

Nursing Council of Hong Kong
Core-Competencies of an Advanced Practice Nurse for Infection Control 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 (Infection Control) is able to:</p> <p>(1) Apply infection control theories, evidence-based nursing knowledge, problem solving skills and therapeutic techniques to perform the advanced practice nursing role safely, legally, ethically and effectively with members of the health care team;</p> <p>(2) Manage complex care for clients with complicated health conditions such as infectious disease outbreak;</p> <p>(3) Conduct case management services to meet multidisciplinary and multiple health care needs of clients;</p>	<p>An advanced practice nurse (Infection Control) needs to have knowledge of:</p> <p>A. Social and life sciences relevant to advanced infection control practice in different settings including working with all patient and careers, risk factor identification, pathophysiology, diagnostic measures, classification in different infection control condition;</p> <p>B. Human rights and responsibilities in relation to advanced infection control 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 infection control nursing practice;</p>	<p>An advanced practice nurse (Infection Control) needs to have skills in:</p> <p>A. Infection control risk assessment, differential diagnosis, intervention and evaluation in advanced infection control nursing practice in relation to different settings and practices;</p> <p>B. Analysis of complex situations in the complicated context of different area and setting requiring high level professional judgments and clinical reasoning according to the infection control data and information;</p> <p>C. Problem solving in volatile / complicated / ambiguous environments requiring critical thinking;</p>	<p>An advanced practice nurse (Infection Control) 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 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 safeguarding good practice;</p> <p>E. Client-centred, humanistic and holistic in caring processes;</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
<p>(4) Act as a resource person and accept referrals for their clinical expertise;</p> <p>(5) Identify service gaps and potential risk of infectious disease outbreak: design and implement appropriate care programmes, prevention measures and monitor outcomes;</p> <p>(6) Provide expert level support and guidance to nurses in their establishment of therapeutic and caring relationships with the client;</p> <p>(7) Provide appropriate screening and diagnostic strategies and therapeutic interventions to assist clients, families and careers to provide appropriate infection prevention and control intervention;</p> <p>(8) Apply critical thinking and clinical reasoning underpinned by knowledge of infection control practice to plan care and identify risks;</p> <p>(9) Participate in the development of nursing care delivery systems in collaboration with the client and multidisciplinary health care teams to achieve optimal outcomes;</p>	<p>E. Professional regulation of advanced infection control nursing practice;</p> <p>F. Professional nursing practice and expertise on par with international standards in relation to advanced infection control practice including standard precautions plus transmission precautions, surveillance for hospital acquired infection, hand hygiene and environmental hygiene; different settings including special care units and hospital infrastructure;</p> <p>G. Advanced nursing therapeutics and communication skills;</p> <p>H. Complementary and alternative medicine related to infection control practice; and</p> <p>I. Health / information technologies in relation to advanced infection control practice.</p>	<p>D. Undertaking advanced nursing therapeutics and communication appropriate to the intervention episode in different settings including special care unit and hospital infrastructure;</p> <p>E. Early risk identification and appropriate management and prevention of infection;</p> <p>F. Client engagement throughout the treatment episode in the disease journey;</p> <p>G. Interprofessional / Intersectoral collaboration; and</p> <p>H. Application and adoption of health technology and information technology.</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>(10) Execute independent practice in infection control nursing;</p> <p>(11) Manage complete episodes of infection control and refer aspects of care to members of the health care team where appropriate;</p> <p>(12) Master information technology to communicate, manage knowledge, mitigate errors and support decision making;</p> <p>(13) Practice in accordance with relevant legislation, regulations, local policies, procedures, standards and guidelines including those specific to infection control practice;</p> <p>(14) Demonstrate expertise in infection control nursing and act as a resource person; and</p> <p>(15) Articulate the obligations, rights, dignity and cultural diversity of clients of advanced nursing practice.</p>			

