

Nursing Council of Hong Kong
Core-Competencies of an Advanced Practice Nurse for Cardiac Nursing
Developed by The Hong Kong Academy of Nursing under
the Voluntary Scheme on Advanced and Specialised Nursing Practice

The scope of core-competencies of an **Advanced Practice Nurse** builds on the 5 competence areas required of Registered Nurses:

Competence area 1: Professional, Legal and Ethical Nursing Practice

Competence area 2: Health Promotion and Health Education

Competence area 3: Management and Leadership

Competence area 4: Evidence-based Practice and Research

Competence area 5: Personal and Professional Development

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Cardiac) is able to:</p> <p>(1) Apply nursing theories, evidence-based nursing knowledge, problem solving skills and therapeutic techniques to perform the advanced practice nursing role safely, legally, ethically and effectively;</p> <p>(2) Manage patients with specific cardiac diseases / disorders;</p> <p>(3) Manage patients undergoing different cardiac procedures / interventions / operations;</p>	<p>An advanced practice nurse (Cardiac) needs to have knowledge of:</p> <p>A. Social and life sciences relevant to advanced nursing practice;</p> <p>B. Human rights and responsibilities in relation to advanced nursing practice;</p> <p>C. Macroscopic views of health care systems and models of healthcare;</p> <p>D. Legal and ethical issues pertaining to advanced cardiac nursing practice;</p> <p>E. Professional regulation of advanced cardiac nursing practice;</p>	<p>An advanced practice nurse (Cardiac) needs to have skills in:</p> <p>A. Cardiovascular assessment, examination, electrocardiogram interpretation, differential diagnosis, intervention and evaluation in advanced cardiac nursing practice;</p> <p>B. Analysis of complex situations in unstable / complicated cardiac diseases / disorders requiring high level professional judgments;</p> <p>C. Problem solving in volatile / complicated / ambiguous environments requiring critical thinking;</p> <p>D. Undertaking advanced nursing therapeutics and communication;</p>	<p>An advanced practice nurse (Cardiac) needs to have the following attitudes:</p> <p>A. Proactive in adopting and exploring advanced nursing practice;</p> <p>B. Open-minded and willing to adopt new models and advanced care practice;</p> <p>C. Innovative in attempting to introduce breakthroughs in nursing practice;</p> <p>D. Assertive in constantly striving for excellence in the professional role;</p> <p>E. Client-centred, humanistic and holistic in caring processes;</p> <p>F. Decisive when facing complex practice situations; and</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
<p>(4) Manage complex care for patients with high-risk cardiac conditions / cardiac emergencies, post investigation, intervention and post-operative complications;</p> <p>(5) Conduct case management services to meet multidisciplinary and multiple health care needs;</p> <p>(6) Act as a resource person and accept referrals for their clinical expertise;</p> <p>(7) Identify service gaps: design and implement different cardiac care / rehabilitation programmes and monitor outcomes;</p> <p>(8) Provide expert level support and guidance to nurses in their establishment of therapeutic and caring relationships with the client;</p> <p>(9) Participate in the development of cardiac nursing care delivery system in collaboration with the client and multidisciplinary health care teams to achieve optimal outcomes;</p> <p>(10) Execute independent practice, nurse-led service / clinic in related cardiac specialty; and</p> <p>(11) Articulate the obligations and rights of clients of advanced cardiac nursing practice.</p>	<p>F. Professional nursing practice and expertise on par with international standards for managing specific cardiac diseases / disorders, procedures, interventions, operations, cardiac emergencies and cardiac rehabilitation;</p> <p>G. Advanced nursing therapeutics and communication skills; and</p> <p>H. Different cardiac assessment tools / devices, multi-parameter monitoring devices, non-invasive / invasive hemodynamic monitoring devices, post-operative haemostatic devices in relation to advanced cardiac nursing practice.</p>	<p>E. Client engagement;</p> <p>F. Interprofessional / Intersectoral collaboration; and</p> <p>G. Application and adoption of different cardiac assessment tools / devices, multi-parameter monitoring devices, non-invasive / invasive hemodynamic monitoring devices, emergency cardiac assisted devices, post-operative haemostatic devices and information technology in health care.</p>	<p>G. Accountable and responsible for advanced nursing practice.</p>

