

CORE COMPETENCY STANDARDS



لهبائا جهور وراوت باصي بروني
NURSING BOARD FOR BRUNEI



CORE COMPETENCY STANDARDS FOR REGISTERED NURSES & MIDWIVES IN BRUNEI DARUSSALAM

Ministry of Health
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**CORE COMPETENCY STANDARDS FOR REGISTERED NURSES AND
MIDWIVES IN BRUNEI DARUSSALAM**

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CORE COMPETENCY STANDARDS FOR REGISTERED NURSES AND MIDWIVES IN BRUNEI DARUSSALAM

PREFACE

This Core Competency Standards for Registered Nurses and Midwives in Brunei Darussalam is developed for nurses and midwives who are registered with the Nursing Board for Brunei. Each registered nurses and midwives are expected to act at all times, in a manner to justify public trust and confidence, to uphold the reputation of the profession and above all to provide quality and safe patient care. These standards are relevant to all level of nurses and midwives and areas of practice including those encompassing clinical, management or administration, education and research domains. Registered nurses and midwives are expected to demonstrate these standards continually within the context of their practice.

Competency is defined as “the knowledge, skills, characteristics and behaviours essential to job performance”.

Other regulatory documents such as the Codes of Professional Conduct and Code of Ethics should be used as an important complementary source of references together with this Core Competency Standards document.

These standards are designed to cover five main core competencies in the profession:

- Core Competency Standard 1: ***Legal and Ethical Framework of Practice***
- Core Competency Standard 2: ***Professional Practice***
- Core Competency Standard 3: ***Leadership and Management***
- Core Competency Standard 4: ***Continuous Professional and Personal Development***
- Core Competency Standard 5: ***Education and Research***

These standards reflect the unique characteristic of nursing and midwifery which identify the knowledge, skills and attitudes required by the professions and judgment made to provide safe and effective nursing care in a variety of settings.

These core competency standards are intended to:

- communicate to the public and stakeholders with regards to the professions' core competency standards in health and related services,
- encourage the professions to accept accountability in providing safe and effective nursing care,
- ensure nurses remain accountable and responsible of their actions in maintaining clinical standards for registration and practicing certificate,
- guide the professions in maintaining the expected standards in providing safe and quality care,
- determine the eligibility for renewal or registration and practising certificate for practice,
- assess clinical performance competency, &
- measure the professions' fitness to continue practice in Brunei Darussalam.

**REGISTRAR
NURSING BOARD FOR BRUNEI
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CORE COMPETENCY DOMAIN 1:

LEGAL AND ETHICAL FRAMEWORK OF PRACTICE

DESCRIPTION:

The advances of technology and rapid expansion of professional roles have subsequently increases professional authority, accountability and autonomy in practice. Thus, it demands understanding of the Nursing/Midwifery Law and Ethical principles & guidelines to protect nurses from liability and to protect clients' safety.

INDICATORS:

- a) Admitted in the Register of Nurses/Midwives with Nursing Board for Brunei and has obtained a valid practicing certificate under the provision of existing Nurses Registration Act and Midwives Act.
- b) Practices in accordance to the national legislation, policies and guidelines that have legal implications on practice.
- c) Apply judiciously the required knowledge, skills, attitudes and nursing judgment in the scope of practice.
- d) Maintains privacy and confidentiality of patient information during care giving.
- e) Ensures compliance to documentation standards.
- f) Practice in accordance with the Code of Ethics, Code of Professional Conduct and Standards of Practice for Registered Nurses & Midwives in Brunei Darussalam.
- g) Advocate for clients' right for nursing and health care within the organization and management structures.

CORE COMPETENCY DOMAIN 2:

PROFESSIONAL PRACTICE

DESCRIPTION:

Professional Practice is a system that support control over the delivery of Nursing/Midwifery care and the environment in which care is delivered. It contributes to improved outcomes for the organization and its clients. It is characterized by decentralization of nurses'/midwives' clinical decision making, enhanced autonomy & collaborative relationship with other health-care delivery team. Professional Practice should improve organizational outcomes & patient outcomes.