Competence area 2: Health Promotion and Health Education

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Infection Control) 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 target groups in infection control; (2) Appropriately adopt and use the media, advanced technologies and community networks to promote health for different clients or target groups in infection control; (3) Organise, implement and evaluate health promotion and disease prevention interventions according to the priority health problems or needs assessment results; (4) Collaborate with different stakeholders and service providers to address infection control 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 (Infection Control) 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; B. Epidemiology and infectious disease prevalence; C. Health informatics, information and communication technology; D. Local and cross-territory health promotion and infectious disease prevention strategies in the advanced infection control practice area and their impacts; and E. Approaches and strategies for social marketing, health promotion and infectious disease prevention taking into account the latest evidence, behavioural, social, environmental and cultural factors. 	<p>An advanced practice nurse (Infection Control) needs to have skills in:</p> <ol style="list-style-type: none"> A. Community health and needs assessment; B. Communication and collaboration to promote positive partnerships; C. Adopting and using advanced communication approaches in individual client interviewing, counselling, and empowerment, as well as in public speaking and presentation; D. Advocacy, influencing, negotiation and lobbying; E. Data analysis in health and epidemiology needs assessments and evaluations; F. Planning and implementing disease prevention and health promotion programmes targeting issues relevant to the advanced practice area; and G. Using advanced information technology to design and deliver health education and health promotion. 	<p>An advanced practice nurse (Infection Control) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Committed to advocating health; B. Proactive in identifying the 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 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 (Infection Control) 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 infection control; (2) Coordinate human and environmental resources necessary to enforce infection prevention and control practices in rapidly changing situations; (3) Assess the need for change and lead changes to make a positive impact and service delivery systems; (4) Participate actively in the multidisciplinary team to establish partnership and enhance collaborative practice; (5) Manage risks and crises, and emergency situations specific to the advanced infection control practice area; (6) Build the culture and systems to ensure safe and effective care delivery and work environments; (7) Lead the team to facilitate team processes and work across sectors and professions to cultivate a caring and supportive culture; 	<p>An advanced practice nurse (Infection Control) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Advanced management and leadership in health care; B. Concepts associated with the vision, goals, objectives, strategies, governance, mechanisms in clinical practice to ensure safety and quality care, as well as their implications for management; C. Policy development, implications and review processes; D. Politics in health care and infection control nursing; E. Resource management; and F. Risk management and quality improvement in advanced infection control practice. 	<p>An advanced practice nurse (Infection Control) needs to have skills in:</p> <ol style="list-style-type: none"> A. Applying advanced management and leadership in infection control; B. People and resource management; C. Project management; D. Building cultures for positive work environments, morale and performance to support advanced practice; E. Exploring and implementing quality improvement opportunities for targeted groups or practice; F. Political astuteness in influencing and lobbying; G. Conflict resolution, negotiation and mediation; and H. Risk management and quality improvement for advanced infection control practice. 	<p>An advanced practice nurse (Infection Control) 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. Proactive in maintaining and promoting quality service environments and systems; D. Supportive and facilitative to colleagues and clients; E. Open-minded and objective, adopting a broad vision and global view; F. Collaborative in building collegiality and team optimisation; G. Fair in addressing equity; H. Decisive in management decisions; and I. Accountable and responsible.

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
<p>(8) Coordinate human and environmental resources necessary to manage rapidly changing situations;</p> <p>(9) Optimise resource utilisation and facilitate the provision of an accessible, effective and efficient service; and</p> <p>(10) Enhance staff development and contribute to manpower planning to ensure smooth service operation.</p>			

Competence area 4: Evidence-based Practice and Research			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Infection Control) is able to:</p> <p>(1) Utilise research findings to evaluate current practice and to identify service and practice areas for further improvement in infection control;</p> <p>(2) Appraise critically and reflectively health care research findings to support evidence-based infection control practice;</p> <p>(3) Identify issues to initiate and participate in nursing research and clinical audit;</p>	<p>An advanced practice nurse (Infection Control) needs to have knowledge of:</p> <p>A. Best available evidence and new clinical knowledge in specific areas of infection control practice;</p> <p>B. Relevance and appropriateness of various research designs in relation to the study objectives to generate evidence to inform infection control practice;</p> <p>C. Implementation science to translate evidence into practice; and</p> <p>D. Understanding of the purpose, design and possible application of research studies including both diagnostic and interventional research.</p>	<p>An advanced practice nurse (Infection Control) 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 infection control practice;</p> <p>C. Using evaluation tools to assert and facilitate evidence-based changes; and</p> <p>D. Conducting clinical research and evidence-based practice.</p>	<p>An advanced practice nurse (Infection Control) 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) Use evidence to support decision making and proposed change in relation to infection prevention and control practices;</p> <p>(5) Apply principles of epidemiology and demography in infection prevention and control practices;</p> <p>(6) Lead and support the review and development of evidence-based guidelines, protocols and clinical pathways;</p> <p>(7) Use best evidence to enable practice innovation, adoption of advanced technology and shape decision making;</p> <p>(8) Benchmark various care programmes with evaluative outcome measures for improvement in clinical management; and</p> <p>(9) Integrate best current evidence with clinical expertise, preferences and values for delivery of optimal care.</p>			

Competence area 5: Personal and Professional Development

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Infection Control) is able to:</p> <ol style="list-style-type: none"> (1) Accept accountability for increased responsibility in the advanced infection control practice area; (2) Maintain competence as an advanced practice nurse, identify their own professional strengths and limitations, and promote continuous development in the advanced practice area; (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; (5) Articulate and promote the image and roles of the advanced infection control practice nurses to facilitate collaboration and referrals in professional and community contexts; (6) Monitor and show empathy in interactions with clients and uses this to inform further therapeutic interactions; and (7) Be supportive to staff with their emotions associated with nurse-client relationships. 	<p>An advanced practice nurse (Infection Control) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Philosophy and scope of practice in the advanced infection control practice area; B. Professional organisations facilitating the growth of the profession and their members; C. Healthcare landscape, legislation and political climate for maximising advanced infection control nursing practice; and D. Promotion and sharing of evidence-based practice which involves diverse settings and standards in monitoring infection control. 	<p>An advanced practice nurse (Infection Control) 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 (Infection Control) 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 infection control practice; C. Open to learning and extending their horizons; D. Committed to continuous learning in advanced infection control practice; E. Supportive of professional organisations which develop advanced infection control practice; and F. Self-awareness and constantly striving for improvement.