

Essential Nursing Competencies and its Learning Activities

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Abstract

The Emergency Department is the dedicated area in a hospital that is organised and administered to provide a high standard of emergency care to those in the community who perceive the need for or are in need of acute or urgent care including hospital admission. General medicine provides acute medical services for adults of all ages across a wide range of specialties including e.g., sickle cell disease, HIV/AIDS, infectious diseases, rheumatology, respiratory, neurology, blood disorders, Gastrointestinal disorders etc. The competencies emphasize the unique aspects of practice for the nurse practitioner in emergency care and the needs of the patients served-individuals, families, and populations across the lifespan. The domains of competencies like Management of Patient Health/Illness Status, Airway, Breathing, Circulation, Trauma care, and others like admission and transfer procedure etc are intended to supplement the core competencies for all nurse practitioners as well as population-focused nurse practitioner competencies, while providing a model for entry-level practice in emergency care. The domains of competencies in Medicine ward like personal care, patient assessment, medication administration, documentation, intravenous therapy, nutrition, working environment, safety of the environment can be intended to provide core competencies in general medicine ward. Presently, competency can be achieved through various pathways including a combination of successful academic course completion, continuing education course completion (e.g., advanced ECG interpretation), and on-the-job instruction (e.g., minor procedures, suturing). In the near future, advanced practice nurses will be afforded additional credentialing opportunities through which they can demonstrate their competency in a specialty area.

Keywords: Rheumatology; ECG; Intravenous Therapy; Hypertension.

Introduction

Competency focuses on one's actual performance in a situation. This means that competence is required before one can expect to achieve competency. Thus, competence makes one capable of fulfilling his/her job responsibilities. Competency is determined by comparing current work functioning with established performance standards developed in the work environment according to a specific role and setting. Competency is more than knowledge. It includes the understanding of knowledge, clinical, technical, and communication skills, and the ability

to problem solve through the use of clinical judgment. Competence is the ability to perform a specific task, action or function successfully. By achieving competence and competency, one can expand his/her range of nursing skills and provide patients with confident care.

Essential Core competency is vital to the nursing profession. Such helps guarantee the high quality and effectiveness of delivered care and maintains the social value and status of the nursing profession. The core competency profile for the nursing profession embraces basic behavioral attributes as well as mastery of advanced practice skills. Education and healthcare systems should work closely together to promote the professional competence of nurses and to strengthen the value of the nursing profession.

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Body of Content

Nursing competency is basic nursing performance requirement in a clinical setting and describes the capacity to integrate and apply skill, knowledge, and

decision for a particular nursing task. Furthermore, it is possible to make actual observations of nursing competency, as it is a behavior that exhibits high performance results.

The improvement of nursing competency has an influence on the job satisfaction of nurses as well as qualitative patient care. Consequently, it is necessary to precisely confirm the nature of nursing competency to elicit successful nursing results and raise the nursing performance expectations of the hospital and the units.

In a hospital the Emergency Department is the dedicated area that is organised and administered to provide a high standard of Emergency care to those in the community who perceive the need for or are in

need of acute or urgent care including hospital admission. A *medicine* ward in which patients are being treated by drugs rather than surgery. General medicine provides acute medical services for adults of all ages across a wide range of specialties including e.g. sickle cell disease, HIV/AIDS, infectious diseases, rheumatology, respiratory, neurology, blood disorders, Gastrointestinal disorders etc. The general medicine outpatient team work on both sites providing care to patients with a range of conditions including hypertension, stroke prevention and falls whilst also covering general medicine. Admissions from A&E generally are transferred to general medicine wards.

A Registered Nurse is able to provide safe and

Area	Competencies	Learning experience/ activities
	A. Management of Patient Health/Illness Status	
Causality	1. Triage of the patient	✍ Assessment skills as per priority based
	2. Quick assessment	✍ Assessment of ABC and others
	3. Quick and necessary history collection	✍ Skill of history collection
	4. Response to the rapidly changing physiological status	✍ Evaluating changing vital signs and its interpretation
	5. Assist in legal procedure	✍ Skills in proper documentation
	6. Recognizes, collects, and preserves evidence as indicated	✍ Skills in recognizing legal point of view about the evidences
	7. Interprets diagnostic tests, electrocardiograms, radiograph	✍ Skills in interpretation diagnostic tests, electrocardiograms, radiograph
	8. Identify response to therapeutic intervention	✍ Identifying the sign of improvement or deterioration
	9. Accurate documentation	✍ Skills in systematic recording and reporting
	B. Airway, Breathing, Circulation	
	1. Skilled in CPR	✍ Skills in initiating and perform CPR
	2. Maintenance of airway, assist in endotracheal intubation	✍ Skills in applying airway, keeping ready intubation tray, assisting in intubation
	3. Oxygen administration	✍ Skills in administration of oxygen via various method
	4. Nebulization	✍ Proper Nebulization techniques
	5. Collecting ABG by direct puncture	✍ Skills in collecting ABG with all precautions
	6. Interpret ABG analysis and SPO2	✍ Identify any changes in ABG analysis report or deviation in SPO2
	7. Expertise in Intra venous cannulation	✍ Skilled in insertion of IV cannulation and administering fluid
	C. Skin and Wound Care Procedures	
	1. Performs skin closures	✍ Skills in suturing of skin closure
	2. Debridement of wound	✍ Identifying the need of debridement and able to perform it in emergency
	3. Dressing	✍ Able to carry out dressing as per the type of wound
4. First aid for external bleeding	✍ Able to indentify signs of external bleeding able to give first aid for various types of external bleeding	
5. Bandaging	✍ Skills in applying types of bandaging as per the need of the patient	
D. Trauma care		
1. Quick GCS assessment	✍ Assess the GCS quickly and able to interpret the findings	

