

Nursing Council of Hong Kong
Core-Competencies of an Advanced Practice Nurse for Gerontology 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 (Gerontology) 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 with geriatric clients;</p> <p>(2) Manage complex care for geriatric clients with complicated health conditions, and refer aspects of care appropriately to members of other disciplines across different care settings as required;</p>	<p>An advanced practice nurse (Gerontology) needs to have knowledge of:</p> <p>A. Social and life sciences relevant to advanced gerontology nursing practice in a range of hospitalised and community settings for geriatric clients;</p> <p>B. Human rights and responsibilities in relation to advanced gerontology 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 gerontology nursing practice in end-of-life care and advance directives for geriatric clients;</p>	<p>An advanced practice nurse (Gerontology) needs to have skills in:</p> <p>A. Health assessment, examination, differential diagnosis, intervention and evaluation in advanced gerontology nursing practice;</p> <p>B. Analysis of complex situations in unstable / complicated contexts of the gerontology nursing specialty area requiring high level professional judgements;</p> <p>C. Problem solving in volatile / complicated / ambiguous gerontology nursing care environments requiring critical thinking;</p>	<p>An advanced practice nurse (Gerontology) needs to have the following attitudes:</p> <p>A. Proactive in adopting and exploring advanced gerontology nursing practice;</p> <p>B. Open-minded and willing to adopt new models in 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 and gerontology nursing care;</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
<p>(3) Rapidly assess and respond to critical conditions by managing clinical deconditioning and / or deteriorations and revising care plans for geriatric clients according to the evaluation data;</p> <p>(4) Conduct, prioritise and co-ordinate case management services to meet multidisciplinary and multiple health care needs of geriatric clients;</p> <p>(5) Initiate advance care planning for geriatric clients with advanced chronic illnesses to optimise their quality of life;</p> <p>(6) Act as a resource person and accept referrals for their clinical expertise;</p> <p>(7) Identify service gaps: design and implement care 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 geriatric client and their families and carers through the utilisation of social and community resources;</p>	<p>E. Professional regulation of advanced gerontology nursing practice;</p> <p>F. Professional nursing practice and expertise on par with international standards in relation to comprehensive focused assessment, management of physical, psychological, social, cultural, spiritual and religious needs, community and social support, advance care planning and end-of-life care;</p> <p>G. Advanced nursing therapeutics and communication skills;</p> <p>H. Health / information technologies in relation to advanced gerontology nursing practice; and</p> <p>I. Inter-specialties, inter-professional and inter-sectoral collaboration models of gerontology nursing care.</p>	<p>D. Undertaking advanced gerontology nursing therapeutics and communication with geriatric clients and their families and carers to maximise the well-being of geriatric clients;</p> <p>E. Client engagement in collaboration with their families and carers and the multi-disciplinary team;</p> <p>F. Interprofessional / Intersectoral collaboration; and</p> <p>G. Application and adoption of health and gerontechnology, and information technology in gerontology nursing care.</p>	<p>E. Client-centred, humanistic and holistic in caring processes for geriatric clients and their families and carers;</p> <p>F. Decisive when facing complex practice situations;</p> <p>G. Accountable and responsible for advanced nursing practice; and</p> <p>H. Express empathetic attitudes to geriatric clients and their families and carers in the delivery of advanced nursing practice.</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
<p>(9) Participate in the development of nursing care delivery systems in collaboration with the geriatric client and multidisciplinary health care teams to achieve optimal outcomes;</p> <p>(10) Empower geriatric clients, and their families and carers to participate and make informed shared decisions in planning and delivering care;</p> <p>(11) Execute independent practice in the gerontology nursing specialty; and</p> <p>(12) Articulate the obligations and rights of geriatric clients of advanced nursing practice.</p>			

Competence area 2: Health Promotion and Health Education			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Gerontology) is able to:</p> <p>(1) Integrate health status, disease prevalence, and scientific information to tailor make health education and health promotion activities for geriatric clients and their families and carers;</p>	<p>An advanced practice nurse (Gerontology) needs to have knowledge of:</p> <p>A. Assessment of health status, social determinants of health and high risk health behaviours of geriatric clients;</p> <p>B. Epidemiology and disease prevalence in gerontology;</p> <p>C. Health informatics, information and communication technology;</p>	<p>An advanced practice nurse (Gerontology) needs to have skills in:</p> <p>A. Community health and needs assessment of geriatric clients;</p> <p>B. Adopting specific, advanced therapeutic communication approaches to facilitate geriatric clients and their families and carers to express feelings, needs and concerns;</p>	<p>An advanced practice nurse (Gerontology) needs to have the following attitudes:</p> <p>A. Committed to advocating health, quality of life, human rights, dignity and active ageing for geriatric clients;</p> <p>B. Proactive in identifying geriatric clients' and their families and carers' health and learning needs;</p>