INDICATORS:

- a) Identifies, recognizes and respect other nursing/midwifery expanded roles:
 - As Health Promoter and Care Provider
 - As Learner and Teacher
 - As Leader and Manager
 - As Research Consumer
 - As Advocator
 - As Colleague and Collaborator
- b) Adapt and adopt effectively in an evolving Health Care Delivery System
i.e. BruHIMS.
- c) Recognizes and acts upon any malpractice.
- d) Recognizes own beliefs and values which may influence care giving.
- e) Demonstrates cultural awareness and sensitivity when providing care to
respective multicultural client.

- f) Share responsibilities with nurses/midwives and others for promoting environments that support quality professional practice.
- g) Assess client in various settings.
- h) Analyses and interprets client's data accurately.
- i) Plan care in consultation with client, significant others and health care team.
- j) Implements and documents all nursing actions.
- k) Evaluate expected outcomes and re-plan to modify care and when necessary.
- l) Ensures no omission within the scope of practice in maintaining clients' safety.
- m) Educate client to promote self-care and control over his health.
- n) Applies critical thinking and sound clinical judgment to intervene care.
- o) Demonstrate understanding of traditional and religious healing practice of the community's belief health system.
- p) Portrays professionalism in practice when interacting with clients and other health professionals.
- q) Interacts using verbal, non-verbal, written and electronic means appropriate to the situational needs presented by client and significant others.
- r) Collaborates and respects the professional boundaries set in therapeutic relationships.
- s) Respect client's right to privacy, choice and access to information in making informed decision on his treatment.
- t) Protects the rights of client in safe manner guarding their interest and well-being.

CORE COMPETENCY DOMAIN 3:

LEADERSHIP AND MANAGEMENT

DESCRIPTION:

Leadership is about setting a new direction for a nurses/midwives, management is about directing and controlling according to established principles. Management & Leadership are important for the delivery of quality health services. Although the two are similar in some respects, they may involve different types of outlook, skills & behaviours. Good managers should strive to be good Leaders and good Leaders need management skills to be effective.

INDICATORS:

- a) Demonstrates the ability to think laterally and critically in solving problems.
- b) Demonstrate the ability to make sound management decisions.
- c) Project the ability to delegate and use resources effectively
- d) Supports and co-operates with colleagues and other members of the health care delivery team.
- e) Promotes and maintains professional roles.
- f) Provide a safe, secured and positive working environment.
- g) Demonstrates knowledge of relevant aspects of occupational health, safety and environment precaution.
- h) Organizes and manages workloads effectively.
- i) Acts to uphold the dignity and integrity of the profession and organization.
- j) Addresses need for autonomy and accountability for organizational empowerment and creation of effective teamwork.

CORE COMPETENCY DOMAIN 4:

CONTINUOUS PROFESSIONAL AND PERSONAL DEVELOPMENT

DESCRIPTION:

It is considered as the systematic maintenance, improvement and broadening of knowledge and skills, and the development of personal qualities necessary for execution of professional and technical duties throughout the nurses & midwives working life. During the process of continuing professional development, they take control of their own learning and development, by engaging in an on-going process of reflection and action. It is based not only on the needs of the nurse/midwife but also on the organizational needs as well as the profession as a whole and society.

INDICATORS:

- a) Demonstrates the application of theoretical knowledge and competence in skills as needed in own area of practice.
- b) Applies evidence-based practice, knowledge and skills.
- c) Acts proactively to remedy any skills deficits in professional/personal knowledge and attitude.
- d) Engages continuously in CNME (Continuing Nursing & Midwifery Education) program in upgrading knowledge and skills relevant to practice setting.
- e) Updates and applies knowledge and clinical skills to keep abreast with innovative advancements.
- f) Professional knowledge and updating existing qualifications as the prime motivator to seek continuous professional and personal development.
- g) Takes responsibility for own professional and personal growth.

