

## 2005 NURSING CORE COMPETENCY STANDARDS

| Key Areas of Responsibility         | Core Competency   | Indicators  |
|-------------------------------------|---|---|
| <b>I. PATIENT CARE COMPETENCIES</b> |   |   |
| 1. Safe and Quality Nursing Care    | Core Competency 1: Demonstrates knowledge base on the health /illness status of individual / groups                                 | <ul style="list-style-type: none"> <li>• Identifies the health needs of the clients (individuals, families, population groups and/or communities)</li> <li>• Explains the health status of the clients/ groups</li> </ul>   |
|                                     | Core Competency 2: Provides sound decision making in the care of individuals / families/groups considering their beliefs and values | <ul style="list-style-type: none"> <li>• Identifies clients' wellness potential and/or health problem</li> <li>• Gathers data related to the health condition</li> <li>• Analyzes the data gathered</li> <li>• Selects appropriate action to support/ enhance wellness response; manage the health problem</li> <li>• Monitors the progress of the action taken</li> </ul>  |
|                                     | Core Competency 3: Promotes safety and comfort and privacy of clients   | <ul style="list-style-type: none"> <li>• Performs age-specific safety measures in all aspects of client care</li> <li>• Performs age-specific comfort measures in all aspects of client care</li> <li>• Performs age-specific measures to ensure privacy in all aspects of client care</li> </ul>   |
|                                     | Core Competency 4: Sets priorities in nursing care based on clients' needs  | <ul style="list-style-type: none"> <li>• Identifies the priority needs of clients</li> <li>• Analyzes the needs of clients</li> <li>• Determines appropriate nursing care to address priority needs/problems</li> </ul>   |
|                                     | Core Competency 5: Ensures continuity of care   | <ul style="list-style-type: none"> <li>• Refers identified problem to appropriate individuals / agencies</li> <li>• Establishes means of providing continuous client care</li> </ul>  |
|                                     | Core Competency 6: Administers medications and other health therapeutics  | <ul style="list-style-type: none"> <li>• Conforms to the 10 golden rules in medication administration and health therapeutics</li> </ul>  |
|                                     | 7.2 Formulates a plan of care in collaboration with clients and other members of the health team                                    | <ul style="list-style-type: none"> <li>• Includes client and his family in care planning</li> <li>• Collaborates with other members of the health team</li> <li>• States expected outcomes of nursing intervention maximizing clients' competence</li> <li>• Develops comprehensive client care plan maximizing opportunities for prevention of problems and/or enhancing wellness response</li> <li>• Accomplishes client-centered discharge plan</li> </ul> |

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|                                    | 7.3 Implements planned nursing care to achieve identified outcomes   | <ul style="list-style-type: none"> <li>• Explains interventions to clients and family before carrying them out to achieve identified outcomes</li> <li>• Implements nursing intervention that is safe and comfortable</li> <li>• Acts to improve clients' health condition or human response</li> <li>• Performs nursing activities effectively and in a timely manner</li> <li>• Uses the participatory approach to enhance client-partners empowering potential for healthy life style/wellness</li> </ul> |
|                                    | 7.4 Evaluates progress toward expected outcomes  | <ul style="list-style-type: none"> <li>• Monitors effectiveness of nursing interventions</li> <li>• Revises care plan based on expected outcomes</li> </ul>  |
| 2. Communication                   | Core Competency 1: Establishes rapport with client, significant others and members of the health team          | <ul style="list-style-type: none"> <li>• Creates trust and confidence</li> <li>• Spends time with the client/significant others and members of the health team to facilitate interaction</li> <li>• Listens actively to client's concerns/significant others and members of the health team</li> </ul>   |
|                                    | Core Competency 2: Identifies verbal and non-verbal cues   | <ul style="list-style-type: none"> <li>• Interprets and validates client's body language and facial expressions</li> </ul>   |
|                                    | Core Competency 3: Utilizes formal and informal channels   | <ul style="list-style-type: none"> <li>• Makes use of available visual aids</li> <li>• Utilizes effective channels of communication relevant to client care management</li> </ul>  |
|                                    | Core Competency 4: Responds to needs of individuals, family, group and community                               | <ul style="list-style-type: none"> <li>• Provides reassurance through therapeutic touch, warmth and comforting words of encouragement</li> <li>• Provides therapeutic bio-behavioral interventions to meet the needs of clients</li> </ul>   |
|                                    | Core Competency 5: Uses appropriate information technology to facilitate communication                         | <ul style="list-style-type: none"> <li>• Utilizes telephone, mobile phone, electronic media</li> <li>• Utilizes informatics to support the delivery of healthcare</li> </ul>   |
| 3. Collaboration and Teamwork      | Core Competency 1: Establishes collaborative relationship with colleagues and other members of the health team | <ul style="list-style-type: none"> <li>• Contributes to decision making regarding clients' needs and concerns</li> <li>• Participates actively in client care management including audit</li> <li>• Recommends appropriate intervention to improve client care</li> <li>• Respect the role of other members of the health team</li> <li>• Maintains good interpersonal relationship with clients , colleagues and other members of the health team</li> </ul>  |

