

Nursing Council of Hong Kong
Core-Competencies of an Advanced Practice Nurse for Perioperative and Anaesthesia 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 (Perioperative and Anaesthesia) 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 complex care for clients with health comorbidities and /or undergoing ultra-major or major operations and refer aspects of care to other members of the health care team where appropriate;</p>	<p>An advanced practice nurse (Perioperative and Anaesthesia) needs to have knowledge of:</p> <p>A. Social and life sciences relevant to advanced perioperative nursing practice, microanatomy, pathophysiology, diagnostic measures, prognosis, staging of cancer , histologic grading regarding specific cancer types, advanced pharmacology and hemodynamic management, advanced life support in operating theatre;</p> <p>B. Human rights and responsibilities in relation to advanced nursing practice;</p>	<p>An advanced practice nurse (Perioperative and Anaesthesia) needs to have skills in:</p> <p>A. Assessment, examination, differential diagnosis, intervention, evaluation in advanced nursing practice in relation to preoperative anaesthesia nurse assessment; preoperative screening laboratory tests and performing physical examinations; preoperative planning and optimisation of highly specialised patients for surgery; application of intraoperative specialised advanced surgical techniques; monitoring and early detection of physiological changes; postoperative management in complications and pain control;</p>	<p>An advanced practice nurse (Perioperative and Anaesthesia) 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;</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>(3) Conduct perioperative case management services to meet multidisciplinary and multiple health care needs for clients before surgery and optimal preparation for surgery;</p> <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 client;</p> <p>(7) 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>(8) Execute independent practice in perioperative relevant specialties;</p> <p>(9) Articulate the obligations and rights of clients of advanced nursing practice;</p>	<p>C. Macroscopic views of perioperative care systems and models of healthcare;</p> <p>D. Legal and ethical issues pertaining to advanced nursing practice to facilitate perioperative care, comprising ethical principles in care impacted by surgery, legal obligations with regard to decision-making of high risk procedures in the operating theatre;</p> <p>E. Professional regulation of advanced nursing practice in respect of perioperative care;</p> <p>F. Professional nursing practice and expertise on par with international standards in relation to the advanced perioperative practice area during preoperative, intraoperative and postoperative phases including preoperative nurse anaesthesia assessment; multidisciplinary advanced case management in client undergoing surgery in various sub-specialties; specialised practice/case management related to advanced surgical technology; perioperative optimisation of clients for surgery requiring highly specialised care;</p> <p>G. Advanced perioperative nursing therapeutics and communication skills; and</p>	<p>B. Analysis of complex situations in unstable / complicated contexts of surgical problems 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 appropriate to the client undergoing surgery in various sub-specialties;</p> <p>E. Client and family engagement throughout the perioperative journey;</p> <p>F. Interprofessional / Intersectoral collaboration; and</p> <p>G. Application and adoption of surgical technology and information technology in perioperative care.</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) Rapidly assess client's unstable and complex health care problems through synthesis and prioritisation of immediately derived data;</p> <p>(11) Select, perform, and interpret common screening and diagnostic laboratory tests using protocol driven guidelines;</p> <p>(12) Review medication regimes and counsel clients concerning drug regimens, drug side effects, and interactions during perioperative phases; and</p> <p>(13) Manage patients requiring elective and emergency operations while also taking into account the anxiety associated with surgery.</p>	<p>H. Health / information technologies in relation to surgical technology and advanced perioperative nursing practice.</p>		

Competence area 2: Health Promotion and Health Education			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Perioperative and Anaesthesia) is able to:</p> <p>(1) Integrate health status, disease prevalence, and scientific information to tailor make clients' preparation for preoperative optimisation and postoperative care;</p>	<p>An advanced practice nurse (Perioperative and Anaesthesia) needs to have knowledge of:</p> <p>A. Assessment of health status, social determinants of health and high risk health behaviours;</p>	<p>An advanced practice nurse (Perioperative and Anaesthesia) needs to have skills in:</p> <p>A. Community health and needs for preoperative anaesthesia assessment of clients undergoing surgery;</p>	<p>An advanced practice nurse (Perioperative and Anaesthesia) needs to have the following attitudes:</p> <p>A. Committed to advocating health;</p> <p>B. Proactive in identifying clients' health and learning needs;</p> <p>C. Positive and innovative in meeting identified 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 clients undergoing operations in various specialties;</p> <p>(3) Organise, implement and evaluate health promotion for preoperative optimisation and postoperative care according to priority health problems or needs assessment results;</p> <p>(4) Collaborate with different stakeholders and service providers to address health issues of clients undergoing surgery and contribute to policy development;</p> <p>(5) Appraise critically the effectiveness of health education and health promotion activities;</p> <p>(6) Contribute to best practice and goals of health promotion;</p> <p>(7) Provide leadership in developing health promotion capacities of individuals and teams;</p> <p>(8) Provide emotional and informational support and counselling concerning anxiety and uncertainty associated with operations to clients and their families;</p>	<p>B. Epidemiology and disease prevalence, mortality, and morbidity of operations in various specialties and their associated complications;</p> <p>C. Health informatics, information and communication technology;</p> <p>D. Local and cross-territory strategies of health promotion, prevention, early detection and screening related surgical problems, decision making related to undergoing surgery and postoperative recovery in the perioperative practice area and their impacts; and</p> <p>E. Approaches and strategies for social marketing, health promotion and disease prevention taking into account the latest evidence, behavioural, social, environmental and cultural factors.</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>E. Planning and implementing interventions for preoperative preparation / optimisation, intraoperative continuity of care and postoperative complication prevention relevant to improved treatment compliance and clinical outcomes in the perioperative journey; and</p> <p>F. Using advanced information technology to design and deliver health education and health promotion in perioperative care.</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
<p>(9) Use human skills to enhance effectiveness of the relationship with clients in the perioperative patient journey; and</p> <p>(10) Apply principles of self-efficacy / empowerment in preoperative preparation and postoperative care.</p>			

