

Nursing Council of Hong Kong
Core-Competencies of an Advanced Practice Nurse for Education and Research in 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 (Education and Research) is able to:</p> <p>(1) Apply nursing theories, evidence-based nursing knowledge, education theories, and problem solving skills to perform the advanced practice nursing role safely, legally, ethically and effectively;</p> <p>(2) Ground teaching strategies in educational theory and evidence-based teaching and practice;</p> <p>(3) Create learning opportunities and suitable environments for learners to develop critical thinking and reasoning skills;</p>	<p>An advanced practice nurse (Education and Research) needs to have knowledge of:</p> <p>A. Social and life sciences, educational philosophies and learning theories 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. Teaching methodologies, legal and ethical issues pertaining to advanced nursing practice;</p>	<p>An advanced practice nurse (Education and Research) needs to have skills in:</p> <p>A. Assessment, examination, differential diagnosis, intervention and evaluation in advanced nursing practice;</p> <p>B. Analysis of complex situations in unstable / complicated context requiring high level professional judgements;</p> <p>C. Problem solving in volatile / complicated / ambiguous environments requiring critical thinking;</p> <p>D. Undertaking advanced classroom and clinical teaching, problem solving, communication, critical thinking and reasoning;</p>	<p>An advanced practice nurse (Education and Research) 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. Learner-centred, humanistic and holistic in caring processes;</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
<p>(4) Show enthusiasm for teaching and learning that inspires and motivates learners;</p> <p>(5) Act as a resource person, demonstrate evidence of scholarship in teaching and research, and serve as an intellectual role model and resource person for learners in various learning environments;</p> <p>(6) Identify education and research gaps: design and implement education programmes, monitor outcomes, and evaluate learning experiences and outcomes using appropriate assessment tools and strategies;</p> <p>(7) Provide expert level support and guidance to learners in their establishment of therapeutic and caring relationships with the client;</p> <p>(8) Participate in the development of nursing curricula and education programmes in collaboration with the multidisciplinary health care teams to achieve optimal outcomes;</p>	<p>E. Professional regulation, trends and developments in education and research of advanced nursing practice;</p> <p>F. Professional nursing practice, and curriculum design, development and evaluation, and expertise on par with international standards;</p> <p>G. Advanced innovations in teaching technologies, assessment strategies, educational measurements, and communication skills; and</p> <p>H. Health information and communication technologies in relation to advanced nursing practice.</p>	<p>E. Engagement of learners;</p> <p>F. Interprofessional / Intersectoral collaboration; and</p> <p>G. Application and adoption of health technology and information technology in education and research.</p>	<p>F. Decisive when facing complex practice situations; and</p> <p>G. Accountable and responsible for advanced nursing practice.</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
<p>(9) Execute independent practice in the education and research specialty, plan and implement effective teaching strategies appropriate to learning needs, content, outcomes, and contexts; and</p> <p>(10) Articulate the obligations and rights of learners, develop good relationships with learners, faculties, and clinical stakeholders to promote positive learning environments for learners.</p>			

Competence area 2: Health Promotion and Health Education

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Education and Research) is able to:</p> <p>(1) Foster the cognitive, psychomotor, affective, and moral development of learners to integrate health status, disease prevalence, and scientific information to tailor make health education and health promotion activities for various target client groups;</p>	<p>An advanced practice nurse (Education and Research) needs to have knowledge of:</p> <p>A. Epidemiology and disease prevalence;</p> <p>B. Health informatics, information processing and communication technology;</p> <p>C. Local and cross-territory health promotion and disease prevention strategies in the advanced practice area and their impacts;</p>	<p>An advanced practice nurse (Education and Research) needs to have skills in:</p> <p>A. Community health and needs assessment;</p> <p>B. Adopting and using advanced communication approaches in individual client interviewing, counselling, and empowerment, as well as in public speaking and presentation;</p> <p>C. Advocacy, influencing, negotiation and lobbying;</p> <p>D. Data analysis in health and epidemiology, needs assessments and evaluations;</p>	<p>An advanced practice nurse (Education and Research) needs to have the following attitudes:</p> <p>A. Committed to advocating health and education;</p> <p>B. Proactive and reflective in identifying clients' health and learning needs;</p> <p>C. Positive and innovative in meeting identified needs;</p> <p>D. Concerned about contemporary health / education issues affecting the individual and the community;</p>