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|                                    | Core Competency 2: Collaborates plan of care with other members of the health team        | <ul style="list-style-type: none"> <li>• Refers clients to allied health team partners</li> <li>• Acts as liaison / advocate of the client</li> <li>• Prepares accurate documentation for efficient communication of services</li> </ul>   |
| 4. Health Education                | Core Competency 1: Assesses the learning needs of the client-partner/s                    | <ul style="list-style-type: none"> <li>• Obtains learning information through interview, observation and validation</li> <li>• Analyzes relevant information</li> <li>• Completes assessment records appropriately</li> <li>• Identifies priority needs</li> </ul>   |
|                                    | Core Competency 2: Develops health education plan based on assessed and anticipated needs | <ul style="list-style-type: none"> <li>• Considers nature of learner in relation to: social, cultural, political, economic, educational and religious factors.</li> <li>• Involves the client, family, significant others and other resources in identifying learning needs on behavior change for wellness, healthy lifestyle or management of health problems</li> <li>• Formulates a comprehensive health education plan with the following components: objectives, content, time allotment, teaching-learning resources and evaluation parameters</li> <li>• Provides for feedback to finalize the plan</li> </ul> |
|                                    | Core Competency 3: Develops learning materials for health education                       | <ul style="list-style-type: none"> <li>• Develops information education materials appropriate to the level of the client</li> <li>• Applies health education principles in the development of information education materials</li> </ul>   |
|                                    | Core Competency 4: Implements the health education plan                                   | <ul style="list-style-type: none"> <li>• Provides for a conducive learning situation in terms of time and place</li> <li>• Considers client and family's preparedness</li> <li>• Utilizes appropriate strategies that maximize opportunities for behavior change for wellness/healthy life style</li> <li>• Provides reassuring presence through active listening, touch, facial expression and gestures</li> <li>• Monitors client and family's responses to health education</li> </ul>  |
|                                    | Core Competency 5: Evaluates the outcome of health education                              | <ul style="list-style-type: none"> <li>• Utilizes evaluation parameters</li> <li>• Documents outcome of care</li> <li>• Revises health education plan based on client response/outcome/s</li> </ul>  |

