

**Nursing Council of Hong Kong**  
**Core-Competencies of an Advanced Practice Nurse for Paediatric 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

<b>Competence area 1: Professional, Legal and Ethical Nursing Practice</b>			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Paediatrics) is able to:</p> <p>(1) Apply nursing theories, evidence-based nursing knowledge, problem solving skills and therapeutic techniques to perform advanced nursing practice safely, legally, ethically and effectively;</p> <p>(2) Manage complex care for paediatric patients with complicated health conditions and refer aspects of care to other members of the health care team where appropriate;</p> <p>(3) Conduct case management services to meet multidisciplinary and multiple health care needs of children;</p>	<p>An advanced practice nurse (Paediatrics) needs to have knowledge of:</p> <p>A. Social and life sciences relevant to advanced paediatric nursing practice in different care settings for patients aged 0-18 years including growth and development in children, parenting; pathophysiology, diagnostic measures, interventions, outcomes and the prognoses of different disease types;</p> <p>B. Children's rights and child advocacy in relation to advanced nursing practice in paediatrics;</p>	<p>An advanced practice nurse (Paediatrics) needs to have skills in:</p> <p>A. Assessment, examination, differential diagnosis, interventions and evaluation in advanced paediatric nursing practice in different practice areas in relation to neonatal care, child and adolescent care, paediatric intensive care, paediatric haematology and oncology, paediatric rehabilitation, paediatric palliative and end-of-life care, common paediatric surgical, orthopaedic, ear, nose and throat, and ophthalmology care, child mental health and school nursing for children aged 0-18 years;</p>	<p>An advanced practice nurse (Paediatrics) needs to have the following attitudes:</p> <p>A. Proactive in adopting and exploring advanced nursing practice in different settings in paediatrics;</p> <p>B. Open-minded and willing to adopt new models of 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. Family-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: design and implement care programmes and monitor outcomes;</p> <p>(6) Provide expert level support and guidance to nurses in their establishment of therapeutic and caring relationships with the child and the family;</p> <p>(7) Participate in development of nursing care delivery systems in collaboration with the child, family and multidisciplinary health care teams to achieve optimal outcomes;</p> <p>(8) Execute independent practice in paediatric nursing;</p> <p>(9) Articulate the obligations and rights of children in advanced paediatric practice;</p> <p>(10) Rapidly assess and facilitate early detection of children’s unstable and complex health care problems through the synthesis and prioritisation of historically and currently derived data;</p> <p>(11) Interpret screening and diagnostic laboratory tests in a timely manner to the health care team to devise management interventions;</p>	<p>C. Macroscopic view of the paediatric health care systems and models of healthcare;</p> <p>D. Legal and ethical issues pertaining to advanced nursing practice to facilitate paediatric care, comprising ethical principles in care, legal obligations with regards to decision making and administration of high risk medications;</p> <p>E. Professional regulation of advanced nursing practice with respect to paediatrics;</p> <p>F. Professional nursing practice and expertise on par with international standards in relation to advanced paediatric practice areas, comprising neonatal care, child and adolescent care, paediatric intensive care, paediatric haematology and oncology, paediatric rehabilitation, paediatric palliative and end-of-life care, common paediatric surgical, orthopaedic, ear, nose and throat care, ophthalmology care, child mental health and school nursing for children aged 0-18 years;</p> <p>G. Advanced paediatric nursing practices include management of, acute, critical, chronic and complicated diseases, paediatric emergencies, emergency transport and school health;</p>	<p>B. Analysis of complex situations in unstable/ complicated contexts in paediatric nursing requiring high level professional judgments;</p> <p>C. Problem solving and critical thinking in volatile / complicated / ambiguous environments in paediatrics;</p> <p>D. Undertaking advanced nursing therapeutics and communication appropriate to the illness and treatment episode in different settings including in-patient, out-patient, day-patient and home and/or community for paediatric patients;</p> <p>E. Family-centred care with child and family engagement throughout the patient journey;</p> <p>F. Interprofessional / Intersectoral collaboration in paediatric and child health; and</p> <p>G. Application and adoption of health technology and information technology in paediatric care.</p>	<p>F. Decisive when facing complex practice situations; and</p> <p>G. Accountable and responsible for advanced nursing practice in paediatrics.</p>