- h) These developments should contribute to the clients' interest, profession and society at large to aim for excellence in client care.
- i) Take control of own learning and development by engaging in an on-going process of reflection and action, as part of lifelong learning.

CORE COMPETENCY DOMAIN 5:

EDUCATION AND RESEARCH

DESCRIPTION:

Optimal nursing care depends on education and research. It is an indispensable part of a modern, effective health service and essential to the provision of effective and high quality care. Research is needed to evaluate the effectiveness of nursing and midwifery treatment modalities, to determine the impact of care on the health of the clients or to test out theory. Nursing /Midwifery research is defined as the application of scientific inquiry to the phenomena of concern to nursing and midwifery. The systematic investigation of clients and their health experience is the primary concern.

INDICATORS:

- a) Continually generates new knowledge to establish evidence-based practice.
- b) Contribute and promote the application of current research findings to practice.
- c) Disseminate research findings to improve and validate professional practice.
- d) Participate in various activities as a member of the research team.
- e) Conduct clinical research to continuously improve standards of client care.
- f) Nurses/midwives researchers play a vital role in ensuring clinical research studies run smoothly and that participants are safe and fully informed.
- g) Educate self with knowledge in clinical research.
- h) Create awareness in understanding the importance of research.
- i) Nurse/Midwife educators are encouraged to educate the profession in the field of research.

GLOSSARY OF TERMS:

ABREAST

Being up to particular standard or level especially in being up to date in knowledge and skills.

ACCOUNTABILITY

The state of being answerable for one's decisions and actions. Accountability cannot be delegated.

ADVOCATE

Speaking on behalf of another, in circumstances where patients are unable to represent themselves, their needs, wishes, values and choices.

ASSESS

A systematic and continuous collection, organization, validation and documentation of data.

ANALYSES

Consider it carefully or use statistical methods in order to fully understand it.

ATTITUDE

A complex mental state involving beliefs, feelings, values and dispositions to act in certain ways.

AUTHORITY

People who have the power to make decisions and to make sure that law are obeyed and enforce obedience.

AUTONOMY

The ability to make your own decisions about what to do rather than being influenced by someone else or told what to do.

BELIEFS

The mental act, condition, or habit of placing trust or confidence in another.

CLIENT

An individual, family and community who seeks or receives professional care or advice from a the health care professionals.

COLLABORATES

To work together, especially in a joint intellectual effort.

COMPETENCY

The combination of skills, knowledge, attitudes, values and abilities that underpin effective performance in a professional with similar background and experience.

COMPLIANCE

Acting according to certain accepted standards or the act of complying.

CORE

The basic or most important part; the essence.

CRITICAL THINKING

In its broadest sense has been described as "purposeful reflective judgment concerning what to believe or what to do."

DELEGATE

Delegation is the assignment of authority and responsibility to another person to carry out specific activities. However the person who delegated the work remains accountable for the outcome of the delegated work.

DIGNITY

A feeling of self-esteem and self-respect and is a basic value of nursing and midwifery practice. The nurse or midwife aims to promote, protect and advocate the dignity of those clients who are vulnerable and incapable of protecting their own interest.

DISSEMINATE

Cause to become widely known/ spread widely.

EMPOWERMENT

To give power or authority to.

ETHICAL

In accordance with principles of conduct that are considered correct, especially those of a given profession or group.

EVALUATES

To examine and judge carefully; appraise.

EVIDENCE-BASED PRACTICE

Integrating individual clinical expertise with the best available clinical evidence from systemic research.

EXPECTED OUTCOMES

An anticipated end result or consequence.

FRAMEWORK

A particular set of rules, ideas, or beliefs which you use in order to deal with problems or to decide what to do.