Competence area 2: Health Promotion and Health Education

Ability	Knowledge	Skills	Attitude
<p>(2) Facilitate learners in selecting, planning, and evaluating learning experiences and appropriately adopt / use the media, advanced technologies, community networks to promote health for different clients or target groups;</p> <p>(3) Organise, implement and evaluate health promotion interventions according to priority health problems or needs assessment results;</p> <p>(4) Collaborate with different stakeholders and service providers to address health issues of individuals and communities and contribute to policy development;</p> <p>(5) Appraise critically the effectiveness of health education and health promotion activities;</p> <p>(6) Foster life-long learning for learners, contributing to best practice and goals of health promotion; and</p> <p>(7) Cultivate learners' spirit of inquiry to enhance personal and professional development, and leadership in developing health promotion capacities of individuals and teams.</p>	<p>D. Approaches and theories of learning strategies for social marketing, health promotion and disease prevention taking into account the latest evidence, behavioural, social, environmental and cultural factors; and</p> <p>E. Classroom and clinical teaching skills, teaching methodologies, principles of educational evaluation and assessment, and educational theories and concepts.</p>	<p>E. Planning and implementing disease prevention and health promotion programmes targeting issues relevant to the advanced practice area;</p> <p>F. Using advanced information technology to design and deliver health education and health promotion; and</p> <p>G. Pedagogy, motivation skills, multimedia and online teaching strategies for learners.</p>	<p>E. Active in participating in activities for health education and health promotion at local, national and ecological levels;</p> <p>F. Committed to protecting the health of the individual and community; and</p> <p>G. Role modelling for health optimisation, and engagement in personal and professional development.</p>

Competence area 3: Management and Leadership

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Education and Research) 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; (2) Assess the need for change and lead changes in policies and practice to make an impact on education and service delivery systems; (3) Participate in health care education policy formulation in partnership with other education and research team members and community sectors; (4) Build cultures and systems to ensure effective delivery and work environments in influencing the development of nursing and/or health-related education; (5) Lead the team to facilitate team processes and work across sectors and professions to cultivate a caring and supportive culture in education and research; (6) Optimise resource utilisation and facilitate the provision of accessible, effective and efficient education strategies; 	<p>An advanced practice nurse (Education and Research) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Advanced management and leadership theories in education; B. Concepts associated with the vision, goals, objectives, strategies and governance, and their implications for management; C. Policy development, implications and review processes; D. Policy and trends in health care, education, and nursing; E. Resource management; and F. Academic and vocational accreditation systems. 	<p>An advanced practice nurse (Education and Research) needs to have skills in:</p> <ol style="list-style-type: none"> A. Applying advanced management and leadership in health education; B. People and resource management; C. Project management; D. Building cultures for positive work environments, morale and performance to support advanced practice; E. Political astuteness in influencing and lobbying; F. Conflict resolution, negotiation and mediation; G. Appraisal of scholarly effectiveness, such as publications, research outputs, teaching effectiveness or learners' achievement; H. Stakeholder (i.e. school, funding body, and the community) management; and I. Quality assurance and its measurement in education. 	<p>An advanced practice nurse (Education and Research) 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; H. Accountable and responsible; and I. Visionary and inspirational to learners.

