



MALDIVES
NURSING AND
MIDWIFERY COUNCIL

COMPETENCY STANDARDS FOR PROFESSIONAL NURSES AND MIDWIVES

Evidence of safe practice as a competent nurse is demonstrated when the nurse is skilled in the following:

1. Communication.
 - Communicates effectively with patients, relatives and health team members.
2. Cultural Safety.
 - Provides care in a culturally safe and socially appropriate manner.
3. Professional Judgment.
 - Makes professional judgments in decision making that enhance nursing practice.
4. Management of nursing care.
 - Manages nursing care in a manner that is responsive to patient's needs.
5. Management of the environment.
 - Promotes an environment which maximizes patient safety.
6. Legal Responsibility.
 - Practices nursing in accord with legal parameters.
7. Ethical accountability.
 - Acts on ethical grounds, protecting patient's rights.
8. Health education.
 - Assists patients and family to achieve satisfying and productive patterns of living through health education.
9. Interprofessional Health Care.
 - Promotes a nursing perspective within the inter-professional activities of the health team.
10. Quality Improvement.
 - Contributes to ongoing quality improvement in nursing practice and service delivery.
11. Professional development.
 - Promotes professional growth and development.
12. Develops Self Esteem.
 - Credibility of practice built and maintained.
13. Health Team Member.
 - Participates as a member of the health care team.
14. Demonstrates Leadership.
 - Demonstrates leadership with appropriate authority

PERFORMANCE CRITERIA OF THE STANDARDS.

1. COMMUNICATION

Criteria: The Nurse:

- 1.1. Takes responsibilities for establishing rapport and trust with the patient.
- 1.2. Ensures the information given to the patient is presented in an appropriate and meaningful manner.
- 1.3. Responds appropriately to the patient's questions, requests and problems.
- 1.4. Communicates in a manner that is empowering to the patient, and others involved with his/her care.
- 1.5. Practices nursing in a manner that respect the boundaries of a professional relationship with the patient.
- 1.6. Communicates effectively with the patient in exceptional circumstances.
- 1.7. Demonstrates verbal and non-verbal skills of clarification, reflection, affirmation and eliciting within a therapeutic partnership.
- 1.8. Communicates clearly, verbally, and / or in writing, when giving instruction about patient care to enrolled/assistant nurse, health service assistants or patient's family / relatives.

2. CULTURAL SAFETY

Criteria: The Nurse:

- 2.1. Recognizes the Maldivian values and honors culturally safe practice.
- 2.2. Applies the principles of cultural safety in own nursing practices.
- 2.3. Recognizes the impact of the culture of nursing on patient care and endeavors to protect the patient's well being within this culture.
- 2.4. Respects each patient's identity and right to hold personal beliefs, values and goals in providing care.
- 2.5. Assists the patient to gain appropriate support and representation from those who understands the patient's culture, needs and preferences.
- 2.6. Consults with members of cultural and other groups as requested and approved by the patient.
- 2.7. Facilitates the patient's access to relevant systems, services and resources.
- 2.8. Recognizes own beliefs, values and prejudice that may arise in relation to the patient's age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability.
- 2.9. Acknowledges limitations to providing care due to any constraints, and takes appropriate action to ensure patient safety and care.
- 2.10. Avoids imposing prejudice on others and provides advocacy when prejudice is apparent.
- 2.11. Validates own nursing practice is culturally safe, when providing direction or supervision of assistant nurses, or when delegating care or accepting responsibility for supervision of care given by others.

3. PROFESSIONAL JUDGEMENT

Criteria: The Nurse:

- 3.1. Makes nursing judgments based on current nursing knowledge, research and reflective practice.
- 3.2. Uses reflective practice to analyze and clarify direction for ongoing nursing practice.
- 3.3. Responds to challenging situations and identifies strategies for effective nursing care.
- 3.4. Examines nursing situations and identifies strategies for effective nursing care.
- 3.5. Raises questions in the appropriate nursing forum.
- 3.6. Initiates and participates in discussions about innovation in client care.
- 3.7. Determines the level of care required by individual clients and makes appropriate decisions when assigning care, delegating activities and providing direction and supervision for enrolled nurses and others, including health service assistants or family/friends.
- 3.8. Communicates effectively to management about human resource issues regarding safe and adequate staffing requirements to provide care.

