

Competencies of Registered Nurses

Assumptions:

Competencies of Registered Nurses (Professional Nurses with a bachelor degree) are defined based on the following assumptions:

1. Competency can be categorized into many levels according to the difficulties and complexities of practice settings and clients' problems.
2. Registered Nurses (Professional Nurses with a bachelor degree) are capable of providing nursing care and service to patients of all ages, whether ill, healthy, or at risk. Nurses can work in all health care facilities: Primary, Secondary, and Tertiary. They possess a breadth of knowledge in the treatment and preventive measures for patients with diseases or illnesses that are major problems in the country. They also possess skills in the care of non-complicated cases, promotion of health, prevention of diseases, and the care of patients in acute state or with chronic conditions. They have knowledge and basic skills in providing care in critical or emergency situations and in midwifery.
3. The skills and knowledge of professional nurses can be further developed and improved by experience, with programs and studies outlined by each organization.

Definition and Components of Competencies of Registered Nurses (Professional Nurses with a Bachelor Degree)

Competencies of registered nurses (professional nurses with a Bachelor Degree) means knowledge, ability, and attitude that enable nurses to practice with safety and responsibly within the scope of profession, while being effective team members, maintaining personal and professional developments, and, above all, striving to be decent members of society. These competencies can be divided into 8 aspects:

1. Ethics, Code of Conduct and the Law
2. Core Nursing and Midwifery Practices
3. Professional Characteristics
4. Leadership, Management and Quality Improvement
5. Academics and Research Competencies
6. Communication and Relationship
7. Information Technology
8. Social Competency

Aspect One: Competencies in Ethics, Code of conducts and the Law

Professional Nurses demonstrate knowledge and an understanding of the theory and principles of virtue, ethics, code of professional conduct, religion, culture, human rights, consumers' rights, children's rights, patients' rights, general principles of law, National Health Act, Mental Health Act, Health Security Act, Health Care Act, Health Care Facility Act, Nursing and Midwifery Profession Act, and other relevant acts. They also are aware of

the scopes of nursing practices, regulations related to limitations and conditions of nursing and midwifery professional practices and other relevant professions. Professional Nurses are sensitive to ethical and legal issues, while still capable of making moral decisions and incorporating morality into nursing practices appropriately.

1. Be aware of own values and beliefs and not judges others based on own values and beliefs. Provide nursing care with respect for personal values and beliefs as well as human dignity.
2. Realize own limitations; consult the appropriate expert. Never take risks which may adversely affect patients.
3. Be accountable for all outcomes of personal nursing practices.
4. Advocate for patients/clients to be informed of their rights and to understand them.
5. Take appropriate actions to protect patients/clients who are vulnerable to violation of rights, immoral and unethical practices.
6. Analyze, decide and perform nursing practices ethically and legally in the situation with ethical and simple legal conflicts.
7. Practice nursing care within the code of professional conduct and in respect to relevant laws and regulations for the optimal benefits of clients, while maintaining kindness and compassion.

Aspect Two: Core nursing and Midwifery Practices

These competencies are related to the ability to integrate the concept, art and science of nursing, as well as related sciences into fundamental practices in order to provide quality holistic care. They also apply nursing procedures, the use of empirical evidence, ethics, code of professional conducts, respect of individuality in health promotion, disease prevention, care giving and support and rehabilitation of patients across age groups in every state of health (ill, healthy, or at risk) under any condition (acute, emergency, critical, or chronic), particularly relating to major illnesses of communities and the country.

1. Knowledge and ability in nursing process

Professional Nurses are knowledgeable and capable of nursing process in order to provide care of all age groups in every state of health (ill, healthy, or at risk) as well as to appropriately promote health and prevent or resolve illnesses that are major problems of the country.

- 1.1. Assess a patient's conditions by utilizing assessment techniques suitable to each individual, his or her culture and health status. Derive from suitable source information necessary for providing nursing care holistically (physical, mental, intellectual, and social aspects).
- 1.2. Access health risks and health promotion factors including those concerning the individual, the physical environment, as well as social, and cultural factors.
- 1.3. Analysis of data, synthesis and nursing diagnosis based on data and diagnostic principles through the critical thinking process.

