



جائزة الملك عبد الله الثاني
للميزان الاداء الحكومي والشفافية
الدورة الثامنة (٢٠١٦/٢٠١٧)
المرحلة الاولى

Civil Service Competency Frameworks Series for Health Professions

**Registered Nurse
Registered Midwife
and Associated
Nurse**



**Civil Service Bureau
2021**



Entry .to. Practice
Competencies

2021

“Optimal investment of human resources ... An absolute priority and the basis for success” Civil Service Bureau Value.

Registered
Nurse,
Registered
Midwife and
Associated
Nurse



مقدمة

استكمالاً لجهود الديوان في تحقيق رؤيته في تطوير الموارد البشرية في الخدمة المدنية بشكل عام، والقطاع الصحي بشكل خاص، باعتبارها حجر الأساس في عمل وكفاءة النظام الصحي في المملكة الأردنية الهاشمية حيث يسعى الديوان جاهدا بالتعاون مع وزارة الصحة وبقية الشركاء، بايجاد آليات لتطوير الكفاءات البشرية بالقطاع الصحي، من خلال بناء اطار مرجعي للكفايات المهنية والفنية، ومؤشرات قياسها بما يكفل وجود آليات منهجية وحديثة في استقطاب الكوادر البشرية الكفؤة، وبناء البرامج التدريبية المبنية على الكفايات بالاضافة الى بناء الاوصاف الوظيفية، و تنظيم وتقييم الاداء المؤسسي والفردى بالاستناد على انواع الكفايات المختلفة.

راجيا ان أضع بين يديكم سلسلة الكتيبات للأطر المرجعية للكفايات الصحية، التي تم تطويرها مع الشركاء، كدليل توضيحي للكفايات المتوقعة من العاملين بالقطاع الصحي في الخدمة المدنية. فادعو جميع الشركاء المعنيين من وزارات ودوائر ومؤسسات حكومية، وجامعات، و متلقي خدمة للاطلاع على سلسلة الادلة كدليل مرجعي في بناء الاوصاف الوظيفية، وأدوات التقييم والبرامج التدريبية والتحضير لاختبارات التعيين.

املا ان نكون قدمننا ما فيه نفعا للارتقاء بالقطاع الصحي في وطننا الغالي في ظل صاحب الجلالة الهاشمية الملك عبد الله الثاني ابن الحسين المعظم حفظه الله ورعاه.

رئيس ديوان الخدمة المدنية

Acknowledgments

I would like to express my special thanks of gratitude to ex. Secretary General of Civil Service Bureau miss Badrieh Al Bilbisi for her endless support and coordinang all the t asks required to accomplish this document and all of the following staff and partners who parcipa ted in preparing/developing and reviewing this document.

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Introduction

Complementing the efforts of the civil service Bureau to meet its vision in improving the professions and employee in civil services and raising the capacity building to reach the Excellence in leading human resources to protect public.

CSB has developed **Nursing and Midwifery Framework: Competencies & Indicators** to build entry exams for nurses and midwives in civil services, provide this framework to managers in civil sectors to build job description, provide guidance to nurses regarding their professional obligations, and provide a measures or background to assess professional performance and address in competence among nurses and midwives.

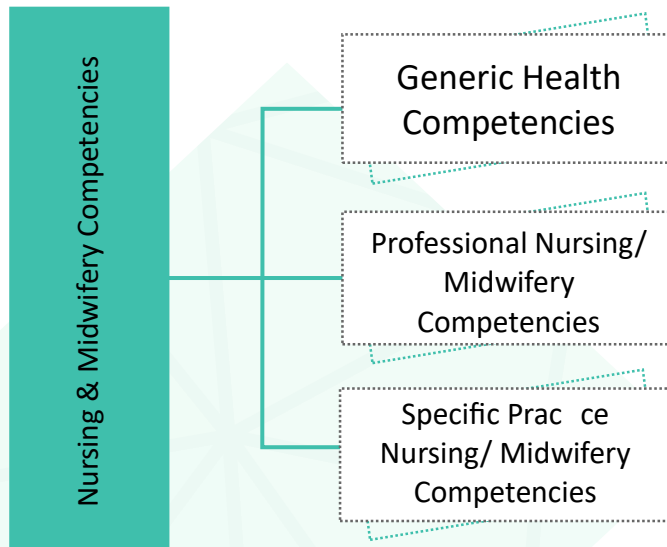
This framework developed based on Jordanian Nursing Council National registered nurse framework, analyzing job description bes t possible evidence of international models and frameworks of nursing/ midwifery competencies that are relevant, comprehensive and have global applicaon s such as, International Council of Nurses ICN, American State Board of Nurses, International Council of Midwives ICM, consulting nurse / midwife specialists, reviewing feedback provided by nurses / midwives in a variety of civil settings and reviewed by CSB and MOH.