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| <b>III. EMPOWERING COMPETENCIES</b>      |  |  |
| 5. Legal Responsibility                  | Core Competency 1: Adheres to practices in accordance with the nursing law and other relevant legislation including contracts, informed consent. | <ul style="list-style-type: none"> <li>• Fulfills legal requirements in nursing practice</li> <li>• Holds current professional license</li> <li>• Acts in accordance with the terms of contract of employment and other rules and regulations</li> <li>• Complies with required continuing professional education</li> <li>• Confirms information given by the doctor for informed consent</li> <li>• Secures waiver of responsibility for refusal to undergo treatment or procedure</li> <li>• Checks the completeness of informed consent and other legal forms</li> </ul> |
|  | Core Competency 2: Adheres to organizational policies and procedures, local and national   | <ul style="list-style-type: none"> <li>• Articulates the vision, mission of the institution where one belongs</li> <li>• Acts in accordance with the established norms of conduct of the institution / organization/legal and regulatory requirements</li> </ul>   |
|  | Core Competency 3: Documents care rendered to clients  | <ul style="list-style-type: none"> <li>• Utilizes appropriate client care records and reports.</li> <li>• Accomplishes accurate documentation in all matters concerning client care in accordance to the standards of nursing practice.</li> </ul>   |
| 6. Ethico-moral Responsibility           | Core Competency 1: Respects the rights of individual / groups  | <ul style="list-style-type: none"> <li>• Renders nursing care consistent with the client's bill of rights: (i.e. confidentiality of information, privacy, etc.)</li> </ul>   |
|  | Core Competency 2: Accepts responsibility and accountability for own decision and actions  | <ul style="list-style-type: none"> <li>• Meets nursing accountability requirements as embodied in the job description</li> <li>• Justifies basis for nursing actions and judgment</li> <li>• Projects a positive image of the profession</li> </ul>  |
|  | Core Competency 3: Adheres to the national and international code of ethics for nurses   | <ul style="list-style-type: none"> <li>• Adheres to the Code of Ethics for Nurses and abides by its provision</li> <li>• Reports unethical and immoral incidents to proper authorities</li> </ul>  |
| 7. Personal and Professional Development | Core Competency 1: Identifies own learning needs   | <ul style="list-style-type: none"> <li>• Identifies one's strengths, weaknesses/ limitations</li> <li>• Determines personal and professional goals and aspirations</li> </ul>  |
|  | Core Competency 2: Pursues continuing education  | <ul style="list-style-type: none"> <li>• Participates in formal and non-formal education</li> <li>• Applies learned information for the improvement of care</li> </ul>   |

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|                                    | Core Competency 3: Gets involved in professional organizations and civic activities | <ul style="list-style-type: none"> <li>• Participates actively in professional, social, civic, and religious activities</li> <li>• Maintains membership to professional organizations</li> <li>• Support activities related to nursing and health issues</li> </ul>   |
|                                    | Core Competency 4: Projects a professional image of the nurse                       | <ul style="list-style-type: none"> <li>• Demonstrates good manners and right conduct at all times</li> <li>• Dresses appropriately</li> <li>• Demonstrates congruence of words and action</li> <li>• Behaves appropriately at all times</li> </ul>  |
|                                    | Core Competency 5: Possesses positive attitude towards change and criticism         | <ul style="list-style-type: none"> <li>• Listens to suggestions and recommendations</li> <li>• Tries new strategies or approaches</li> <li>• Adapts to changes willingly</li> </ul>   |
|                                    | Core Competency 6: Performs function according to professional standards            | <ul style="list-style-type: none"> <li>• Assesses own performance against standards of practice</li> <li>• Sets attainable objectives to enhance nursing knowledge and skills</li> <li>• Explains current nursing practices, when situations call for it</li> </ul>   |
| <b>III. ENHANCING COMPETENCIES</b> |   |   |
| 8. Records Management              | Core Competency 1: Maintains accurate and updated documentation of client care      | <ul style="list-style-type: none"> <li>• Completes updated documentation of client care</li> <li>• Applies principles of record management</li> <li>• Monitors and improves accuracy, completeness and reliability of relevant data</li> <li>• Makes record readily accessible to facilitate client care</li> </ul>   |
|                                    | Core Competency 2: Records outcome of client care                                   | <ul style="list-style-type: none"> <li>• Utilizes a records system ex. Kardex or Hospital Information System (HIS)</li> <li>• Uses data in their decision and policy making activities</li> </ul>   |
|                                    | Core Competency 3: Observes legal imperatives in record keeping                     | <ul style="list-style-type: none"> <li>• Maintains integrity, safety, access and security of records</li> <li>• Documents/monitors proper record storage, retention and disposal</li> <li>• Observes confidentiality and privacy of the clients' records</li> <li>• Maintains an organized system of filing and keeping clients' records in a designated area</li> <li>• Follows protocol in releasing records and other information</li> </ul> |