4. MANAGEMENT OF NURSING CARE.

Criteria: The Nurse:

- 4.1. Uses an appropriate nursing framework to assess and determine patient health status and the outcomes of nursing intervention.
- 4.2. Acknowledges the uniqueness of the individual and his or her interaction with others and the environment.
- 4.3. Obtains documents, and communicates relevant patient information.
- 4.4. Assess and provides individualized nursing care based on appropriate knowledge, research and reflective practice.
- 4.5. Uses professional judgment, including assessment skills to assess the patient health status and administer prescribed medication/ and or to consult with the prescribing practitioner and/or refer patient to other health professionals.
- 4.6. Prioritizes nursing actions to ensure effective and safe nursing care.
- 4.7. Performs all nursing interventions safely recognizing contextual factors, while demonstrating effective time management skills.
- 4.8. Administers and monitors the effect of prescribed interventions, treatments and medications within a framework of current nursing knowledge of pharmacology, physiology and pathology.
- 4.9. Knows own limitations and seek assistance as necessary.
- 4.10. Evaluates the effectiveness of the patient's response to prescribed interventions, treatments and medications and takes remedial action and / or refers accordingly.
- 4.11. Directs, supervises, monitors and evaluates the nursing care provided by enrolled nurses.
- 4.12. Combines effective assessment and professional judgment in determining the needs of the client and the preparation and ability of the health service assistant or family / friends to perform the delegated activities in relation to assistance and care.

5. MANAGEMENT OF THE ENVIRONMENT.

Criteria: The Nurse:

- 5.1. Recognizes the potential for physical, psychological and cultural risk to all people who enter the health care environment and takes steps to promote safety.
- 5.2. Promotes an environment that reduces the risk of cross infection.
- 5.3. Adjusts the physical and social environment in order to maximize patient well – being.
- 5.4. Ensures that all equipment used by the patient is functional, within reach and suitable for the purpose.
- 5.5. Knows how to access, maintain and use emergency equipment and supplies.
- 5.6. Acts appropriately to protect self and others when face with unexpected patient responses, confrontation, personal threat and other crisis situations.
- 5.7. Determines action to prevent and manage emergency and disaster situations.
- 5.8. Manages situations to maintain a safe and supportive environment when directing and supervising enrolled/assistant nurses or delegating activities to others.

6. LEGAL RESPONSIBILITY

Criteria: The Nurses:

- 6.1. Complies with legislation that impact on nursing practice within the specific health care setting.
- 6.2. Respects the patient's right to access information.
- 6.3. Practices in accordance with relevant legislation and codes.
- 6.4. Ensures that the right to complain, refuse treatment or any part of care is exercised by the patient without fear of recrimination, penalty or withdrawal of physical or emotional support.
- 6.5. Ensures that legislation governing medicines is upheld.
- 6.6. Administers interventions, treatments and medications within legislation, codes, scope of practice, and according to authorized prescription, established policy and guidelines.
- 6.7. Exercises responsibility in direction and supervision of enrolled/assistant nurses, and in delegation of appropriate activities of health service assistants and patient's family/relatives.

7. ETHICAL ACCOUNTABILITY.

Criteria: The Nurses:

- 7.1. Applies appropriate ethical principles in nursing practice.
- 7.2. Recognizes the patient's right to choices and when relevant accords to the patient, opportunities for self- determination in all aspects of nursing care.
- 7.3. Ensures that each patient is fully informed to maximize the potential for decision-making and choice.
- 7.4. Facilitates the patient's access to appropriate therapies or interventions, and respects the patient's right to choose amongst alternatives.
- 7.5. Respects the patient's right to live irrelevant of the patient's condition.
- 7.6. Respects a patient's right to participate in an activity that may involve a degree of risk of which the patient is fully informed, and takes steps to minimize the risk.
- 7.7. Involves an advocate when the patient requests support or has limited abilities in decision-making.
- 7.8. Ensures the patient's right to privacy.
- 7.9. Appropriately challenges health care practice, which could compromise patient safety, privacy or dignity.