The Target Nurses and Midwives for this framework are classified into:

- **Registered Nurse:**
Person who completes Bachelor degree of nursing science, graduated from an accredited nursing educaon program, and holds a current, valid registration to pracce as a Registered Nurse issued by the Jordanian Nursing and Midwifery Council and licensed to prac ce by Ministry of Health under the public health law
- **Registered Midwife:**
Person who completes Bachelor degree of midwifery science or college equivalent, graduated from an accredited midwifery education Program, and holds a current, valid registration to prac ce as a Registered Midwife issued by the Jordanian Nursing and Midwifery Council and licensed to pracce b y Ministry of Health under the public health law.
- **Associated Nurse:**
Person who completes diploma degree of nursing science, graduated from an accredited nursing educaon Program, and licensed to pracce by Ministry of Health under the public health law.

Introduction

Framework of Competencies



The Framework consists of three categories of competencies:

Generic Health Competencies (GHC): The competencies that are shared with all health profession in civil services that focus on provision of general healthy ethical legal care, safety and quality practices, communication and therapeutic relationship, system-based practice, evidence-based practice and health informatics

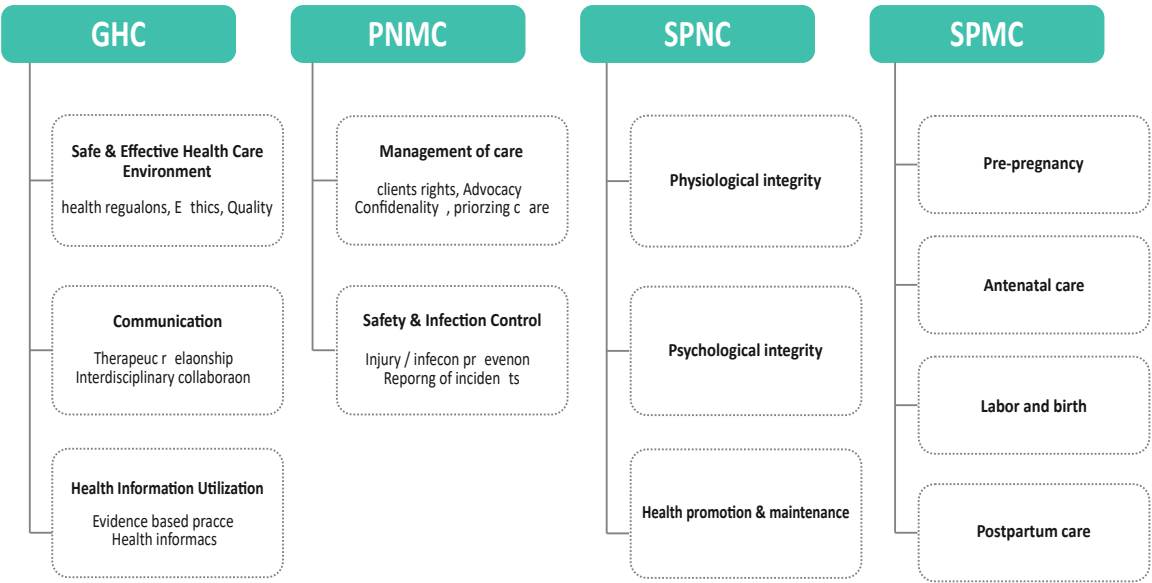
Professional Nursing/ Midwifery Competencies (PNMC): The competencies that promote safe, effective and regulated care environment for nurses and midwives by managing /coordinating care for patients based on nurse's code of ethics to meet patients' rights and prioritizing care in safely manner.