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| 9. Management of Resources and Environment | Core Competency 1: Organizes work load to facilitate client care                   | <ul style="list-style-type: none"> <li>● Identifies tasks or activities that need to be accomplished</li> <li>● Plans the performance of tasks or activities based on priorities</li> <li>● Verifies the competency of the staff prior to delegating tasks</li> <li>● Determines tasks and procedures that can be safely assigned to other members of the team</li> <li>● Finishes work assignment on time</li> </ul>                           |
|  | Core Competency 2: Utilizes financial resources to support client care             | <ul style="list-style-type: none"> <li>● Identifies the cost-effectiveness in the utilization of resources</li> <li>● Develops budget considering existing resources for nursing care</li> </ul>  |
|  | Core Competency 3: Establishes mechanism to ensure proper functioning of equipment | <ul style="list-style-type: none"> <li>● Plans for preventive maintenance program</li> <li>● Checks proper functioning of equipment considering the: <ul style="list-style-type: none"> <li>- intended use                      - safety</li> <li>- cost benefits                      - waste creation and disposal storage</li> <li>- infection control</li> </ul> </li> <li>● Refers malfunctioning equipment to appropriate unit</li> </ul> |
|  | Core Competency 4: Maintains a safe environment                                    | <ul style="list-style-type: none"> <li>● Complies with standards and safety codes prescribed by laws</li> <li>● Adheres to policies, procedures and protocols on prevention and control of infection</li> <li>● Observes protocols on pollution-control (water, air and noise)</li> <li>● Observes proper disposal of wastes</li> <li>● Defines steps to follow in case of fire, earthquake and other emergency situations.</li> </ul>          |
| <b>IV. ENABLING COMPETENCIES</b>           |  |   |
| 10. Quality Improvement                    | Core Competency 1: Gathers data for quality improvement                            | <ul style="list-style-type: none"> <li>● Identifies appropriate quality improvement methodologies for the clinical problems</li> <li>● Detects variation in specific parameters i.e vital signs of the client from day to day</li> <li>● Reports significant changes in clients' condition/environment to improve stay in the hospital</li> <li>● Solicits feedback from client and significant others regarding care rendered</li> </ul>       |

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|                                    | Core Competency 2: Participates in nursing audits and rounds     | <ul style="list-style-type: none"> <li>• Shares with the team relevant information regarding clients' condition and significant changes in clients' environment</li> <li>• Encourages the client to verbalize relevant changes in his/her condition</li> <li>• Performs daily check of clients' records / condition</li> <li>• Documents and records all nursing care and actions implemented</li> </ul> |
|                                    | Core Competency 3: Identifies and reports variances              | <ul style="list-style-type: none"> <li>• Reports to appropriate person/s significant variances/changes/occurrences immediately</li> <li>• Documents and reports observed variances regarding client care</li> </ul>  |
|                                    | Core Competency 4: Recommends solutions to identified problems   | <ul style="list-style-type: none"> <li>• Gives an objective and accurate report on what was observed rather than an interpretation of the event</li> <li>• Provides appropriate suggestions on corrective and preventive measures</li> <li>• Communicates solutions with appropriate groups</li> </ul>   |
| 11. Research                       | Core Competency 1: Gather data using different methodologies     | <ul style="list-style-type: none"> <li>• Specifies researchable problems regarding client care and community health</li> <li>• Identifies appropriate methods of research for a particular client / community problem</li> <li>• Combines quantitative and qualitative nursing design through simple explanation on the phenomena observed</li> </ul>  |
|                                    | Core Competency 2: Analyzes and interprets data gathered         | <ul style="list-style-type: none"> <li>• Analyzes data gathered using appropriate statistical tool</li> <li>• Interprets data gathered based on significant findings</li> </ul>  |
|                                    | Core Competency 3: Recommends actions for implementation         | <ul style="list-style-type: none"> <li>• Recommends practical solutions appropriate to the problem based on the interpretation of significant findings</li> </ul>  |
|                                    | Core Competency 4: Disseminates results of research findings     | <ul style="list-style-type: none"> <li>• Shares/presents results of findings to colleagues / clients/ family and to others</li> <li>• Endeavors to publish research</li> <li>• Submits research findings to own agencies and others as appropriate</li> </ul>  |
|                                    | Core Competency 5: Applies research findings in nursing practice | <ul style="list-style-type: none"> <li>• Utilizes findings in research in the provision of nursing care to individuals / groups / communities</li> <li>• Makes use of evidence-based nursing to enhance nursing practice</li> </ul>  |

Revised May 2009