**Competence area 1: Professional, Legal and Ethical Nursing Practice**

Ability	Knowledge	Skills	Attitude
<p>(12) Diagnose and manage acute and chronic conditions and offer nursing interventions while attending to the children’s illness experiences;</p> <p>(13) Diagnose unstable, emergent and complex health problems whilst collaborating and consulting with the multidisciplinary health care team in accordance with protocols;</p> <p>(14) Assess, monitor and adjust plans for continuous management of children’s health status by monitoring variations in wellness and illness in accordance with treatment regimens or protocols;</p> <p>(15) Provide emotional support and communicate effectively with children using techniques that are appropriate for their age, developmental stage and with their families to facilitate their coping and/or recovery throughout the illness episode;</p>	<p>H. Advanced nursing therapeutics in paediatrics comprising pharmacological and non-pharmacological interventions; nurse-led paediatric services involving health assessment, care planning, delivery of nursing interventions, and evaluation of interventions;</p> <p>I. Advanced communication skills to facilitate the execution of nursing therapeutics and support to child and family appropriate to the illness and treatment episode; and</p> <p>J. Health / information technologies and their applications in relation to advanced nursing practice in paediatrics.</p>		

**Competence area 1: Professional, Legal and Ethical Nursing Practice**

Ability	Knowledge	Skills	Attitude
<p>(16) Implement family-centred and atraumatic care and communicate with respect, empathy, appropriate cultural understanding, and in language comprehensible to the children and their families to facilitate their acceptance of the disease or illness and facilitate making informed decisions as well as minimising the impact of the illness and the associated treatment on the children; and</p> <p>(17) Promote and foster ethical practice and advocacy for children so that they can retain their dignity and rights throughout their treatment episodes.</p>			

## Competence area 2: Health Promotion and Health Education

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Paediatrics) is able to:</p> <ol style="list-style-type: none"> <li>(1) Integrate health status, disease prevalence, and scientific information to tailor make health education and health promotion activities for various target client groups in paediatrics;</li> <li>(2) Appropriately adopt and use the media, advanced technologies and community networks to promote health for different target children groups;</li> <li>(3) Organise, implement and evaluate health promotion, disease prevention and management of side effects of interventions according to the priority health problems or needs assessments of children;</li> <li>(4) Collaborate with different stakeholders and service providers to address paediatric health issues of individuals and communities and contribute to policy development;</li> <li>(5) Appraise critically the effectiveness of health education and health promotion activities;</li> <li>(6) Contribute to best practice and goals of health promotion;</li> </ol>	<p>An advanced practice nurse (Paediatrics) needs to have knowledge of:</p> <ol style="list-style-type: none"> <li>A. Assessment of health status, social determinants of health and high risk health behaviours in children;</li> <li>B. Epidemiology and disease prevalence, mortality, morbidity and survival from congenital, medically complex and life-threatening diseases;</li> <li>C. Health informatics, information and communication technology;</li> <li>D. Local and cross-territory strategies for health promotion and education including primary, secondary, tertiary, community child health; school health and disease prevention and early detection strategies in the advanced paediatric nursing practice area and their impacts; and</li> <li>E. Approaches and strategies for social marketing, health promotion and disease prevention taking into account the latest evidence for behavioural, social, environmental and cultural factors.</li> </ol>	<p>An advanced practice nurse (Paediatrics) needs to have skills in:</p> <ol style="list-style-type: none"> <li>A. Community health and needs assessments of paediatric patients and their families;</li> <li>B. Adopting and using advanced communication approaches in individual client interviewing, counselling and empowerment, as well as public speaking and presentation;</li> <li>C. Child advocacy, influencing, negotiation and lobbying;</li> <li>D. Data analysis in health and epidemiology, needs assessments and outcome evaluations;</li> <li>E. Planning and implementing disease prevention and health promotion programmes targeting issues relevant to improved treatment compliance, and clinical outcomes in paediatrics; and</li> <li>F. Using advanced information technology to design and deliver health education and health promotion in paediatric care and child health.</li> </ol>	<p>An advanced practice nurse (Paediatrics) needs to have the following attitudes:</p> <ol style="list-style-type: none"> <li>A. Committed to advocating child health and child protection;</li> <li>B. Proactive in identifying the child's health and learning needs;</li> <li>C. Positive and innovative in meeting identified needs;</li> <li>D. Concerned about contemporary health issues affecting individuals and the community;</li> <li>E. Active in participation in activities for health education and health promotion at local, national and ecological levels;</li> <li>F. Committed to protecting the health of individuals and community; and</li> <li>G. Role modelling for health optimisation.</li> </ol>

**Competence area 2: Health Promotion and Health Education**

Ability	Knowledge	Skills	Attitude
<p>(7) Provide leadership in developing health promotion capacities of individuals and teams;</p> <p>(8) Review medication regimes for paediatric care and child health and educate children and their families in drug regimens, drug effects and side effects, drug interactions and self-care measures;</p> <p>(9) Use human skills to enhance therapeutic relationships between the health care providers, children and families;</p> <p>(10) Apply principles of self-efficacy / carer empowerment in promoting children's positive behaviours and restoration of health; and</p> <p>(11) Coordinate and liaise effectively with other health providers in different facilities and various sectors when providing care throughout the treatment episode.</p>			