Specific Practice Nursing Competencies (SPNC): The competencies that meet the provision of clients centered care based on special needs of clients to meet physiological needs that include basic care and comfort, therapeutic treatment, reduction of risk potential, responding to physiological adaptation and psychosocial integrity, and promote and maintain healthcare in all scopes of nursing for adult, pediatric and maternity.

Specific Practice Midwifery Competencies (SPMC): The competencies that meet the provision of women reproductive health care including counseling, education, assessment planning, management, evaluation and referral through the continuum of her life, from preconception to progression of pregnancy until birth to postpartum period and neonatal care

Professional and Specific Practice Competencies Model for Nurses & Midwives



7. Tables of detailed content for Nursing and Midwifery

Competencies & Indicators

7. Generic Health Competencies

Domains	Sub domains	Indicators
7.1 Safe and Effective Health Care Environment	7.1.1 Health regulations in Jordan Laws, Bylaws and Policies of MOH	7.1.1.1 Identify legislation governing health professions in Jordan 7.1.1.2 Memorize MOH laws, policies and standards 7.1.1.3 Choose the appropriate actions that show awareness of legal implications for health practices
	7.1.2 Ethics	7.1.2.1 Recall MOH code of conduct principles 7.1.2.2 Recognize ethical dilemmas and take appropriate action 7.1.2.3 State appropriate care adhered to code of conduct
	7.1.3 Quality Improvement	7.1.3.1 Recognize human factors and basic safety design principles that affect safety 7.1.3.2 Clarify factors that create a culture of safety (such as, open communication strategies and organizational error reporting systems) 7.1.3.3 Describe how patients, families, individual clinicians, health care teams, and systems can contribute to promoting safety and reducing errors
7.2 Communication	7.2.1 Therapeutic Relationship	7.2.1.1 Identify principles of effective communication through various means 7.2.1.2 Able to provide care that reflects the whole person 7.2.1.3 Able to provide physical comfort and emotional support. 7.2.1.4 Select practices for reducing pain and suffering. 7.2.1.5 Summarize practices for reducing fear and anxiety.
	7.2.2 Interdisciplinary Collaboration	7.2.2.1 Apply basic group skills, including communication, delegation, and time management 7.2.2.2 Ability to reach information to those who need it at the appropriate time. 7.2.2.3 Coordinate care processes to ensure continuity of the care provided. 7.2.2.4 Ability to resolve conflicts with other members of the team. 7.2.2.5 Understands what each health team member uniquely provides in terms of patient care



Domains	Sub domains	Indicators
7.3 Utilize Health Information	7.3. Evidence Based Practice	7.3.1.1 Differentiate reliable sources for locating evidence reports and clinical practice guidelines 7.3.1.2 Value the need for continuous improvement in clinical practice based on new knowledge 7.3.1.3 Discriminate between valid and invalid reasons for modifying Evidence based clinical practice based on clinical expertise or patient/family preferences 7.3.1.4 Consult with clinical experts before deciding to deviate from Evidence based protocols
	7.3.2 Health Informatics	7.3.2.1 Recognize the importance of information and technology skills in patient care safety 7.3.2.2 Identify essential information that must be available in a Common database to support patient care 7.3.2.3 Value technologies that support clinical decision-making, error prevention, and care coordination 7.3.2.4 Ability to Protect confidentiality of protected health information in electronic health records

3. Registered Nurses

(A) 6. Professional Nursing Competencies (PNC)

(B) 5. Specific Practice Nursing Competencies (SPNC)

(A) 6.3 Professional Nursing Competencies

Domains	Sub domains	Indicators
6.3.1 Management of care	6.3.1.1 Ethical Performance	6.3.1.1.1 Identify nursing ethical principles 6.3.1.1.2 Inform client/staff members of ethical issues affecting client care 6.3.1.1.3 Evaluate outcomes of interventions to promote ethical practice
	6.3.1.2 Client Rights and Advocacy	6.3.1.2.1 Recognize the client's right to refuse treatment /procedures 6.3.1.2.2 Discuss treatment options/decisions with clients and their families 6.3.1.2.3 Evaluate client/staff understanding of client rights. 6.3.1.2.4 Advocate for client rights and needs