Competence area 2: Health Promotion and Health Education

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Cardiac) is able to:</p> <ol style="list-style-type: none"> (1) Integrate health status, disease prevalence, and scientific information to tailor make health education and health promotion activities for various cardiac clients for primary and secondary prevention; (2) Appropriately adopt and use the media, advanced technologies and community networks to promote health for different cardiac clients or target groups; (3) Organise, implement and evaluate health promotion interventions according to priority health problems or needs assessment results; (4) Collaborate with different stakeholders and service providers to address health issues of individuals and communities and contribute to policy development; (5) Appraise critically the effectiveness of health education and health promotion activities; (6) Contribute to best practice and goals of health promotion; and (7) Provide leadership in developing health promotion capacities of individuals and teams. 	<p>An advanced practice nurse (Cardiac) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Assessment of health status, social determinants of health and high risk health behaviours for heart disease; B. Epidemiology, cardiac disease prevalence and their risk factors; C. Health informatics, information and communication technology; D. Local and cross-territory health promotion, primary and secondary cardiac disease prevention strategies in the advanced practice area and their impacts; and E. Approaches and strategies for social marketing, health promotion and primary and secondary cardiac prevention taking into account the latest evidence, behavioural, social, environmental and cultural factors. 	<p>An advanced practice nurse (Cardiac) needs to have skills in:</p> <ol style="list-style-type: none"> A. Cardiac risk factors, community health and needs assessment; B. Adopting and using advanced communication approaches in individual client interviewing, counselling, and empowerment, as well as in public speaking and presentation; C. Advocacy, influencing, negotiation and lobbying; D. Data analysis in health and epidemiology, needs assessments and evaluations; E. Planning and implementing cardiac rehabilitation programmes, disease prevention and health promotion programmes targeting issues relevant to the advanced practice area; and F. Using advanced information technology to design and deliver health education and health promotion. 	<p>An advanced practice nurse (Cardiac) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Committed to advocating health; B. Proactive in identifying clients' health and learning needs; C. Positive and innovative in meeting identified needs; D. Concerned about contemporary health issues affecting the individual and the community; E. Active in participating in cardiac activities for health education and health promotion at local, national and ecological levels; F. Committed to protecting the health of the individual and community; and G. Role modelling for health optimisation.

Competence area 3: Management and Leadership

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Cardiac) is able to:</p> <ol style="list-style-type: none"> (1) Demonstrate effective managerial and leadership skills in the promotion of high quality standards and quality improvement in cardiac nursing; (2) Assess the need for change and lead changes to make an impact on cardiac patient care and service delivery systems from hospital to community; (3) Participate in health care policy, formulation in partnership with other health care team members, relevant stakeholders and community sectors; (4) Manage risks and crises, and emergency situations specific to the advanced practice area; (5) Build the culture and systems to ensure safe and effective care delivery and work environments; (6) Lead the cardiac team to facilitate team processes and work across sectors and professions to cultivate a caring and supportive culture; (7) Optimise resource utilisation and facilitate the provision of an accessible, effective and efficient service; and 	<p>An advanced practice nurse (Cardiac) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Advanced management and leadership in cardiac health care; B. Concepts associated with the vision, goals, objectives, strategies and governance, and their implications for management; C. Policy development, implications and review processes; D. Politics in health care and cardiac nursing; E. Resource management; and F. Risk management and quality improvement in advanced cardiac nursing practice. 	<p>An advanced practice nurse (Cardiac) needs to have skills in:</p> <ol style="list-style-type: none"> A. Applying advanced management and leadership in cardiac health care; B. People and resource management; C. Project management; D. Building cultures for positive work environments, morale and performance to support advanced cardiac practice; E. Political astuteness in influencing and lobbying; F. Conflict resolution, negotiation and mediation; and G. Risk management and quality improvement for advanced cardiac nursing practice. 	<p>An advanced practice nurse (Cardiac) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Positive towards challenges; B. Proactive and assertive with new challenges; C. Supportive and facilitative to colleagues and clients; D. Open-minded and objective, adopting a broad vision and global view; E. Collaborative in building collegiality and team optimisation; F. Fair in addressing equity; G. Decisive in management decisions; and H. Accountable and responsible.