Competence area 2: Health Promotion and Health Education

Ability	Knowledge	Skills	Attitude
<p>(2) Appropriately adopt and use the media, advanced technologies and community networks to promote health for different clients or target groups in gerontology;</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, including home help services, respite care, community rehabilitation services, dementia community support schemes and other services provided by non-governmental organisations to address health issues of geriatric clients and communities and contribute to policy development;</p> <p>(5) Appropriately adopt the use of media, advanced technologies and community networks to promote the health of geriatric clients and their families and carers;</p> <p>(6) Appraise critically the effectiveness of health education and health promotion activities;</p> <p>(7) Contribute to best practice and goals of health promotion; and</p>	<p>D. Local and cross-territory health promotion and disease prevention strategies in the advanced gerontology nursing practice area and their impacts; and</p> <p>E. Approaches and strategies for social marketing, health promotion and disease prevention and management taking into account the latest evidence, behavioural, social, environmental and cultural factors to encourage active ageing and ageing in place.</p>	<p>C. Adopting and using advanced communication approaches in individual client interviewing, counselling, and empowerment, as well as in public speaking and presentation;</p> <p>D. Educating geriatric clients and families and carers in providing continuous gerontology nursing care and health promotion programmes to maintain optimal functional capacity and prevent deterioration;</p> <p>E. Advocacy, influencing, negotiation and lobbying;</p> <p>F. Data analysis in health and epidemiology, needs assessments and evaluations;</p> <p>G. Planning and implementing disease prevention and health promotion programmes targeting issues relevant to the advanced gerontology nursing practice area; and</p> <p>H. Using advanced information technology to design and deliver health education and health promotion in gerontology nursing care.</p>	<p>C. Positive and innovative in meeting identified needs of geriatric clients;</p> <p>D. Concerned about contemporary health issues affecting the individual and the community;</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.</p>

Competence area 2: Health Promotion and Health Education			
Ability	Knowledge	Skills	Attitude
(8) Provide leadership in developing health promotion capacities of individuals and teams.			

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Gerontology) is able to:</p> <p>(1) Demonstrate effective managerial and leadership skills in the promotion of high quality standards and quality improvement in gerontology nursing care;</p> <p>(2) Assess the need for change and lead changes to make a positive impact on gerontology nursing care and service delivery systems;</p> <p>(3) Participate in health care policy formulation in partnership with other health care team members and community sectors;</p> <p>(4) Benchmark various care programmes with outcome measures and advise on clinical management / services development or recommend review of interventions;</p>	<p>An advanced practice nurse (Gerontology) needs to have knowledge of:</p> <p>A. Advanced management and leadership in health care for geriatric clients;</p> <p>B. Concepts associated with the vision, goals, objectives, strategies and governance, and their implications for management in gerontology;</p> <p>C. Local policy development, implications and review processes in relation to gerontology nursing care;</p> <p>D. Politics in health care and gerontology nursing;</p> <p>E. Resource management; and</p> <p>F. Risk management and quality improvement in advanced gerontology nursing practice.</p>	<p>An advanced practice nurse (Gerontology) needs to have skills in:</p> <p>A. Applying advanced management and leadership in the multidisciplinary and multi-sectoral healthcare settings for gerontology nursing care;</p> <p>B. People and resource management;</p> <p>C. Project management;</p> <p>D. Building cultures for positive work environments, morale and performance to support advanced practice for geriatric clients;</p> <p>E. Political astuteness in influencing and lobbying;</p> <p>F. Conflict resolution, negotiation and mediation to positively influence gerontology nursing care; and</p> <p>G. Risk management and quality improvement for advanced gerontology nursing practice.</p>	<p>An advanced practice nurse (Gerontology) needs to have the following attitudes:</p> <p>A. Positive towards challenges and changes affecting the healthcare of geriatric clients;</p> <p>B. Proactive and assertive with new challenges;</p> <p>C. Be innovative in adopting new technologies and care models for geriatric clients;</p> <p>D. Supportive and facilitative to colleagues and geriatric clients;</p> <p>E. Open-minded and objective, adopting a broad vision and global view;</p> <p>F. Collaborative in building collegiality and team optimisation;</p> <p>G. Fair in addressing equity;</p> <p>H. Decisive in management decisions; and</p>