Domains	Sub domains	Indicators
	6.3.1.3 Confidentiality/Information Security	6.3.1.3.1 Assess staff member understanding of confidentiality requirements. 6.3.1.3.2 Inquire the Ability to maintain client confidentiality and privacy. 6.3.1.3.3 Explain interventions appropriately when confidentiality has been breached by staff members
	6.3.1.4 Establishing Priorities	6.3.1.4.1 Apply knowledge of pathophysiology when establishing priorities for interventions with multiple clients 6.3.1.4.2 Prioritize the delivery of client care. 6.3.1.4.3 Evaluate plan of care for multiple clients 6.3.1.4.4 Justifies clinical decision making for emergency response plan
6.3.2 Safety and Infection control	6.3.2.1 Injury / infection Prevention	6.3.2.1.1 Determine client/staff member knowledge of safety procedures 6.3.2.1.2 Identify deficits and factors that may impede client safety (e.g., visual, hearing, age, mental sensory/perceptual) 6.3.2.1.3 Summarize precautions that may contribute to an accident or injury prevention 6.3.2.1.4 Ability to use equipment in safe manner 6.3.2.1.5 Assess client care area for sources of infection 6.3.2.1.6 Understand modes of organism transmission for communicable diseases (e.g., airborne, droplet, contact) „ 6.3.2.1.7 Apply principles of infection control (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard precautions) 6.3.2.1.8 Follow correct policy and procedures when reporting a client with a communicable disease 6.3.2.1.9 Educate client and staff regarding infection control measures 6.3.2.1.10 Utilize appropriate precautions for immune compromised clients 6.3.2.1.11 Identify the appropriate technique to set up a sterile field/maintain asepsis 6.3.2.1.12 Evaluate infection control precautions implemented by staff members 6.3.2.1.13 Evaluate whether aseptic technique is performed correctly 6.3.2.1.14 Identify the safety policies at work place to act within the standards “e.g.risk for fall policy, needle puncture policy, medical waste policy, etc.”
	6.3.2.2 Reporting of Incidents	6.3.2.2.1 Describes processes used in error incidents and allocation of responsibility and accountability (e.g. medication error) 6.3.2.2.2 Evaluate response to error/event/occurrence 6.3.2.2.3 Ability to intervene in unsafe practice of health care personnel appropriately (e.g., substance abuse, improper care, staffing practices)

**(B) 5.3 Specific Practice Nursing Competencies**

Domains	Sub domains	Indicators
5.3.1 Physiological Integrity	5.3.1.1 Basic Care and Comfort in Adult patients	5.3.1.1.1 Explain how to manage client with an alteration in elimination 5.3.1.1.2 Ability to provide skin care to clients 5.3.1.1.3 List the complications of immobility 5.3.1.1.4 Ability to assess client ability to eat (e.g., chew, swallow) 5.3.1.1.5 Ability to monitor client hydration status (e.g., edema, signs and symptoms of dehydration) 5.3.1.1.6 Ability to implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization) 5.3.1.1.7 Evaluate the client's response to interventions to prevent complications from immobility 5.3.1.1.8 Ability to assess client for pain using standardized scale 5.3.1.1.9 Ability to provide non pharmacological comfort measures 5.3.1.1.10 Ability to identify the nutritional supplements as needed (e.g., high protein drinks) 5.3.1.1.11 Identify the techniques of nutrition through tube feedings 5.3.1.1.12 Evaluate side effects of client tube feedings (e.g., diarrhea, dehydration) 5.3.1.1.13 Evaluate client intake and output
	5.3.1.2 Basic Care and Comfort in Pediatric patients	5.3.1.2.1 Explain how to manage client with an alteration in elimination 5.3.1.2.2 Ability to provide skin care to clients 5.3.1.2.3 Identify complications of immobility 5.3.1.2.4 Ability to assess client ability to eat (e.g., chew, swallow) 5.3.1.2.5 Ability to monitor client hydration status (e.g., edema, signs and symptoms of dehydration) 5.3.1.2.6 Ability to implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization) 5.3.1.2.7 Evaluate the client's response to interventions to prevent complications from immobility 5.3.1.2.8 Ability to assess client for pain using standardized scale 5.3.1.2.9 Ability to provide non pharmacological comfort measures 5.3.1.2.10 Ability to identify nutritional supplements as needed (e.g., high protein drinks) 5.3.1.2.11 Identify the techniques of nutrition through tube feedings 5.3.1.2.12 Evaluate side effects of client tube feedings (e.g., diarrhea, dehydration) 5.3.1.2.13 Evaluate client intake and output
	5.3.1.3 Pharmacological and Parenteral Therapies in Adult patients	5.3.1.3.1 Identify a contraindication to the administration of a medication 5.3.1.3.2 Ability to assess the client for side effects of medications 5.3.1.3.3 Identify side effects/adverse events related to TPN 5.3.1.3.4 Ability to assess patients prior to administration of red blood cells/ blood products





