

### 1. THINKS CRITICALLY AND ANALYSES NURSING PRACTICE

- Complies and practices according to relevant legislation and local policy
  - Follows policies and procedures of the facility/organisation (e.g. workplace health and safety / infection control policies)
  - Maintains patient/client confidentiality
  - Arrives fit to work
  - Arrives punctually and leaves at agreed time
  - Calls appropriate personnel to report intended absence
  - Wears an identification badge and identifies self
  - Observes uniform/dress code
  - Maintains appropriate professional boundaries with patients/clients and carers
- Uses an ethical framework to guide their decision making and practice
  - Understands and respects patients'/clients' rights
  - Allows sufficient time to discuss care provision with patient/clients
  - Refers patients/clients to a more senior staff member for consent when appropriate
  - Seeks assistance to resolve situations involving moral/ethical conflict
  - Applies ethical principles and reasoning in all health care activities
- Demonstrates respect for individual and cultural (including Aboriginal & Torres Strait Islander) preference and differences
  - Practices sensitively in the cultural context
  - Understands and respects individual and cultural diversity
  - Involves family/others appropriately to ensure cultural/spiritual needs are met
- Sources and critically evaluates relevant literature and research evidence to deliver quality practice
  - Locates relevant current evidence (e.g. clinical practice guidelines and systematic reviews, databases, texts)
  - Clarifies understanding and application of evidence with peers or other relevant staff
  - Applies evidence to clinical practice appropriately

- Participates in quality activities when possible (e.g. assists with clinical audit, journal club)
- Shares evidence with others
- Maintains the use of clear and accurate documentation
  - Uses suitable language and avoids jargon
  - Writes legibly and accurately (e.g. correct spelling, approved abbreviations)
  - Records information according to organisational guidelines and local policy

### 2. ENGAGES IN THERAPEUTIC AND PROFESSIONAL RELATIONSHIPS

- Communicates effectively to maintain personal and professional boundaries
  - Introduces self to patient/client and other health care team members,
  - Greets others appropriately
  - Listens carefully and is sensitive to patient/client and carer views
  - Provides clear instructions in all activities
  - Uses a range of communication strategies to optimise patient/client rapport and understanding (e.g. hearing impairment, non-English speaking, cognitive impairment, consideration of non-verbal communication)
  - Communication with patient/client is conducted in a manner and environment that demonstrates consideration of confidentiality, privacy and patient's/client's sensitivities
- Collaborates with health care team and others to share knowledge that promotes person-centred care
  - Demonstrates positive and productive working relationships with colleagues
  - Uses knowledge of other health care team roles to develop collegial networks
  - Demonstrates a collaborative approach to practice
  - Identifies appropriate educational resources (including other health professionals)
  - Prioritises safety problems

- Participates as an active member of the healthcare team to achieve optimum health outcomes
  - Collaborates with the health care team and patient/client to achieve optimal outcomes
  - Contributes appropriately in team meetings
  - Maintains effective communication with clinical supervisors and peers
  - Works collaboratively and respectfully with support staff
- Demonstrates respect for a person's rights and wishes and advocates on their behalf
  - Advocates for the patient/client when dealing with other health care teams
  - Identifies and explains practices which conflict with the rights/wishes of individuals/groups
  - Uses available resources in a reasonable manner
  - Ensures privacy and confidentiality in the provision of care

### 3. MAINTAINS THE CAPABILITY FOR PRACTICE

- Demonstrates commitment to lifelong learning of self and others
  - Links course learning outcomes to own identified learning needs
  - Seeks support from others in identifying learning needs
  - Seeks and engages a diverse range of experiences to develop professional skills and knowledge
  - Supports and encourages the learning of others
- Reflects on practice and responds to feedback for continuing professional development
  - Reflects on activities completed to inform practice
  - Plans professional development based on reflection of own practice
  - Keeps written record of professional development activities
  - Incorporates formal and informal feedback from colleagues into practice
- Demonstrates skills in health education to enable people to make decisions and take action about their health
  - Assists patients/clients and carers to identify reliable and accurate health information

