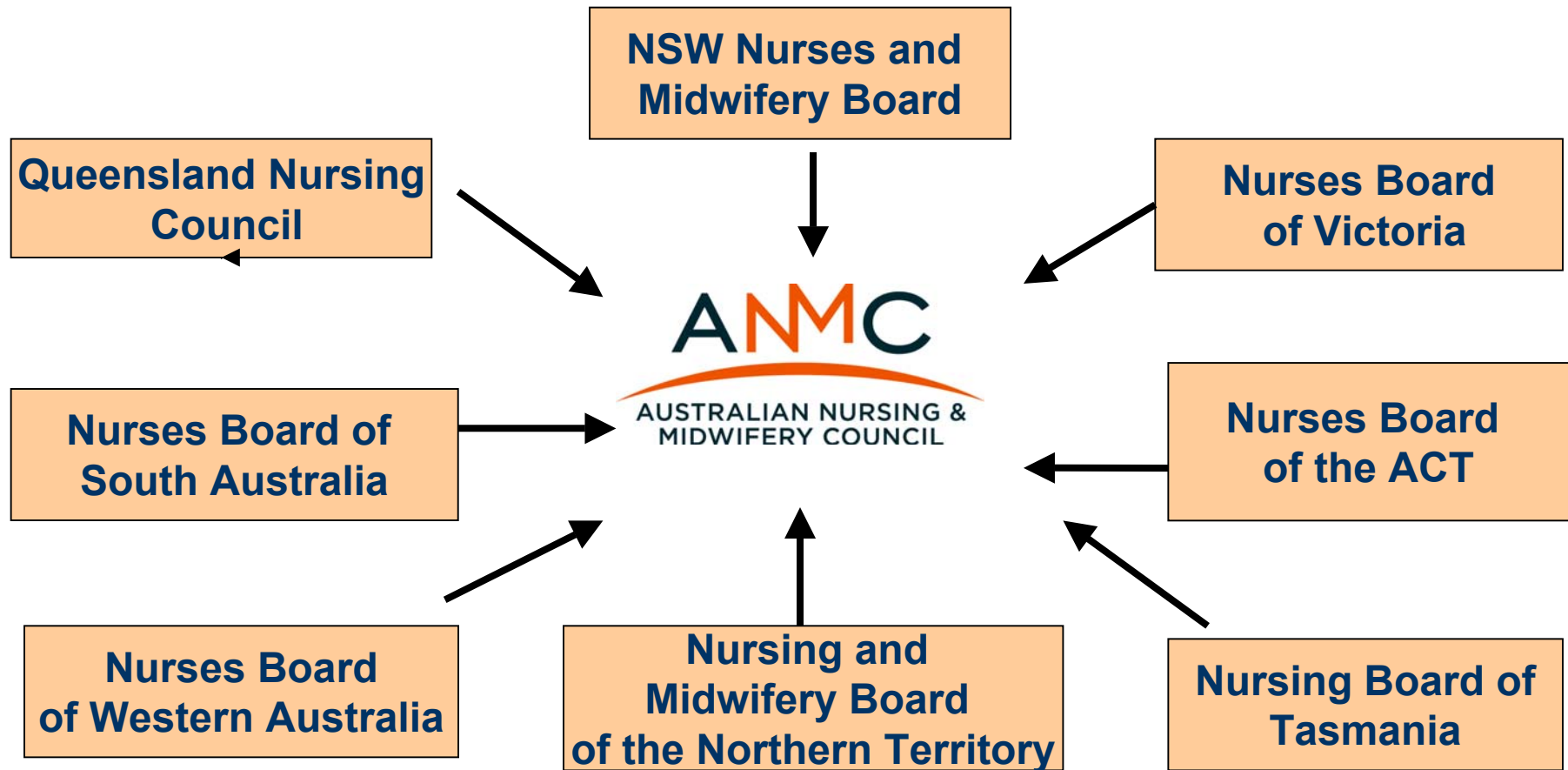


**Regulation for Contemporary
Practice in Nursing**
ANMC 2004
[Formally ANC]

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- **Code of Professional Conduct for Nurses in Australia [2003]**
- **Code of Ethics for Nurses in Australia [2002]**

A nurse *must*:

- Practice in a safe & competent manner [1]
- Practice in accordance with the agreed standards of the profession [2]
- Not bring discredit upon the reputation of the profession [3]
- Practice in accordance with laws relevant to the nurses area of practice [4]
- Respect the dignity, culture, values and beliefs of an individual & any significant other person [5]

A nurse *must*: continued

- Support the health, well being & informed decision-making of an individual [6]
- Promote & preserve the trust that is inherent in the privileged relationship between a nurse & an individual, & respect both the person & property of that individual [7]
- Treat personal information obtained in a professional capacity as confidential [8]
- Refrain from engaging in exploitation, misinformation & misrepresentation in regard to health care products & nursing services [9]

Value statements:

- Nurses respect persons' individual needs, values and culture in the provision of nursing care [1]
- Nurses respect the rights of persons to make informed choices in relation to their care [2]
- Nurses promote and uphold the provision of quality nursing care for all people [3]

Value statements: continued

- Nurses hold in confidence any information obtained in a professional capacity, and use professional judgement in sharing such information [4]
- Nurses respect the accountability and responsibility inherent in their roles [5]
- Nurses value the promotion of an ecological social and economic environment which supports and sustains health and well being [6]