Domains	Sub domains	Indicators
		<p>5.3.1.3.5 Recognize client response to blood transfusion</p> <p>5.3.1.3.6 Identify the care which needed for client with a central venous access device</p> <p>5.3.1.3.7 Ability to calculate requested medication as needed</p> <p>5.3.1.3.8 Ability to use clinical decision making/critical thinking when addressing expected effects,,</p> <p>5.3.1.3.9 Identify client response to medication</p> <p>5.3.1.3.10 Choose the best practices to educate client about medications</p> <p>5.3.1.3.11 Educate client on medication self-administration procedures</p> <p>5.3.1.3.12 Identify the rights of medication administration</p> <p>5.3.1.3.13 Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)</p> <p>5.3.1.3.14 Describe the medication administration given by different routes (parenteral / oral)</p> <p>5.3.1.3.15 Aware of medication safety and maintenance and discard of unused medication safely</p> <p>5.3.1.3.16 Justify appropriateness and accuracy of medication order for client</p> <p>5.3.1.3.17 Identify high risk medications administration instructions</p> <p>5.3.1.3.18 Apply concepts of mathematics/nursing procedures/ when caring for a client receiving intravenous and parenteral therapy ,,</p> <p>5.3.1.3.19 describe the preparation of intravenous catheter insertion</p> <p>5.3.1.3.20 Ability to monitor intravenous infusion and maintain site</p> <p>5.3.1.3.21 Recognize the administration of parenteral nutrition and evaluation of client response</p>
	5.3.1.4 Pharmacological and Parenteral Therapies in Pediatric patients	<p>5.3.1.4.1 Identify a contraindication to the administration of a medication</p> <p>5.3.1.4.2 Ability to assess the client for side effects of medications</p> <p>5.3.1.4.3 Identify side effects/adverse events related to TPN</p> <p>5.3.1.4.4 Ability to calculate requested medication as needed</p> <p>5.3.1.4.5 Ability to use clinical decision making/critical thinking when addressing expected effects,,</p> <p>5.3.1.4.6 Identify client response to medication</p> <p>5.3.1.4.7 choose the best practices to educate client about medications</p> <p>5.3.1.4.8 Educate client on medication self administration procedures</p> <p>5.3.1.4.9 Review pertinent data prior to medication administration (e.g. contraindications, lab results, allergies, potential interactions)</p> <p>5.3.1.4.11 Describe the medications administration given by different routes (parenteral / oral/..)</p> <p>5.3.1.4.12 Justify appropriateness and accuracy of medication order for client</p> <p>5.3.1.4.13 Identify high risk medications administration instructions</p> <p>5.3.1.4.14 Apply concepts of mathematics/nursing procedures/ when caring for a client receiving intravenous and parenteral therapy ,,</p>