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
<p>(7) Enhance staff development and contribute to manpower planning to ensure smooth programme operations;</p> <p>(8) Critically appraise scholarly teaching including self-assessment, peer assessment, and learner assessment; and</p> <p>(9) Develop a comprehensive Quality Assurance (QA) system to ensure a culture of continuous improvement in nursing.</p>			

Competence area 4: Evidence-based Practice and Research			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Education and Research) is able to:</p> <p>(1) Utilise research findings to evaluate current practice and to design and implement scholarly activities in established areas of expertise for further improvement;</p> <p>(2) Appraise critically and reflectively health care research findings to support evidence-based education and research;</p> <p>(3) Identify issues and participate in interdisciplinary efforts to address health care and educational and research needs;</p>	<p>An advanced practice nurse (Education and Research) needs to have knowledge of:</p> <p>A. Best available evidence and new knowledge in specific areas of practice;</p> <p>B. Relevance and appropriateness of various research designs in relation to the study objectives to generate evidence to inform practice;</p> <p>C. Implementation science to translate evidence into practice; and</p> <p>D. Trends and developments in nursing education and research.</p>	<p>An advanced practice nurse (Education and Research) 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 specific areas; and</p> <p>C. Using evaluation tools to assert and facilitate evidence-based changes.</p>	<p>An advanced practice nurse (Education and Research) 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 4: Evidence-based Practice and Research			
Ability	Knowledge	Skills	Attitude
<p>(4) Lead and support the review and development of evidence-based guidelines, protocols and clinical pathways;</p> <p>(5) Use best evidence to enable practice innovation, adoption of advanced technology and shape decision making;</p> <p>(6) Benchmark various education programmes with evaluative outcome measures;</p> <p>(7) Generate evidence from rigorous research to guide educational decisions and practices; and</p> <p>(8) Disseminate the scholarship of discovery within the wider nursing and allied health.</p>			

Competence area 5: Personal and Professional Development			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Education and Research) is able to:</p> <p>(1) Accept accountability for increased responsibility in the advanced practice area;</p> <p>(2) Maintain competence as an advanced practice nurse, identify their own professional strengths and limitations, and promote continuous development in the advanced practice area;</p>	<p>An advanced practice nurse (Education and Research) needs to have knowledge of:</p> <p>A. Philosophy and scope of practice in the advanced practice area;</p> <p>B. Professional organisations facilitating the growth of the profession and their members; and</p>	<p>An advanced practice nurse (Education and Research) needs to have skills in:</p> <p>A. Maintaining their own holistic well-being;</p> <p>B. Critical self-reflection for continuous improvement;</p> <p>C. Coaching and mentorship to nurture and prepare the next generation of nurses;</p>	<p>An advanced practice nurse (Education and Research) needs to have the following attitudes:</p> <p>A. Enthusiastic and positive towards life, human beings, society and health, safeguarding optimal health and promoting quality of life;</p> <p>B. Visionary and passionate towards advanced nursing practice;</p>

Competence area 5: Personal and Professional Development

Ability	Knowledge	Skills	Attitude
<p>(3) Uphold nursing as a profession and act as a key member of the health education team;</p> <p>(4) Supervise, educate and support the socialisation of nurses, act as a role model and set exemplary standards for professional behaviours;</p> <p>(5) Articulate and promote the image and roles of advanced practice nurses to facilitate collaboration and referrals in professional and community contexts;</p> <p>(6) Participate actively in professional organisations and keep abreast of global trends in nursing and/or in health-related education;</p> <p>(7) Demonstrate awareness of trends, issues, and lifelong learning needs in nursing and/or health-related education and research; and</p> <p>(8) Engage and maintain a professional development portfolio which demonstrates education and research competence.</p>	<p>C. Healthcare landscape, legislation and political climate for maximising advanced nursing practice.</p>	<p>D. Public speaking and presentation; and</p> <p>E. Professional networking and exploration of potential opportunities for intra- and inter-disciplinary collaboration.</p>	<p>C. Open to learning and extending their horizons;</p> <p>D. Committed to continuous learning in advanced nursing practice;</p> <p>E. Supportive of professional organisations which develop advanced nursing practice; and</p> <p>F. Embody the Nursing Code of Conduct and Ethics in all aspects of education, research and practice.</p>