Standards for Professional Practice in Nursing

ANRAC

ANCI

Regulatory Authorities
Competency Standards

Defining the Terms

Competence is:

The combination of skills, knowledge, attitudes, values and abilities that underpin effective performance in a professional/occupational area

[ANC,2002]

Defining the Terms

Competency is:

An attribute of a person which results in effective performance

[ANC, 2002]

Defining the Terms

Competent refers to:

a person who demonstrates competence across all domains of practice applicable to the nurse, at a standard that is judged to be appropriate

[ANC,2002]

Continuing Professional Competence

is ‘...ongoing professional nursing competence according to level of expertise, responsibility, & domains of practice as evidenced by behaviour based beliefs, attitudes, & knowledge matched to & in the context of a set of expected outcomes as defined by nursing scope of practice, policy etc...’

[ANA, 2000]

Assumptions Regarding Continued Competence [1]

- The purpose of ensuring continued competence is the protection of the public & advancement of the profession through the professional development of nurses
- The public has the right to expect competence throughout nurses' careers
- Any process of competency assurance **MUST** be shaped & guided by the profession of nursing

[ANA, 2000]

Assumptions Regarding Continued Competence [2]

- Assurance of continuing competence is the shared responsibility of the profession, regulatory bodies, organisations, workplaces & individual nurses
- Nurses are individually responsible for maintaining continuing competence
- The employers responsibility is to provide an environment conducive to competent practice

[ANA, 2000]

Assumptions Regarding Continued Competence [3]

- Continuing competence is definable, measurable & can be evaluated
- Competence is considered in the context of level of expertise, responsibility, & domains of practice

[ANA, 2000]

Nurse & midwifery regulatory authorities apply the competency standards in order to: [1]

- Communicate to consumers the competency standards that they can expect of nurses & midwives
- Determine the eligibility for registration of people who have undertaken nursing & midwifery courses in Australia

[ANC, June 2000]

Nurse & midwifery regulatory authorities apply the competency standards in order to: [2]

- Determine the eligibility for registration of nurses & midwives who wish to practise in Australia but have undertaken courses elsewhere
- Assess nurses & midwives who wish to return to work after being out of the work force for a defined period, &
- Assess qualified nurses & midwives who are required to show they are fit to continue working

For the Public, Employers & Others

- Competency standards ...contribute to positive health outcomes because nurses are equipped to provide safe & effective nursing care
- Nurses are required to demonstrate competence:
 - ❖ are accountable for their actions
 - ❖ RN's take responsibility for the supervision of enrolled nurses
 - ❖ have a professional responsibility to maintain the standards for licence

[ANC, June 2000]

- The standards accommodate for the contemporary practice role
- Used for academic assessment, workplace performance review & measure continued fitness to practice
- Identify the knowledge, skills and attitudes required by nurses & reflect the complex nature of nursing activities

[ANC, June 2000]

- ***ANC National Competency Standards for the Registered Nurse.*** 3rd Ed. Canberra (May 2000)
- ***ANC National Competency Standards for the Enrolled Nurse.*** 2nd Ed. Canberra (May 2002)

Domains:

- Professional & Ethical Practice
 - Critical Thinking & Analysis
 - Management of Care
 - Enabling

Professional & Ethical Practice

- Functions in accordance with legislation & common law affecting nursing practice [1]
- Conducts nursing practice in a way that can be ethically justified [2]
- Protects the rights of individuals & groups in relation to health care [3]
- Accepts accountability & responsibility for own actions within nursing practice [4]

Critical Thinking & Analysis

- Acts to enhance the professional development of self & others [5]
- Values research in contributing to development in nursing & improved standards of care [6]

Management of Care [1]

- Carries out a comprehensive & accurate nursing assessment of individuals & groups in a variety of settings [7]
- Formulates a plan of care in collaboration [8]

Management of Care [2]

- Implements planned nursing care to achieve identified outcomes within scope of competence [9]
- Evaluates progress toward expected outcomes & reviews & revises plans in accordance with evaluation data [10]

Enabling

- Contributes to the maintenance of an environment which promotes safety, security & personal integrity of individuals & groups [11]
- Communicates effectively with individuals & groups [12]
- Manages effectively the nursing care of individuals & groups [13]
- Collaborates with other members of the health care team [14]

Reflection:

in the Context of Nursing

'...reflective practice aims to enhance client care via the professional development and growing expertise of practitioners...'

[Heath, 1998]

Reflection:

'It is the opportunity to say: well how did I perform & what could I have changed?'

What could I have done that was different?

What would I do if it happens again?'

[Burnard, 1995]

Reflection:

'It is the process of auditing aspects of caring that nurses do. As a professional that is still involved clinically with using reflection in my practice, it is very much looking at what I do, why I do it and how it works'

[Burnard, 1995]

Reflection:

'I think it makes you a more confident practitioner and a more competent practitioner. It makes you a more sensitive practitioner as well. It gives you an opportunity to look at your practice and to try to improve on it'

[Burnard, 1995]

Reflection: through Journaling

The Power of Writing & Reflection

'...the sense of exercise for committing to memory the things that one has learned... to come back inside oneself and examine the 'riches' that one has deposited there; one must have within oneself a kind of book that one rereads from time to time....'

[Rabinow, 1997: Translation]