### Competence area 3: Management and Leadership

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Paediatrics) is able to:</p> <ol style="list-style-type: none"> <li>(1) Demonstrate effective management and leadership skills in the promotion of high quality standards and quality improvement;</li> <li>(2) Assess the need for change and lead changes to make an impact on paediatric care and service delivery systems;</li> <li>(3) Participate in health care policy formulation in partnership with other health care team members and community sectors;</li> <li>(4) Manage risks, crises and emergency situations specific to advanced practice in paediatrics;</li> <li>(5) Build the culture and systems to ensure safe and effective care delivery and work environments;</li> <li>(6) Lead the team to facilitate team processes and work across sectors and professions to cultivate a caring and supportive culture;</li> <li>(7) Optimise resource utilisation and facilitate the provision of an accessible, effective and efficient service; and</li> <li>(8) Enhance staff development and contribute to manpower planning to ensure smooth service operations.</li> </ol>	<p>An advanced practice nurse (Paediatrics) needs to have knowledge of:</p> <ol style="list-style-type: none"> <li>A. Advanced management, and leadership in health care;</li> <li>B. Concepts associated with vision, goals, objectives, strategies and governance, and their implications for management with respect to high quality and safe paediatric clinical practice;</li> <li>C. Policy development, implications and review processes with respect to paediatrics;</li> <li>D. Politics in health care and paediatric nursing;</li> <li>E. Resource management; and</li> <li>F. Risk management and quality improvement in advanced paediatric nursing practice.</li> </ol>	<p>An advanced practice nurse (Paediatrics) needs to have skills in:</p> <ol style="list-style-type: none"> <li>A. Applying advanced management and leadership in paediatric care and child health;</li> <li>B. People and resource management;</li> <li>C. Project management;</li> <li>D. Building cultures for positive work environments, morale and performance to support change and advanced paediatric nursing practice;</li> <li>E. Political astuteness in influencing and lobbying;</li> <li>F. Conflict resolution, negotiation and mediation; and</li> <li>G. Risk management and quality improvement for advanced paediatric nursing practice.</li> </ol>	<p>An advanced practice nurse (Paediatrics) needs to have the following attitudes:</p> <ol style="list-style-type: none"> <li>A. Positive towards challenges;</li> <li>B. Proactive and assertive with new challenges;</li> <li>C. Supportive and facilitative to colleagues and clients;</li> <li>D. Open-minded and objective, adopting a broad vision and global view;</li> <li>E. Collaborative in building collegiality and team optimisation;</li> <li>F. Fair in addressing equity;</li> <li>G. Decisive in management decisions; and</li> <li>H. Accountable and responsible.</li> </ol>

### Competence area 4: Evidence-based practice and Research

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



### Competence area 5: Personal and Professional Development

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Paediatrics) is able to:</p> <ol style="list-style-type: none"> <li>(1) Accept accountability for increased responsibility in the advanced paediatric practice area;</li> <li>(2) Maintain competence as an advanced practice nurse in paediatrics, identify their own professional strengths and limitations, and promote continuous development in advanced paediatric practice;</li> <li>(3) Uphold nursing as a profession and act as a key member of the health care team;</li> <li>(4) Supervise, educate and support the socialisation of nurses, act as a role model and set exemplary standards for professional behaviours;</li> <li>(5) Articulate and promote the image and roles of the advanced practice nurses in paediatrics to facilitate collaboration and referrals in professional and community contexts; and</li> <li>(6) Be supportive to staff with their emotions associated with the nurse-client relationship.</li> </ol>	<p>An advanced practice nurse (Paediatrics) needs to have knowledge of:</p> <ol style="list-style-type: none"> <li>A. Philosophy and scope of practice in the advanced paediatric practice area;</li> <li>B. Professional organisations facilitating the growth of the profession and their members; and</li> <li>C. Healthcare landscape, legislation and political climate for maximising advanced nursing practice in paediatrics.</li> </ol>	<p>An advanced practice nurse (Paediatrics) needs to have skills in:</p> <ol style="list-style-type: none"> <li>A. Maintaining their own holistic well-being;</li> <li>B. Critical self-reflection, for continuous improvement;</li> <li>C. Coaching and mentorship to nurture and prepare the next generation of nurses;</li> <li>D. Public speaking and presentation; and</li> <li>E. Professional networking and exploration of potential opportunities for intra- and inter-disciplinary collaboration in paediatrics.</li> </ol>	<p>An advanced practice nurse (Paediatrics) needs to have the following attitudes:</p> <ol style="list-style-type: none"> <li>A. Enthusiastic and positive towards life, human beings, society and health, safeguarding optimal health and promoting quality of life;</li> <li>B. Visionary and passionate towards advanced nursing practice;</li> <li>C. Open to learning and expanding into new horizons;</li> <li>D. Committed to continuous learning in advanced nursing practice in paediatrics; and</li> <li>E. Supportive of professional organisations which develop advanced nursing practice in paediatrics.</li> </ol>