- 1.4. Formulate a nursing care plan using information, empirical knowledge, and by setting a clear goal/outcome. Engage patients, families/caregivers in planning practical and specific plans to suit the individual, social, and cultural context.
 - 1.5. Implement nursing care. Apply nursing science, other related sciences, and empirical evidence into practices. Use nursing care techniques in accordance with professional standards to suit the patient and his or her family. Employ the self care and safety principles. Use local wisdom appropriately.
 - 1.6. Evaluate nursing interventions in accordance with the goal/outcome in a timely manner and continuously from the time of receiving patient to the care until reaching its goal/outcome or when patients can take care of themselves.
 - 1.7. Record nursing care practice accurately, completely on timely manner according to nursing processes.
2. Knowledge and ability in Health Promotion and Disease Prevention

Professional Nurses are knowledgeable in principles, strategies as well as the means of health promotion, empowerment and behavior modification. They are also capable of managing health promotion, disease and illness prevention across age groups and conditions, enabling clients to be self reliant in health care at individual, family, group and community levels.

- 2.1. Assess growth and development of the individual by using appropriate means. Assess health risk factors. Diagnose health conditions, Growth and development status and state of risks to diseases and illnesses that are a major issue of the country. Develop an appropriate health promotion plan for the individual and his or her family.
 - 2.2. Implement principles of health promotion, health education, behavior modification, and empowerment in promoting important health related behaviors (i.e. exercise, eating and stress management).
 - 2.3. Provide immunization as specified by Public Health Ministry
 - 2.4. Provide advice in the care, as well as promotion of growth and development of normal children.
 - 2.5. Reduce health risk factors and organize health promotion activities by strengthening community network and seek cooperation from community resources using appropriate techniques in assessment and diagnosis of families, groups and communities.
 - 2.6. Justify local wisdom and apply it to prevent illnesses and promote health.
 - 2.7. Initiate health promotion projects, as well as disease and illness prevention for families, groups and communities.
3. Knowledge and ability in providing continuing Care to Ill Clients

Professional Nurses are knowledgeable in the response to the needs of individual and family from physical, mental and social aspects. They are capable of implementing nursing therapeutic principles in providing the continuity of care to patients in acute, emergency, critical or chronic states which are uncomplicated until they are capable of self care or transferred to an appropriate care unit, or in the case of death. They also understand their own role in managing a public disaster.

- 3.1 Assess health status, risk conditions, and self care abilities. Diagnose clients' health status and provide safe care for clients in acute, emergency, critical or chronic states.
- 3.2 Implement nursing therapeutic principles and technology in alleviating the symptoms, providing comfort, observing and preventing any complications or spread of disease and disability, as well as promotion of rehabilitation suitable for the nature of the illness and specific to each individual.
- 3.3 Apply continuity of care principle and home health care principle in developing potential of patients in self care.
- 3.4 Apply the palliative care principle for terminally ill patient and family so he/ she can pass away peacefully and with dignity.
- 3.5 Justify local wisdom and search for social support in providing appropriate care for patients.

4. Knowledge and ability in Family Nursing and Midwifery

Professional nurses are knowledgeable in family theories, physical change and psychosocial stages of woman during pregnancy, child birth, and post-natal period. They are capable of providing pre natal care services; risk condition screening; normal delivery; care of mother, new born and family during post natal period; and being an advocate for breast feeding and family planning services.

- 4.1 Provide care for women and family during pregnancy, child birth and postnatal period. Provide suitable care for healthy newborns, with high risks or with complication in the context of the patient and his or her family. Be able to apply to care appropriate local wisdom.
- 4.2 Provide pre-natal care, screen for health risk conditions or complications, and make a referral appropriately.
- 4.3 Be able to assist in normal delivery and know how to perform episiotomy and repair.
- 4.4 Effectively promote breast feeding.
- 4.5 Provide assistance to a physician in performing obstetric procedures.
- 4.6 Provide family planning service within scope of profession.
- 4.7 Teach, advise, and give consultation about safe sex, marriage preparation, preparation for becoming parents, childbirth preparation, and care of mother during pregnancy, labor, and care of newborns.
- 4.8 Promotion of bonding among fathers, mothers, newborns and family members during pregnancy childbirth and postnatal period.