2.	Able to apply traction and splint	✍	Skills in assisting in application of traction and skills in applying splint
3.	Bivalves/removes casts.	✍	Skills in assisting in removal of casts and keeping ready articles for it.
4.	Measures compartment pressure.	✍	Identify the signs and symptoms of Compartment pressure and able to carry out measures of it.
E. Others			
1.	Removes foreign bodies	✍	Skills in identifying the foreign body and able to remove it with appropriate measures
2.	Handling relatives	✍	Able to handle with furious relatives with proper counselling and communication
3.	Counselling relatives and patient in grief	✍	Able to perform proper counselling and managing relatives in death of patient
4.	Assisting in various invasive procedures (e.g. Lumbar puncture, thoracentesis etc)	✍	Skills in assisting in various invasive procedure and able to prepare the trays as per the procedure
5.	Admission and transfers	✍	Proper record keeping for admission procedure and able to identify the need of transfer and able to carry out the transfer procedure

Area	Competencies	Learning activities/Experiences
Medicine ward	1. Personal Cares	Skilled in various personal hygiene care like sponge bath, assisted bath, hair care, eye care etc
	2. Patient Assessment	
	♦ Head to toe examination	Skills in steps of physical assessment of the various system
	♦ Neurological assessment	Skills in GCS assessment and other neurological assessment
	♦ Respiratory rate monitoring	Skill in respiratory and pulse monitoring along with other associated sign and symptoms
	♦ Pulse rate monitoring	Skill in checking BP with various instruments or methods
	♦ Blood pressure monitoring	Skill in attaching and monitoring SPO2
	♦ SPO2 monitoring	Skill full in identifying early warning signs
	♦ Early Warning Score	Skill in taking height and weight
	♦ Height & weight	Skill in monitoring blood glucose with the help of glucometer
	♦ Blood glucose monitoring	Assessment of pressure area and risk of bed sore development
	♦ Pressure area risk	Identifying fall risks and taking necessary measures to prevent fall
	♦ Falls risk	Skills in administering drugs in various route of drug administration
	♦ Medication administration	♦
	♦ Documentation	♦
♦ Admission, transfer and discharge. Fluid balance other records	♦ Able to admit, discharge and transfer of the patient with proper channel and able to enter in the register ♦ Maintaining intake and output chart with proper calculation and maintaining proper records for various actions taken for patient care	
5. Intravenous Therapy		
♦ Care of peripheral IV line	♦ Able to assess the condition of peripheral cannula able to take care of it.	
♦ Removal of peripheral IV line	♦ Assess the need of removal of cannula able to take care after removal	
♦ Phlebitis score	♦ Assess the phlebitis signs and symptoms able to score it	
6. Nutrition		
♦ NGT insertion, feeding, removal	♦ Skills in inserting the ryle's tube, feeding skills and able to remove it properly with out any adverse effect.	
♦ Enteral feeding	♦ Skills in Enteral feeding	
♦ Altered swallowing	♦ Able to assess and feed in other mean for the patient who needs assistant.	
2. Working Environment		
♦ Isolation procedure	♦ Identify the patient who needs isolation and able to carry out isolation precautions.	
♦ Forming therapeutic relationship	♦ Skills in improving communication and maintaining IPR	

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| <ul style="list-style-type: none"> ♦ Confidentiality ♦ Working within a team | <ul style="list-style-type: none"> ♦ Able to maintain confidentiality of the findings and patient disease condition ♦ Maintaining good IPR with all the health care team to achieve health goal of the patient. |
| 7. Safety of the environment | |
| <ul style="list-style-type: none"> ♦ Suction set up ♦ Bed making ♦ Resuscitation trolley checks | <ul style="list-style-type: none"> ♦ Able to assess the functioning of the suction apparatus ♦ Skills in making bed as per the need of the patient ♦ Checking all the articles in the trolley for its working condition and its adequacy |

effective care for patients, considered to have three components, educational outcomes (or knowledge) psychomotor skills and attitude/behaviours among Registered nurses.

The competencies emphasize the unique aspects of practice for the nurse practitioner in emergency care and medicine ward and the needs of the patients served— individuals, families, and populations across the lifespan.

The following competencies are intended to supplement the core competencies for all nurse practitioners as well as population-focused nurse practitioner competencies, while providing a model for entry-level practice in emergency care and the medicine ward.

Conclusion

The registered nurse has vast body of knowledge relating to acute and chronic illness and injury as well as simple and complex skills. These competencies emphasize the unique aspects of practice for the nurse practitioner in emergency care and the needs of the patients served— individuals, families, and populations across the lifespan.

Presently, competency can be achieved through various pathways including a combination of successful academic course completion, continuing education course completion (e.g., advanced ECG interpretation), and on-the-job instruction (e.g., minor procedures, suturing).

In the near future, advanced practice nurses will be afforded additional credentialing opportunities through which they can demonstrate their

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