Domains	Sub domains	Indicators
		5.3.1.4.15 describe the preparation of intravenous catheter insertion 5.3.1.4.16 Recognize the administration of parenteral nutrition and evaluation of client response
	5.3.1.5 Reduction of Risk Potential in Adult patients	5.3.1.5.1 Ability to assess the client for signs of hypoglycemia or hyperglycemia 5.3.1.5.2 Identify factors that result in delayed wound healing 5.3.1.5.3 Understand a risk assessment (e.g., sensory impairment, potential for falls, level of mobility, skin integrity) 5.3.1.5.4 Identify focused assessments 5.3.1.5.5 Evaluate invasive monitoring data (e.g., pulmonary artery pressure, intracranial pressure) 5.3.1.5.6 Ability to compare client laboratory values to normal laboratory values 5.3.1.5.7 Ability to educate client about the purpose and procedure of prescribed laboratory tests 5.3.1.5.8 Identify client potential for aspiration (e.g., feeding tube, sedation, swallowing difficulties) 5.3.1.5.9 Identify client potential for skin breakdown (e.g., immobility, nutritional status, incontinence) „ 5.3.1.5.10 Identify client with increased risk for insufficient vascular perfusion (e.g., immobilized limb, post-surgery, diabetes) 5.3.1.5.11 Ability to monitor the client for signs of bleeding 5.3.1.5.12 Aware how the positioning of the client prevent complications 5.3.1.5.13 Identify the procedure of insertion, maintenance, or removal a nasal/oral gastrointestinal tube 5.3.1.5.14 Identify the procedure of insertion, maintenance, or removal a urinary catheter 5.3.1.5.15 Recognize the intervention of management of ... potential circulatory complications (e.g., hemorrhage, embolus, shock) „ 5.3.1.5.16 Recognize intervention to prevent aspiration 5.3.1.5.17 Recognize Intervention to prevent potential neurological complications 5.3.1.5.18 Identify the process of monitoring effective functioning of therapeutic devices (e.g., chest tube, drainage tubes, wound drainage devices, continuous bladder irrigation) „ 5.3.1.5.19 Ability to provide preoperative/postoperative care 5.3.1.5.20 Evaluate the client's response to postoperative interventions to prevent complications 5.3.1.5.21 Recognize trends and changes in client condition and intervene as needed
	5.3.1.6 Reduction of Risk Potential in Pediatric patients	5.3.1.6.1 Ability to assess the client for signs of hypoglycemia or hyperglycemia 5.3.1.6.2 Understand a risk assessment (e.g., sensory impairment, potential for falls, level of mobility, skin integrity) 5.3.1.6.3 Identify focused assessments





Domains	Sub domains	Indicators
		<p>5.3.1.6.4 Evaluate invasive monitoring data (e.g., pulmonary artery pressure, intracranial pressure)</p> <p>5.3.1.6.5 Ability to compare client laboratory values to normal laboratory values</p> <p>5.3.1.6.6 Ability to educate client about the purpose and procedure of prescribed laboratory tests</p> <p>5.3.1.6.7 Identify client potential for aspiration (e.g., feeding tube, sedation, swallowing difficulties)</p> <p>5.3.1.6.8 Identify client potential for skin breakdown (e.g., immobility, nutritional status, incontinence)</p> <p>5.3.1.6.9 Identify client with increased risk for insufficient vascular perfusion (e.g., immobilized limb, post-surgery, diabetes)</p> <p>5.3.1.6.10 Ability to monitor the client for signs of bleeding</p> <p>5.3.1.6.11 Aware how the positioning of the client prevent complications</p> <p>5.3.1.6.12 Recognize the intervention of management of ... potential circulatory complications (e.g., hemorrhage, shock)</p> <p>5.3.1.6.13 Recognize intervention to prevent aspiration</p> <p>5.3.1.6.14 Recognize Intervention to prevent potential neurological complications</p> <p>5.3.1.6.15 Identify the process of monitoring effective functioning of therapeutic devices (e.g., chest tube, drainage tubes, wound drainage devices, continuous bladder irrigation)</p> <p>5.3.1.6.16 Ability to provide preoperative/postoperative care</p> <p>5.3.1.6.17 Evaluate the client's response to postoperative interventions to prevent complications</p> <p>5.3.1.6.18 Recognize trends and changes in client condition and intervene as needed</p>
	5.3.1.7 Physiological Adaptation in Adult patients	<p>5.3.1.7.1 Identify pathophysiology related to an acute or chronic condition</p> <p>5.3.1.7.2 Ability to assess adaptation of a client to health alteration, illness and/or disease</p> <p>5.3.1.7.3 Identify signs, symptoms and incubation periods of infectious diseases</p> <p>5.3.1.7.4 Aware of nursing procedures, pathophysiology and psychomotor skills when caring for a client with an alteration in body systems</p> <p>5.3.1.7.5 Identify appropriate educational plan to clients for managing health problems (e.g., chronic illness)</p> <p>5.3.1.7.6 Ability to assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)</p> <p>5.3.1.7.7 Identify appropriate interventions to maintain optimal temperature of client</p> <p>5.3.1.7.8 Ability to monitor and care for clients on a ventilator based on best practices</p> <p>5.3.1.7.9 Ability to monitor wounds for signs and symptoms of infection</p>