5. Procedures and skills/techniques of general nursing practices.

Professional Nurses possess knowledge and skills/ techniques of general nursing practices. They serve patients of all ages, and health status to alleviate symptoms and resolve health problems.

- 5.1 Perform nursing procedures in accordance with regulations of Nursing Council concerning restrictions and conditions in nursing and midwifery profession B.E.

2550 are wound treatment, wound dressing; suturing, stitch removal, abscess excision from the region which is not endangered to vital organs, nail removal, wart or corn removal (cauterization), incision with removal of foreign body from the region that is not endangered to vital organs using local anesthesia, and eyes irrigation.

5.2 Skills and techniques of general nursing practices as specified by the Nursing Council.

Aspect Three: Professional Characteristics

Competencies in professional characteristics: being trustworthy; being a good role model in health; appropriate conducts according to individual status, timing and situation. It also includes the continuity of self improvement, positive professional attitude, expression of opinions confidently based on knowledge, analytical thinking and reasons.

1. Professional personality
 - 1.1. Be trustworthy and perceived as a competent nurse
 - 1.2. Be responsible, honest and self disciplined
 - 1.3. Possess analytical skills and clinical judgment
 - 1.4. Possess emotional maturity and are able to control their emotion and argue with reason
 - 1.5. Have good health practices and demonstrate an effort to reduce own health risk factors.
 - 1.6. Practice nursing care willingly and enthusiastically.
 - 1.7. Be culturally sensitive in interaction with clients and colleagues. Be supportive of colleagues; praise them when appropriate.
 - 1.8. Be aware of rights and duties of the nursing profession, protect own rights and be responsible within the scope of profession.
2. Continuation of self development
 - 2.1. Employ self analysis and assessment, accept criticism and use them for self development
 - 2.2. Seeking opportunity for lifelong learning and using various means and methods in learning.
 - 2.3. Acquire nursing and relevant knowledge and apply them in work improvement.
3. Possess a positive attitude towards the nursing profession.
 - 3.1. Take pride; retain ideology and faith in the profession.
 - 3.2. Be a member of a professional organization. Support, cooperate and participate in activities of the organization.
 - 3.3. Express opinions and provide suggestions useful for the profession and the operations of the organization
 - 3.4. Protect the interest of the public, organization, and the profession

Aspect Four: Leadership, Management and Quality Improvement

Professional Nurses are knowledgeable in leadership theories, team work, basic management theories, health care management processes, basic economic principles, quality assurance, quality improvement, and applications of this knowledge. Professional Nurses can

function as members of nursing or multidisciplinary teams to achieve goals, in addition to possessing problem solving skills.

1. Leadership skills
 - 1.1. Demonstrate leadership characteristics. Use appropriate leadership strategies.
 - 1.2. Demonstrate an ability to persuade with reasoning.
 - 1.3. Demonstrate an ability to motivate, support, and create a healthy working environment
 - 1.4. Demonstrate courage in decision-making for the benefits of patients and the organization.
 - 1.5. Seek support and cooperation from relevant parties
 - 1.6. Negotiate for common interests in uncomplicated situations
 - 1.7. Contribute to, and participate in organizational improvement.
2. Nursing practice management and quality improvement
 - 2.1. Be knowledgeable and demonstrate effective management skills.
 - 2.2. Set goals, prioritize, and formulate an action plan in order to achieve the goal appropriate for the situation and resource availability.
 - 2.3. Evaluate performance and strive for improvement.
 - 2.4. Possess a positive attitude and ability in quality improvement; participate in quality assurance process for nursing practices and the organization.
 - 2.5. Demonstrate skills in problem solving and overcoming operational and organizational obstacles.
3. Teamwork
 - 3.1. Be knowledgeable in principles of teamwork and team building.
 - 3.2. Collaborate, consult with and provide useful information to nursing/multidisciplinary team and other related agencies in order to achieve common goal.
 - 3.3. Be an effective nursing team leader/shift leader/project leader. Be competent in job analysis and assignment. Function accordingly in conferences, performance monitors and reviews, or providing suggestion to prevent any operational problem.
 - 3.4. Be jointly accountable for team performance and outcomes.
4. Optimal Resource Utilization
 - 4.1. Procure and prepare necessary materials and equipments sufficiently and readily for use.
 - 4.2. Utilize necessary and worthwhile materials and equipments according to their purposes and professional standard and with caution.
 - 4.3. Utilize appropriate nursing practices, taking into consideration costs and added values.