Competence area 3: Management and Leadership

Ability	Knowledge	Skills	Attitude
<p>(5) Manage clinical risks and crises, and emergency situations specific to the advanced gerontology nursing practice area;</p> <p>(6) Build cultures and systems to ensure safe and effective care delivery and work environments;</p> <p>(7) Lead the team to facilitate team processes and work across sectors and professions to cultivate a caring and supportive culture;</p> <p>(8) Optimise resource utilisation and facilitate the provision of an accessible, effective and efficient service; and</p> <p>(9) Enhance staff development and contribute to manpower planning to ensure smooth service operations.</p>			<p>I. Accountable and responsible for advanced gerontology nursing practice.</p>

Competence area 4: Evidence-based Practice and Research

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Gerontology) is able to:</p> <ol style="list-style-type: none"> (1) Develop and apply theory-based conceptual frameworks to guide advanced gerontology nursing practice; (2) Utilise research findings to evaluate current practice and to identify service and practice areas for further improvement in gerontology nursing care; (3) Appraise critically and reflectively health care research findings to support evidence-based gerontology nursing practice; (4) Identify issues to initiate and participate in nursing research and clinical audit; (5) Lead and support the review and development of evidence-based guidelines, protocols and clinical pathways; (6) Use best evidence to enable practice innovation, adoption of advanced technology and shape decision making; and (7) Benchmark various care programmes with evaluative outcome measures for improving gerontology nursing care. 	<p>An advanced practice nurse (Gerontology) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Best available evidence and new knowledge in specific areas of gerontology nursing practice in different clinical and care settings; B. Relevance and appropriateness of various research designs in relation to the study objectives to generate evidence to inform gerontology nursing practice; C. Implementation science to translate evidence into practice; and D. Understand the purpose and appropriateness of various research designs including the types and phases of clinical trials with respect to pharmacology or interventional research in gerontology. 	<p>An advanced practice nurse (Gerontology) needs to have skills in:</p> <ol style="list-style-type: none"> A. Critical analysis and interpretation of research findings, and dissemination of research outcomes for optimal clinical decision-making; B. Application of evidence to substantiate / negotiate / influence advanced health care interventions in gerontology nursing practice; and C. Using evaluation tools to assert and facilitate evidence-based changes. 	<p>An advanced practice nurse (Gerontology) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Proactive in initiating evidence-based practice and research; B. Inquisitive in identifying knowledge/practice gaps and new horizons for care processes; C. Creative and innovative when improving gerontology nursing care; and D. Scientific in critically reviewing and adopting evidence-based findings.

Competence area 5: Personal and Professional Development

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Gerontology) is able to:</p> <ol style="list-style-type: none"> (1) Demonstrate expertise and be a resource person for referrals in areas of gerontology nursing practice; (2) Accept accountability for increased responsibility in the advanced gerontology nursing practice area; (3) Maintain competence as an advanced practice nurse, identify their own professional strengths and limitations, and promote continuous development in the advanced gerontology nursing practice area; (4) Uphold nursing as a profession and act as a key member of the health care team; (5) Supervise, educate and support the socialisation of nurses, act as a role model and set exemplary standards for professional behaviours; and (6) Articulate and promote the image and roles of advanced gerontology practice nurses to facilitate collaboration and referrals in professional and community contexts. 	<p>An advanced practice nurse (Gerontology) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Responsibility and competence in advanced gerontology nursing practice areas; B. Philosophy and scope of practice in the advanced gerontology nursing practice area; C. Professional organisations for facilitating the growth of the gerontology nursing profession and their members; and D. Healthcare landscape, legislation and political climate for maximising advanced gerontology nursing practice. 	<p>An advanced practice nurse (Gerontology) 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 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 (Gerontology) 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 gerontology nursing practice; C. Open to learning and extending their horizons; D. Committed to continuous learning in advanced gerontology nursing practice; and E. Supportive of professional organisations which develop advanced gerontology nursing practice.