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
(8) Enhance staff development and contribute to manpower planning to ensure smooth cardiac service operations.			

Competence area 4: Evidence-based Practice and Research			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Cardiac) is able to:</p> <p>(1) Utilise research findings to evaluate current practice and to identify service and practice areas for further improvement;</p> <p>(2) Appraise critically and reflectively health care research findings to support evidence-based practice;</p> <p>(3) Identify issues to initiate and participate in nursing research;</p> <p>(4) Lead and support the review and development of evidence-based cardiac guidelines, protocols and clinical pathways;</p> <p>(5) Use best evidence to enable practice innovation, adoption of advanced technology and shape decision making; and</p> <p>(6) Benchmark various care programmes with evaluative outcome measures.</p>	<p>An advanced practice nurse (Cardiac) needs to have knowledge of:</p> <p>A. Best available evidence and new knowledge in cardiac specialty;</p> <p>B. Relevance and appropriateness of various research designs in relation to the study objectives to generate evidence to inform practice; and</p> <p>C. Implementation science to translate evidence into practice.</p>	<p>An advanced practice nurse (Cardiac) needs to have skills in:</p> <p>A. Critical analysis and interpretation of research findings, and dissemination of research outcomes;</p> <p>B. Application of evidence to substantiate / negotiate / influence advanced health care interventions in cardiac specialty;</p> <p>C. Using evaluation tools to assert and facilitate evidence-based changes; and</p> <p>D. Application of evidence-based practice in the care of critically ill cardiac patients, ensures the end-of-life to be peaceful and dignified.</p>	<p>An advanced practice nurse (Cardiac) needs to have the following attitudes:</p> <p>A. Proactive in initiating evidence-based practice and research;</p> <p>B. Inquisitive in identifying knowledge/practice gaps and new horizons for care processes;</p> <p>C. Creative and innovative; and</p> <p>D. Scientific in critically reviewing and adopting evidence-based findings.</p>

Competence area 5: Personal and Professional Development

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Cardiac) is able to:</p> <ol style="list-style-type: none"> (1) Accept accountability for increased responsibility in advanced cardiac nursing; (2) Maintain competence as an advanced practice nurse, identify their own professional strengths and limitations, and promote continuous development in advanced cardiac nursing; (3) Uphold nursing as a profession and act as a key member of the health care team; (4) Supervise, educate and support the socialisation of nurses, act as a role model and set exemplary standards for professional behaviours; and (5) Articulate and promote the image and roles of the advanced cardiac practice nurses to facilitate collaboration and referrals in professional and community contexts. 	<p>An advanced practice nurse (Cardiac) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Philosophy and scope of practice in the advanced cardiac nursing specialty; B. Professional organisations facilitating the growth of the cardiac profession and their members; and C. Healthcare landscape, legislation and political climate for maximising advanced nursing practice. 	<p>An advanced practice nurse (Cardiac) needs to have skills in:</p> <ol style="list-style-type: none"> A. Maintaining their own holistic well-being; B. Critical self-reflection for continuous improvement; C. Coaching and mentorship to nurture and prepare the next generation of cardiac nurses; D. Public speaking and presentation; and E. Professional networking and exploration of potential opportunities for intra- and inter-disciplinary collaboration. 	<p>An advanced practice nurse (Cardiac) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Enthusiastic and positive towards life, human beings, society and health, safeguarding optimal health and promoting quality of life; B. Visionary and passionate towards advanced cardiac nursing practice; C. Open to learning and extending their horizons; D. Committed to continuous learning in advanced cardiac nursing practice; and E. Supportive of professional organisations which develop advanced cardiac nursing practice.