- Patient/client care is based on knowledge and clinical reasoning
- Refers concerns to relevant health professionals to facilitate health care decisions/delivery
- Provides information using a range of strategies that demonstrate consideration of patient/client needs
- Prepares environment for patient/client education including necessary equipment
- Demonstrates skill in patient/client education (e.g. modifies approach to suit patient/client age group, uses principles of adult learning)
- Educates the patient/client in self-evaluation

➤ Recognises and takes appropriate action when capability for own practice is impaired

- Identifies when own/other's health/well-being affect safe practice
- Advises appropriate staff of circumstances that may impair adequate work performance
- Demonstrates appropriate self-care and other support strategies (e.g. stress management)

➤ Demonstrates accountability for decisions and actions appropriate to their role

- Provides care that ensures patient/client safety
- Provides rationales for care delivery and/or omissions
- Sources information to perform within role in a safe and skilled manner
- Complies with recognised standards of practice

#### 4. COMPREHENSIVELY CONDUCTS ASSESSMENTS

➤ Completes comprehensive and systematic assessments using appropriate and available sources

- Questions effectively to gain appropriate information
- Politely controls the assessment to obtain relevant information
- Responds appropriately to important patient/client cues
- Completes assessment in acceptable time
- Demonstrates sensitive and appropriate physical techniques during the assessment process
- Encourages patients/clients to provide complete information without embarrassment or hesitation

➤ Accurately analyses and interprets assessment data to inform practice

- Prioritises important assessment findings
- Demonstrates application of knowledge to selection of health care strategies (e.g. compares findings to normal)
- Seeks and interprets supplementary information, (e.g. accessing other information, medical records, test results as appropriate)
- Structures systematic, safe and goal oriented health care accommodating any limitations imposed by patient's/client's health status

#### 5. DEVELOPS A PLAN FOR NURSING PRACTICE

➤ Collaboratively constructs a plan informed by the patient/client assessment

- Uses assessment data and best available evidence to construct a plan
- Completes relevant documentation to the required standard (e.g. patient/client record, care planner and assessment, statistical information)
- Considers organisation of planned care in relation to other procedures (e.g. pain medication, wound care, allied health therapies, other interventions)

➤ Plans care in partnership with individuals/significant others/health care team to achieve expected outcomes

- Collaborates with the patient/client to prioritise and formulate short and long term goals
- Formulates goals that are specific, measurable, achievable and relevant, with specified timeframe
- Advises patient/client about the effects of health care

#### 6. PROVIDES SAFE, APPROPRIATE AND RESPONSIVE QUALITY NURSING PRACTICE

➤ Delivers safe and effective care within their scope of practice to meet outcomes

- Performs health care interventions at appropriate and safe standard
- Complies with workplace guidelines on patient/client handling
- Monitors patient/client safety during assessment and care provision

- Uses resources effectively and efficiently
- Responds effectively to rapidly changing patient/client situations

➤ Provides effective supervision and delegates safely within their role and scope of practice

- Accepts and delegates care according to own or other's scope of practice
- Seeks clarification when directions/decisions are unclear
- Identifies areas of own or other's practice that require direct/indirect supervision
- Recognises unexpected outcomes and responds appropriately

➤ Recognise and responds to practice that may be below expected organisational, legal or regulatory standards

- Identifies and responds to incidents of unsafe or unprofessional practice
- Clarifies care delivery which may appear inappropriate

#### 7. EVALUATES OUTCOMES TO INFORM NURSING PRACTICE

➤ Monitors progress towards expected goals and health outcomes

- Refers patient/client on to other professional/s
- Begins discharge planning in collaboration with the health care team at the time of the initial episode of care
- Monitors patient/client safety and outcomes during health care delivery
- Records and communicates patient/client outcomes where appropriate

➤ Modifies plan according to evaluation of goals and outcomes in consultation with relevant health care team and others

- Questions patient/client or caregiver to confirm level of understanding
- Updates care plans/documentation to reflect changes in care
- Uses appropriate resources to evaluate effectiveness of planned care/treatment