Aspect Five: Academic and Research Competencies

Professional Nurses are aware of the significance of research and knowledge development. They possess basic knowledge in research method, knowledge management, application of empirical information to practices, and dissemination of knowledge to the health team and the public.

1. Realize own understanding and able to judge the knowledge gap, ask meaningful questions which lead to development of knowledge in nursing practices.

2. Use the appropriate means in searching for knowledge. Summarize main ideas from a text book, professional articles or simple research. Apply them in nursing practices.
3. Synthesize knowledge from personal experiences and be able to disseminate knowledge to others.
4. Share knowledge and information with colleagues and concerning staff to improve work and resolve work related problem
5. Cooperate in research which is beneficial to patients, organization and society with respect to the rights of research objects and the code of ethics of researcher.
6. Utilize research methods in pursuit of knowledge to improve work.

Aspect Six: Communication and Relationship

Professional Nurses possess skills in communication, presentation, effective exchange of information, interpersonal relationship, media literacy, and professional relationship.

1. Communication
 - 1.1. Capable of empathic listening and forming a clear and accurate conclusion of the main idea.
 - 1.2. Capable of reading and summarizing the main idea from data, technical articles in both Thai and English.
 - 1.3. Capable of writing an accurate technical paper in Thai in accordance to professional standards with the international standard of reference.
 - 1.4. Capable of providing data, information, nursing and health care information for patients/ clients using appropriate wordings, language and media form.
 - 1.5. Possess professional communication skills. Be able to provide advice and instill a sense of trust.
2. Relationship building
 - 2.1. Acknowledge the ideological difference and use appropriate gestures, language and expressions.
 - 2.2. Interact with others with respect to individuality and equality.
 - 2.3. Give and receive assistance to and from others according to their ability and appropriateness.
 - 2.4. Interact with the health care team and related personnel according to social norms.
 - 2.5. Engage in appropriate professional relationship

Aspect Seven: Technology and Information Competencies

Professional Nurses are computer literate; possess skills in basic programs of processing, calculation, and the collection and the presentation of data. They are able to use the internet in search of information, as well as health and nursing knowledge. They are also knowledgeable in information technology; health and nursing informatics; nursing care classification system; and the application of technology in nursing, practices, management, education and research.

1. Have knowledge in basic work-related programs, components of information technology, health and nursing information system, and nursing classification system.
2. Be able to use basic computer programs necessary for nursing practices, basic analytical programs and presentation program in compiling, collecting, and presenting information.
3. Use electronic information network in search of information in health, nursing, and other related fields. Be able to communicate with, exchange views and learn among personnel in health team and general public.
4. Participate in data collecting in order to set up and develop nursing care information database.
5. Participate in information system development for organizational purposes.

Aspect Eight: Social Competency

Professional Nurses are aware of social, economic, political and cultural changes. They are capable of analyzing information for the benefit of professional and social development. They participate in the development of health systems and society, while adapting to the social environments and pursuing a healthy lifestyle.

1. Follow social, economic and political changes regularly from diverse sources to ensure information accuracy.
2. Analyze and evaluate information and changes in society, the economy and politics.
3. Participate in the development of health policies of the organization, local communities, the country, and professional organizations.
4. Adapt to social and cultural contexts and follow the Self Sufficiency Economy Principle.
5. Maintain and promote national values and culture, as well as local wisdom and ways of life of communities while using good judgment in adopting diverse cultures.

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