

# CORE COMPETENCY STANDARDS



لَمْبَانَا جُورُورَاوَتِ بَاكِنِي بَرُونِي

*Nursing Board for Brunei*



## CORE COMPETENCY STANDARDS FOR REGISTERED NURSES & MIDWIVES IN BRUNEI DARUSSALAM

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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 profession to accept accountability and guidance in maintaining the expected standards in providing safe, effective and quality care,
- ensure nurses and midwives remain accountable and responsible of their actions in maintaining clinical standards for Registration and Practice,
- determine the eligibility for renewal of Registration and Practicing Certificates,
- assess the clinical competency performance of nurses and midwives and to measure their fitness to continue practice in Brunei Darussalam.

**REGISTRAR  
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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) Practice 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) Maintain privacy and confidentiality of patient information during care giving.
- e) Ensure 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) Identify, recognize 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 Advocate
  - As Colleague and Collaborator
- b) Adapt and adopt effectively in an evolving Health Care Delivery System i.e. Brunei Health Information and Management System (BruHIMS).
- c) Recognize and act upon any malpractice.
- d) Recognize own beliefs and values which may influence care giving.
- e) Demonstrate 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) Analyze and interpret client's data accurately.
- i) Plan care in consultation with client, significant others and health care team.
- j) Implement and document all nursing actions.
- k) Evaluate expected outcomes and re-plan to modify care and when necessary.
- l) Ensure no omission within the scope of practice in maintaining clients' safety.
- m) Educate client to promote self-care and control over his health.
- n) Apply 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) Portray professionalism in practice when interacting with clients and other health professionals.
- q) Interact using verbal, non-verbal, written and electronic means appropriate to the situational needs presented by client and significant others.
- r) Collaborate and respect 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) Protect 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) Demonstrate 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) Support and co-operate with colleagues and other members of the health care delivery team.
- e) Promote and maintain professional roles.
- f) Provide a safe, secured and positive working environment.
- g) Demonstrate knowledge of relevant aspects of occupational health, safety and environment precaution.
- h) Organize and manage workloads effectively.
- i) Act to uphold the dignity and integrity of the profession and organization.
- j) Address 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) Demonstrate the application of theoretical knowledge and competence in skills as needed in own area of practice.
- b) Apply evidence-based practice, knowledge and skills.
- c) Act proactively to remedy any skills deficits in professional/personal knowledge and attitude.
- d) Engage continuously in CNME (Continuing Nursing & Midwifery Education) program in upgrading knowledge and skills relevant to practice setting.
- e) Update and apply 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) Take 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 generate 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.*

## **REFERENCES:**

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