GUIDELINES

A set of standards, criteria, or specifications to be used or followed in the performance of certain tasks.

INFORMED DECISIONS

A decision by a client about a diagnostic or therapeutic procedure, based on choice, which requires the decision to be voluntary and that the client has the capacity for choice.

IMPLEMENTS

To put into practical effect; carry out: implement the new procedures.

INDISPENSABLE

Absolutely necessary; essential. Not to be disregarded or escaped.

INNOVATIVE

Using or showing new methods, ideas, etc. being or producing something like nothing done or experienced or created before.

INTEGRITY

Being honest and firm in your moral principles.

INTERPRETS

To clarify or explain the meaning of; elucidate.

INTERVENE

The act or fact of interfering so as to modify.

JUDICIOUSLY

Having or exhibiting sound judgment. Carefully or wisely.

KNOWLEDGE

The state or fact of knowing. Awareness, Consciousness, or familiarity gained by experience or learning.

LEGAL

Authorized by or based on law of the country.

LEGISLATION

Legislation is law which has been enacted by a regulatory or governing body.

LIABILITY

The state of being legally obliged and responsible.

LICENSE TO PRACTICE

A person who is given the authority and power by a Professional Regulatory Body to practice the profession.

LIFELONG LEARNING

The provision or use of both formal and informal learning opportunities throughout people's lives in order to foster the continuous development and improvement of the knowledge and skills needed for employment and personal fulfillment.

MALPRACTICE

Any improper, negligent practice; misconduct or misuse.

MODALITIES

A therapeutic method or agent, such as surgery or chemotherapy, that involves the physical treatment of a disorder.

MULTICULTURAL

Consisting of, relating to, or designed for the cultures of several different races.

OMISSIONS

Something that has not been included or has not been done, either deliberately or accidentally.

PRACTISING CERTIFICATE

A certificate issued by a Professional Regulatory Body to allow the registrants to legally practice the profession.

PROACTIVELY

Actions are intended to cause changes, rather than just reacting to change.

PROFESSIONAL BOUNDARIES

The limit of a relationship between a nurse and a client and any significant other, which facilitates safe and therapeutic practice and results in safe and effective care.

PROFESSIONAL DEVELOPMENT

Skills required for maintaining a specific career path or to general skills offered through continuing education including the more general skills area of personal development. It can be seen as training to keep current with the changing technology and practices in a profession or in the concept of lifelong learning.

REFLECTION

Persistently or morbidly thoughtful and thinking deeply about something / practice.

REMEDY

Something that corrects a fault or an error.

RESEARCH

Diligent and systematic inquiry or investigation into a subject in order to discover or revise facts, theories and application.

RESEARCH FINDINGS

A conclusion reached after research is done.

REGISTERED MIDWIFE

A person licensed to practice midwifery under the relevant state or country regulation and who has completed midwifery training in an institution accredited by the Nursing Board for Brunei.

REGISTERED NURSE

A person licensed to practice nursing under the relevant state or country regulation and who has completed nursing training in a Nursing Institution accredited by the Nursing Board for Brunei.

SENSITIVITY

The state, condition, or quality of reacting or being sensitive to an external stimulus.

SKILLS

Proficiency that is acquired or developed through training or experience.

STAKEHOLDERS

A person or group owning / not owning shares in an enterprise but affected by or having an interest in its operations, such as the employees, customers, local community, etc.

SOUND CLINICAL JUDGEMENT

The capacity to assess clinical situations or circumstances wisely and to draw sound and thorough conclusions.

THERAPEUTIC RELATIONSHIPS

A relationship between a nurse/midwife and a client which results in safe and effective caring practice to improve client's health.

THINK Laterally

To use thinking by considering across all angles or perspectives possible.

VALUES

A principle, standard, or quality considered worthwhile or desirable.

WORKLOADS

The amount of work assigned to or expected from a worker in a specified time period.

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