Domains	Sub domains	Indicators
		<p>5.3.1.7.10 Ability to monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction)</p> <p>5.3.1.7.11 Understand best practices to perform suctioning</p> <p>5.3.1.7.12 Identify best techniques to perform wound care and/or dressing change</p> <p>5.3.1.7.13 Identify best techniques to provide ostomy care (e.g., tracheal, enteral)</p> <p>5.3.1.7.14 Ability to provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)</p> <p>5.3.1.7.15 Ability to manage the care of the client with a fluid and electrolytes imbalance</p> <p>5.3.1.7.16 Identify client data that needs to be reported immediately</p> <p>5.3.1.7.17 Apply knowledge of client pathophysiology to illness management</p> <p>5.3.1.7.18 Identify client data that needs to be reported immediately</p> <p>5.3.1.7.19 Recognize the effectiveness of the treatment plan for a client with an acute or chronic illness</p> <p>5.3.1.7.20 Apply knowledge of pathophysiology when caring for a client experiencing a medical emergency</p> <p>5.3.1.7.21 Apply knowledge of nursing procedures and psychomotor skills when caring for a client experiencing a medical emergency</p> <p>5.3.1.7.22 Explain emergency interventions to a client</p> <p>5.3.1.7.23 Ability to notify primary health care provider about unexpected client response/emergency situation</p> <p>5.3.1.7.24 Ability to assess the client for unexpected adverse response to therapy (e.g., increased intracranial pressure, hemorrhage)</p> <p>5.3.1.7.25 Recognize signs and symptoms of client complications and intervene</p>
	5.3.1.8 Physiological Adaptation in Pediatric patients	<p>5.3.1.8.1 Identify pathophysiology related to an acute or chronic condition</p> <p>5.3.1.8.2 Ability to assess adaptation of a client to health alteration, illness and/or disease</p> <p>5.3.1.8.3 Aware of nursing procedures, pathophysiology and psychomotor skills when caring for a client with an alteration in body systems</p> <p>5.3.1.8.4 Identify appropriate educational plan to clients for managing health problems (e.g., chronic illness)</p> <p>5.3.1.8.5 Identify appropriate interventions to maintain optimal temperature of client</p> <p>5.3.1.8.6 Ability to monitor and care for clients on a ventilator based on best practices</p> <p>5.3.1.8.7 Ability to monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction)</p> <p>5.3.1.8.8 Understand best practices to perform suctioning Identify best techniques to provide ostomy care (e.g., tracheal, enteral)</p> <p>5.3.1.8.9 Ability to provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)</p> <p>5.3.1.8.10 Ability to manage the care of the client with a fluid and Electrolyte imbalance</p>