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Perioperative and Anaesthesia) is able to:</p> <p>(1) Demonstrate effective managerial and leadership skills in the promotion of high quality standards and quality improvement in perioperative care;</p> <p>(2) Assess the need for change and lead changes to make an impact on patient care and service delivery systems in the perioperative practice area;</p> <p>(3) Participate in health care policy formulation in partnership with other surgical team members in perioperative practice area;</p>	<p>An advanced practice nurse (Perioperative and Anaesthesia) needs to have knowledge of:</p> <p>A. Advanced management and leadership in health care;</p> <p>B. Concepts associated with the vision, goals, objectives, strategies, governance, safety mechanisms in clinical practice in the perioperative patient journey to ensure best outcomes, care quality, safety, and their implications for management;</p> <p>C. Policy development, implications and review processes in respect of perioperative care;</p> <p>D. Politics in health care and perioperative nursing;</p> <p>E. Resource management; and</p>	<p>An advanced practice nurse (Perioperative and Anaesthesia) needs to have skills in:</p> <p>A. Applying advanced management and leadership in perioperative 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 perioperative practice;</p> <p>E. Political astuteness in influencing and lobbying;</p> <p>F. Conflict resolution, negotiation and mediation;</p> <p>G. Risk management and quality improvement for advanced perioperative nursing practice; and</p>	<p>An advanced practice nurse (Perioperative and Anaesthesia) needs to have the following attitudes:</p> <p>A. Positive towards challenges;</p> <p>B. Proactive and assertive with new challenges;</p> <p>C. Supportive and facilitative to colleagues and clients;</p> <p>D. Open minded and objective, adopting a broad and global view;</p> <p>E. Collaborative in building collegiality and team optimisation;</p> <p>F. Fair in addressing equity;</p> <p>G. Decisive in management decisions; and</p> <p>H. Accountable and responsible.</p>

Competence area 3: Management and Leadership

Ability	Knowledge	Skills	Attitude
<p>(4) Manage risks and crises, and emergency situations specific to the advanced perioperative practice area;</p> <p>(5) Build the culture and systems to ensure safe and effective care delivery and work environments in perioperative area;</p> <p>(6) Lead the team to facilitate team processes and work across sectors and professions to cultivate a caring and supportive culture in the perioperative area;</p> <p>(7) Optimise resource utilisation and facilitate the provision of an accessible, effective and efficient service; and</p> <p>(8) Enhance staff development and contribute to manpower planning to ensure smooth service operations.</p>	<p>F. Risk management and quality improvement in advanced perioperative nursing practice.</p>	<p>H. Budget management.</p>	

Competence area 4: Evidence-based Practice and Research

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Perioperative and Anaesthesia) is able to:</p> <ol style="list-style-type: none"> (1) Utilise principles of epidemiology and demography and research findings to identify service and practice areas and to evaluate current practice for further improvement in perioperative care and practice management; (2) Appraise critically and reflectively health care research findings to support evidence-based perioperative practice; (3) Identify issues to initiate and participate in nursing research; (4) Lead and support the review and development of evidence-based guidelines, protocols and clinical pathways; (5) Use best evidence to enable practice innovation, adoption of advanced technology and shape decision making; (6) Benchmark various care programmes with evaluative outcome measures; and (7) Initiate and suggest implementation of evidence-based practice and facilitate changes in perioperative care. 	<p>An advanced practice nurse (Perioperative and Anaesthesia) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Best available evidence and new knowledge in respect of pre-operative anaesthesia nurse assessment, preoperative planning and optimisation of highly specialised care for surgical clients, application of intraoperative specialised advanced surgical techniques, monitoring and early detection of change in physiological conditions, postoperative management of complications and pain control; B. Relevance and appropriateness of various research designs in relation to the study objectives to generate evidence to inform perioperative practice; and C. Implementation science to translate evidence into perioperative practice. 	<p>An advanced practice nurse (Perioperative and Anaesthesia) 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; B. Application of evidence to substantiate / negotiate / influence advanced health care interventions in the perioperative area; and C. Using evaluation tools and benchmarking to assert and facilitate evidence-based changes in perioperative care. 	<p>An advanced practice nurse (Perioperative and Anaesthesia) 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; 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 (Perioperative and Anaesthesia) is able to:</p> <ol style="list-style-type: none"> (1) Accept accountability for increased responsibility in the advanced perioperative practice area; (2) Maintain competence as an advanced practice nurse, identify their own professional strengths and limitations, and promote continuous development in the advanced perioperative 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; and (5) Articulate and promote the image and roles of advanced practice nurses to facilitate collaboration and referrals in professional and surgery contexts. 	<p>An advanced practice nurse (Perioperative and Anaesthesia) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Philosophy and scope of practice in the advanced perioperative practice area; B. Professional organisations facilitating the growth of the profession and their members; and C. Healthcare landscape, legislation and political climate for maximising advanced nursing practice in the perioperative practice area. 	<p>An advanced practice nurse (Perioperative and Anaesthesia) 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 (Perioperative and Anaesthesia) 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 nursing practice; C. Open to learning and extending their horizons; D. Committed to continuous learning in advanced perioperative nursing practice; and E. Supportive of professional organisations which develop advanced nursing practice in perioperative practice area.