8. HEALTH EDUCATION.

Criteria: The Nurse:

- 8.1. Recognizes potential for health teaching in nursing interventions.
- 8.2. Selects and implements health promotion programs to meet identified patient needs.
- 8.3. Uses formal and informal methods of teaching appropriate to the individual or group.
- 8.4. Prepares the patient and/or others for continued health care.
- 8.5. Evaluates patient learning and understanding about health practice.
- 8.6. Recognizes own limitations and determines appropriate person to deliver health education sessions.

9. INTERPROFESSIONAL HEALTH CARE.

Criteria: The Nurse:

- 9.1. Promotes the nursing contribution to health.
- 9.2. Values the roles and skills of all members of the health team including those of the client.
- 9.3. Attempts to establish and maintain effective collegial relationships.
- 9.4. Co-ordinates care to maximize health for the patient.
- 9.5. Collaborates, consults and refers to maximize health gains.
- 9.6. Documents appropriate nursing information, and communicate this to other team members.
- 9.7. Accurately documents assessments of patient's health status' and decisions made about prescribed interventions, treatments, medications and referrals/ follow up.
- 9.8. Collaborates and consults with, and provides accurate information to patient, his/her family and other health professionals about the prescribed interventions or treatments and/or medications.

10. QUALITY IMPROVEMENT

Criteria: The Nurse:

- 10.1. Identifies organizational goals and the nurse's contribution to their achievement.
- 10.2. Practices nursing in a manner that reflects organizational goals and policies.
- 10.3. Identifies professional nursing network and support system.
- 10.4. Practices nursing in a manner that meet relevant codes and standards.
- 10.5. Identifies evidence, which contributes in an evaluation of the quality of nursing practice and service delivery.
- 10.6. Ensures that nursing care is assigned and appropriate activities are delegated to those who have the necessary skill, information and education to meet the needs or perform the task effectively and safely.
- 10.7. Takes responsibility for delegated and own actions and outcomes of nursing care planned and provided.

11. PROFESSIONAL DEVELOPMENT.

Criteria: The Nurse:

- 11.1. Articulates values, beliefs and assumptions that underpin own nursing practice.
- 11.2. Recognizes own level of competence and identifies direction for ongoing professional development.
- 11.3. Identifies goals for personal learning within the clinical setting.
- 11.4. Seeks support from colleagues in learning and developing own practice.
- 11.5. Recognizes expectations and limitations of own nursing practice.
- 11.6. Recognizes the need for debriefing and when necessary ensures that this is assessed.
- 11.7. Evaluates own nursing practice.
- 11.8. Maintains own professional development and updates knowledge related to administration of interventions, treatments, medications and best practice guidelines.

12. DEVELOPS SELF-ESTEEM.

Criteria: The Nurse:

- 12.1. Practices in a manner that builds and maintains credibility of practice.
- 12.2. Provides knowledge and skills appropriately in a confident manner.
- 12.3. Renders care in a manner admired and respected by society.

13. HEALTH TEAM MEMBER

Criteria: The Nurse:

- 13.1. Delegates work/nursing interventions to appropriate people.
- 13.2. Develops good rapport with other team members.
- 13.3. Maintains good relationship and team spirit with others.
- 13.4. Takes responsibility as a member of health care team.
- 13.5. Provides support and advice to other team members as and when necessary.
- 13.6. Assists in making appropriate decisions and problem solving situations.

14. DEMONSTRATES LEADERSHIP.

Criteria: The Nurse:

- 14.1. Takes charge of situations effectively with confidence and authority.
- 14.2. Demonstrates managerial skill in-patient care activities.
- 14.3. Manages and utilizes source appropriately.
- 14.4. Demonstrates the ability to guide juniors, when dealing with unfamiliar procedures.
- 14.5. Uses problem solving and mentoring approaches.