks consensual validation with client 2.2 Implements psychosocial/therapeutic interventions (e.g. Nurse-client relationship therapy, Relaxation exercises/ therapy, Behavioral/ Cognitive Therapy , Coping Assistance, , Mental health counseling/education, Social support intervention, Environmental structuring/Milieu therapy, Psycho-spiritual care, and Crisis intervention/ Psychological stress de-briefing). 2.3 Carries biophysical interventions (e.g. Nutritional intervention, Detoxification, and Pharmacotherapeutics. 3. Collaborates with client support system and the multidisciplinary team in developing, implementing and evaluating the plan of care.	• Safe Quality Care • Ethico-moral Responsibility • Legal Responsibility • Health Education • Communication • Collaboration and Teamwork • Record Management • Management of resources and environment
2.4.2. Provides appropriate evidence-based nursing care using a participatory approach based on: a. variety of theories and standards relevant to health and healing. b. research c. clinical practice d. client preferences e. client and staff safety f. customer care standards	1. Develops the competence of the client to participate in using appropriate evidence-based nursing care. 2. Refers to appropriate authority client's situations not within his/her capabilities. 3. Decides on appropriate interventions to address client's specific concerns, issues, and problems based on the situation. 4. Performs autonomously a wide range of nursing interventions (actions, treatments and techniques) in accordance with nursing standards which include promote health, prevent disease or injury, maintain and restore health, promote rehabilitation, and provide palliation	
2.4.3. Applies safety principles, evidence based practice, infection control measures and appropriate protective devices consistently, when providing nursing care and preventing injury to clients, self, other health care workers and the public.	1. Performs evidence-based nursing procedures safely and effectively. 2. Uses appropriate technology to perform safe and efficient nursing interventions. 3. Applies consistently principles of infection control in practice. 4. Uses appropriate personal protective equipment. 5. Ensures that members of the health care team and visitors perform infection control measures accordingly. 6. Requests change in assignment when his/her competence level does not meet the client's care needs.	

COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
2.4.4. Implements strategies related to the safe preparation and administration of medications based on institutional policies and protocol.	1. Prepares medications according to standard procedures. 2. Checks on the medications to be administered three times. 3. Avoids interruptions during the preparation and administration of medication. 4. Performs the 2-patient identifier checks before administering the medication. 5. Reviews appropriate laboratory results, assessment findings and other pertinent information prior to administration of medication. 6. Withholds the medication when appropriate. 7. Informs the physician of side effects and adverse reactions to the medication. 8. Completes the adverse drug reaction (ADR) documentation appropriately. 9. Collects data/statistics to manage and reduce risks related to medication administration. 10. Modifies techniques of medication administration in a variety of setting based on standards.	• Safe Quality Care • Ethico-moral Responsibility • Legal Responsibility • Health Education • Communication • Collaboration and Teamwork • Record Management • Management of resources and environment
2.4.5. Applies evidence-based practices on pain prevention and management of clients using pharmacologic and non-pharmacologic measures.	1. Selects appropriate assessment and intervention tools and techniques based on literature review, consultation with colleagues and other resources. 2. Carries out evidence-based practices with the client on pain prevention and management using pharmacologic and non-pharmacologic measures. 3. Uses a framework to structure the use of analgesia in the pharmacologic management of pain (e.g. WHO Pain Ladder which includes assesses symptoms comprehensively, identifies common, expected and unexpected symptoms, relieves symptoms through a variety of strategies, evaluates interventions for effectiveness of symptom relief, and revises the symptom management plan as needed).	
2.4.6. Implements safe, adequate, evidence- based care of clients during the pre-, intra-, and post-diagnostic and treatment procedures.	1. Explains to the client the diagnostic and treatment procedure. 2. Prepares adequately the client prior to the procedure (e.g. NPO, enema, informed consent). 3. Chooses evidence-based interventions pre-, intra- , and post diagnostic and treatment procedures. 4. Performs evidence-based interventions pre-, intra- , and post diagnostic and treatment procedures.' 5. Monitors for adverse reactions and complications post-procedure. 6. Reports adverse reactions and complications post-procedure. 7. Reviews diagnostic and treatment procedure results using a specific effective communication model (e.g. the SBAR format - Situation, Background, Assessment, Recommendation). 8. Relays diagnostic procedure results to the physician. 9. Recommends further diagnostic procedures and/or treatment options for adverse reactions and complications in coordination with a senior member of the nursing team.	

COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
2.4.7. Implements safe and quality nursing interventions addressing health needs, problems and issues affecting pregnant woman during the peripartal phases and newborn from perinatal to neonatal stage	1. Provides appropriate physiologic interventions to address needs of women during the peripartal phases of pregnancy and of the newborn from perinatal to neonatal stages. care e.g IMCI 2. . Performs autonomously a wide range of nursing interventions (actions, treatments and techniques) that: 2.1 promote health covering the following areas of health concerns e.g. women's health, safe and quality Care for Birthing Mothers prepartal/intra-partal/immediate post partum and puerperium care 2.2 prevent disease/injury/ complications during the peripartal phases. 2.3 Performs evidence-based nursing procedures safely and effectively in the care of mothers along the following areas of health concerns: 2.3.1 Essential Intrapartal Care practices following the WHO Essential Intrapartal Care guidelines. 2.3.2 Essential Neonatal Care practices following WHO guidelines.	• Safe Quality Care • Ethico-moral Responsibility • Legal Responsibility • Health Education • Communication • Collaboration and Teamwork • Record Management • Management of resources and environment
2.4.8. Applies appropriate and evidence-based nursing interventions for physiologic and related psychosocial needs of patients/clients to preserve physiologic integrity and prevent complications of problems of oxygenation (ventilation, transport, perfusion); fluid and electrolyte imbalance and acid-based imbalances; nutrition and metabolism; gastrointestinal (indigestion, digestion, absorption, elimination); urinary function; perception, coordination, and altered sensation; inflammation, infection, and immune responses; cellular aberration, altered genetic conditions; and reproductive problems.	1. Generated adequate assessment data according to level of prescribed/needed care. 2. Uses appropriate assessment techniques with least discomfort to patients. 3. Recognizes and prioritizes emerging problems in a timely manner. 4. Provides substantial pathophysiologic reasoning for problems and changing patient situations. 5. Integrates plans for immediate and subsequent patient care. 6. Provides for patient's hygiene and comfort continuously. 7. Where peri-operative care is needed, incorporates appropriate safety indicators,&interventions to reduce anxiety. 8. Demonstrates skill in performing appropriate basic and advance nursing interventions and rehabilitation care. 9. Follows correct procedures and collaborates appropriately in the administration of medications related IV fluids, blood, and blood products. 10. Demonstrates caring and compassionate care, especially to vulnerable patients. 11. Has the ability to anticipate changing patient situations. 12. Communicates with the health team constantly, as well as with the family and his/her family. 13. Uses complimentary, alternative, and biobehavioral therapies appropriately. 14. Maintains holistic perspective and spiritual care. 15. When end-of-life care is needed, ensures appropriate presence of significant others. 16. Exercises good intentions and safe care practices when performing nursing interventions.	
2.4.9. Implements participatory and empowerment strategies related to promotion of health, **healthy lifestyle/adaptation**, wellness, disease management, environmental sanitation, environment protection and health resource generation, use or access **within the context of Primary Health Care**	1. Determines appropriate participatory and empowerment strategies related to promotion of health, **healthy lifestyle/adaptation**, wellness, disease management, environmental sanitation and protection and health resource generation, use or access. 2. Creates opportunities to develop client's competence for promotion of health, **healthy lifestyle/adaptation, wellness**, disease management, environmental sanitation, environment protection, and health resource generation, use or access 3. Executes appropriate participatory and empowerment strategies.	

COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
2.4.10.1 **Enhances** family competence on health promotion, wellness, healthy lifestyle, health care, health resource access or use and safe environment conducive to health maintenance among its members.	1. **Develops** the competence of the family to recognize opportunities for wellness, **healthy lifestyle/ adaptation**, health promotion, disease/problem management and environmental sanitation and protection by : a) analyzing the factors affecting health, human response, the environment and its resources/realities b) determining the relationships among these factors c) specifying the health and related conditions/problems which need to be addressed. 2. Carries out strategies/interventions to help the family decide to take appropriate action on each health condition/problem identified. 3. Implements competency-building intervention options to help the family provide appropriate care to the dependent, at-risk, vulnerable, sick and/or disabled member/s, 4. Develops the competence of the family to provide a home environment conducive to health maintenance and personal development. 5. Carries out participatory and empowerment strategies to enhance the family's competence to use community resources for health care and health maintenance.	• Safe Quality Care • Ethico-moral Responsibility • Legal Responsibility • Health Education • Communication • Collaboration and Teamwork • Record Management • Management of resources and environment
2.4.10.2 Implements strategies/interventions to ensure healthy population/s in the school and work settings.	1. Carries out empowerment strategies to enhance competence for health promotion, **healthy lifestyle/ adaptation,** wellness, disease and accident prevention/management among population groups in the school and work setting. 2. Performs counterparting strategies to help population groups in the school and work setting carry out activities or measures in support of environment protection and maintain a safe environment.	
2.4.10.3 **Enhances** the competencies of specific population groups to ensure wellness, healthy lifestyle/ adaptation, disease prevention, management, rehabilitation and vulnerability reduction or prevention	1. Develops the competence of specific population groups/support systems to analyze the relationship of factors or patterns, home and community realities affecting health, human response and the environment. 2. Implements effective strategies to develop/enhance the competence of specific population groups/support system/s for decision making on appropriate action/s for **healthy lifestyle/adaptation**, disease prevention, management and rehabilitation. 3. Carries out empowerment strategies to develop the competencies of specific population groups and support systems for health care, healthy lifestyle/ adaptation, use of health service and health resource access or use.	
2.4.10.4 **Implements** participatory and empowerment strategies for community competence to identify and collaborate effectively in addressing needs and problems related with health resource availability, access or use, environmental sanitation, environment protection, safety and security	1. Develops the competence of community work groups to : a) analyze population and environmental factors/community patterns/realities which generate need to address specific health conditions/situations/patterns b) articulate commitment and opportunities for community improvement on health resource availability access/use, environmental sanitation and protection, and safety/security c) handle/address issues and conflicts as creative options for collaboration and shared responsibility for decision-making by generating new ways of analyzing situations/problems for multiple possibilities/effective solutions. 2. **Carries** out participatory and empowerment opportunities to increase community's competence for interaction, decision-making, effective implementation of actions and management of community's relationship wit the larger society for environmental sanitation and environment protection, safety, security and for creating or using appropriate and/or supplementary resources specially for the marginalized or the vulnerable risk groups.	

COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
2.4.10. Implements interventions guided by prescribed context of specific health programs/services.	1. Specifies the bases for choice of interventions carried out within existing policies and procedures, or protocols of specific health programs and services. 2. Performs the appropriate interventions.	• Safe Quality Care • Ethico-moral Responsibility • Legal Responsibility • Health Education • Communication • Collaboration and Teamwork • _Record Management • Management of resources and environment
2.4.11. Implements appropriate care to individuals, families, vulnerable groups and communities during the three phases of disaster situations, such as: 1) Pre-incident phase, 2) Incident phase, and 3) Post incident phase.	3.2.1. P articipates in the prevention and mitigation of adverse effects of a disaster. 3.2.2. P erforms preparedness activities as a member of the multi-disciplinary team. 3.2.3. E xecutes appropriate nursing interventions in collaboration with the disaster response team. 3.2.4. P rovides care and support to those injured, with chronic disease, maladaptive patterns of behavior and disabilities during recovery/ reconstruction/ rehabilitation period	
2.4.12. Implements appropriate nursing interventions to help clients and support system address spiritual needs.	1. Utilizes appropriate technique of communication when identifying needs of client for spiritual care. 2. Provides the client with appropriate environment and materials for praying. 3. Offers opportunities for performance of religious activities based on client's religion. 4. Refer to an appropriate religious agency for further spiritual support.	
2.4.13. Manages client load to ensure health program /service coverage.	1. Conducts case detection, tracking, tracing and monitoring surveillance. 2. Conducts health programs and services in the home, clinic, school and work settings. 3. Carries out strategies to ensure health program/service coverage based on health program objectives/targets, through health resource availability, access and/**or use, specially** among marginalized/vulnerable risk groups. 4. Determines adequacy of health program /service coverage based on updated caseload registries by type of client, health program or health problem (e.g. Client Lists for Prenatal/Postpartum Care, Client List for At-Risk Children, Family Registry of Priority Cases) 5. Carries out interventions for effective and efficient care of clients in the caseload based on assigned geographical coverage. 6. Adheres to institutional safety policies and protocols to prevent injuries/accidents and infection. 7. Refers client for appropriate management and assistance for health and medical-related benefits. 8. Reports notifiable/reportable diseases based on protocol.	
2.5. Provides health education using selected planning models to targeted clientele (individuals, family, population group or community).		
2.5.1. Determines the health education planning models appropriate to target clientele/expected objectives and outcomes.	1. Specifies the characteristics of each health education planning model. 2. Selects appropriate health education planning model.	

COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
2.5.2. Utilizes health education process to accomplish the plan to meet identified client's learning needs.	1. Assesses the needs of the target population. 2. Prioritizes the learning needs/problems in partnership with client partner. 3. Formulates appropriate goals and objectives. 4. Designs a comprehensive health education plan. 5. Implements the health education plan utilizing appropriate teaching strategies. 6. Evaluates the results of client's learning experiences using the evaluation parameters identified in the health education plan.	• Safe Quality Care • Ethico-moral Responsibility • Legal Responsibility • Health Education • Communication • Collaboration and Teamwork • Record Management • Management of resources and environment
2.6. Evaluates with the client the health status/competence and /or process/expected outcomes of nurse-client working relationship.	1. Utilizes participatory approach in evaluating outcomes of care. 2. Specifies nature and magnitude of change in terms of client's health status/competence/processes and outcomes of nurse-client working relationship. 3. Monitors consistently client's progress and response to nursing and health interventions based on standard protocols using appropriate methods and tools, (e.g. critical pathway, nurse sensitive indicators, quality indicators, client competency indicators, hospital and community scorecard) in collaboration and consultation with the client. 4. Revises nursing care plan based on outcomes and standards considering optimization of available resources.	
2.7. Documents client's responses /nursing care services rendered and processes/outcomes of the nurse client working relationship	1. Accomplishes appropriate documentation forms using standard protocols. 2. Adopts appropriate methods and tools to ensure accuracy, confidentiality, completeness and timeliness of documentation. 3. Utilizes acceptable and appropriate terminology according to standards.	

RESPONSIBILITY 3 – MAINTAINS COMPLETE, ACCURATE AND UP-TO-DATE RECORDING AND REPORTING SYSTEM.

COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
3.1. Ensures completeness, integrity, safety, accessibility and security of information.	1. Conforms to documentation standards. 2. Documents data on client care clearly, concisely, accurately, and in a timely manner. 3. Utilizes systems, processes, methods and tools to maintain integrity, safety, accessibility and security of information.	• Record Management • Communication
3.2. Adheres to protocol and principles of confidentiality in safekeeping and releasing of records and other information.	1. Maintains confidentiality in the safekeeping of records and other information. 2. Releases records and information based on protocol and principle of confidentiality.	
3.3. Implements system of informatics to support the delivery of health care.	1. Demonstrates competence in the use of informatics. 2. Utilizes appropriate, up to date, and available system of informatics.	

RESPONSIBILITY 4 – ESTABLISHES COLLABORATIVE RELATIONSHIP WITH COLLEAGUES AND OTHER MEMBERS OF THE TEAM TO ENHANCE NURSING AND OTHER HEALTH CARE SERVICES.		
COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
4.1. Ensures intra-agency, inter-agency, multidisciplinary and sectoral collaboration in the delivery of health care.	1. Maintains good interpersonal relationship intra-agency and interagency. 2. Respects the role of the other members of the health team. 3. Acts as liaison/advocate of the client during decision making by the inter-professional team.	• Record Management • Communication • Collaboration
4.2. Implements strategies/approaches to enhance/support the capability of the client and care providers to participate in decision making by the inter-professional team.	1. Explores views of clients prior to decision making. 2. Uses strategies/approaches to enhance/support the capability of the client to participate in decision making. 3. Supports the views of clients/families and /or care providers.	
RESPONSIBILITY 5 – PROMOTES PROFESSIONAL AND PERSONAL GROWTH AND DEVELOPMENT.		
COMPETENCY	PERFORMANCE INDICATORS	KEY AREAS OF RESPONSIBILITY
5.1. Assumes responsibility for lifelong learning, own personal development and maintenance of competence.	1. Identifies learning needs/issues based on current and projected/future practice requisites. 2. Specifies lifelong learning plan/activities to address learning needs/issues based on current and projected practice requisites. 3. Obtains feedback from peers and other sources to augment one's assessment as basis of a learning plan. 4. Validates new knowledge that support and improve one's nursing practice competency. 5. Updates one's learning plan to maintain competence as a registered nurse.	• Personal and Professional Growth • Communication
5.2. Demonstrates continued competence and professional growth.	1. Develops a career plan. 2. Undergoes training voluntarily for personal and professional growth. 3. Participates actively in professional activities. 4. Complies with regulatory requirements for competence (e.g. CPE).	
5.3. Engages in advocacy activities to influence health and social care service policies and access to services.	In collaboration with a senior nurse: 1. Identifies barriers to the well being of clients. 2. Helps clients gain access to needed resources. 3. Negotiates relevant services on behalf of clients. 4. Identifies potential allies for confronting barriers to care. 5. Develops alliances with groups working for change. 6. Interprets data to show the urgency of change. 7. Analyzes the sources of political power and social influence within systems. 8. Utilizes conflict-resolution strategies to address resistance.	

5.4 Models professional behavior.	1. Articulates the values and roles of nursing to the public. 2. Demonstrates consistently professional behavior in words, actions and in relating with clients, colleagues, and the general public	

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