Domains	Sub domains	Indicators
		5.3.1.8.11 Identify client data that needs to be reported immediately 5.3.1.8.12 Recognize the effectiveness of the treatment plan for a client with an acute or chronic illness 5.3.1.8.13 Apply knowledge of pathophysiology when caring for a client experiencing a medical emergency 5.3.1.8.14 Apply knowledge of nursing procedures and psychomotor skills when caring for a client experiencing a medical emergency 5.3.1.8.15 Explain emergency interventions to a client 5.3.1.8.16 Ability to notify primary health care provider about unexpected client response/emergency situation 5.3.1.8.17 Ability to assess the client for unexpected adverse response to therapy (e.g., increased intracranial pressure, hemorrhage) 5.3.1.8.18 Recognize signs and symptoms of client complications and intervene
5.3.2 Health Promotion & Maintenance	5.3.2.1 Health Promotion/ Disease Prevention	5.3.2.1.1 Identify risk factors for disease/illness (e.g., age, gender, lifestyle) 5.3.2.1.2 Ability to educate clients about health risks based on family, population, and/or community characteristics 5.3.2.1.3 Ability to assess client's readiness to learn, learning preferences and barriers to learning 5.3.2.1.4 Ability to plan and/or participate in community health education 5.3.2.1.5 Ability to educate client on actions to promote/maintain health and prevent disease (e.g., smoking cessation, diet, weight loss) 5.3.2.1.6 Inform client of appropriate immunization schedules 5.3.2.1.7 Evaluate client understanding of health promotion behaviors/actions (e.g., weight control, exercise actions)
	5.3.2.2 Techniques of Physical Assessment, Selfcare & Health screening	5.3.2.2.1 Ability to Perform comprehensive health assessments 5.3.2.2.2 Apply knowledge of pathophysiology to health screening 5.3.2.2.3 Identify health history/health and risk assessments (e.g., lifestyle, family and genetic history) 5.3.2.2.4 Ability to perform targeted screening assessments (e.g., vision, nutrition) 5.3.2.2.5 Ability to use appropriate procedure and interviewing techniques when taking the client health history 5.3.2.2.6 Ability to Educate client about prevention and treatment of high risk health behaviors 5.3.2.2.7 Ability to Assess client ability to manage care in home environment and plan care accordingly
	5.3.2.3 Developmental Stages & Aging process	5.3.2.3.1 Ability to assess client's reactions to expected age related changes 5.3.2.3.2 Ability to provide care/ education and demonstration techniques based on expected developmental ages from infancy - toddler. 5.3.2.3.3 preschool school - adolescent - early adult and late adult



Domains	Sub domains	Indicators
	5.3.2.4 Ante/Intra/Postpartum and Newborn Care	5.3.2.4.1 Assess client for physiological changes during pregnancy and postpartum 5.3.2.4.2 Assess client for symptoms of antenatal complications (PIH, GDM, Bleeding, anemia) 5.3.2.4.3 Assess client for symptoms of postpartum complications (e.g., hemorrhage, infection) 5.3.2.4.4 Ability to provide care to minor discomforts in pregnancy 5.3.2.4.5 Ability to provide care to high risk pregnant women 5.3.2.4.6 Apply care to postpartum women 5.3.2.4.7 Differentiate normal fetal heart rate during routine prenatal exams 5.3.2.4.8 Assist client with performing/learning newborn care (e.g., feeding, umbilical care,) 5.3.2.4.9 Provide prenatal care and education 5.3.2.4.10 Provide postpartum care and newborn care education 5.3.2.4.11 Evaluate client's ability to care for the newborn
5.3.3 Psychosocial Integrity	5.3.3.1 Coping Mechanisms/ Crisis Intervention / Stress Management	5.3.3.1.1 Ability to Assess client's reaction to a diagnosis of acute or chronic mental illness 5.3.3.1.2 Evaluate the constructive use of defense mechanisms by a client 5.3.3.1.3 Ability to assess the potential for violence and use safety precautions 5.3.3.1.4 Understand techniques used in crisis intervention to assist the client in coping 5.3.3.1.5 Recognize nonverbal cues to physical and/or psychological stressors 5.3.3.1.6 Ability to assess stressors, including environmental, that affect client care (e.g., noise, fear, uncertainty, change, lack of knowledge) 5.3.3.1.7 Implement measures to reduce environmental stressors (e.g., noise, temperature) „ 5.3.3.1.8 Identify stress management techniques (e.g., relaxation techniques, exercise, meditation) „ 5.3.3.1.9 Evaluate client's use of stress management techniques 5.3.3.1.10 Ability to promote a therapeutic environment
	5.3.3.2 Sensory/Perceptual Alterations/Mental Illnesses	5.3.3.2.1 Identify signs and symptoms of impaired cognition (e.g., memory loss, poor hygiene) 5.3.3.2.2 Recognize signs and symptoms of acute and chronic mental illness (e.g., schizophrenia, depression, bipolar disorder) 5.3.3.2.3 Recognize client use of defense mechanisms 5.3.3.2.4 Provide care and education for acute and chronic psychosocial health issues 5.3.3.2.5 Evaluate client's ability to adhere to treatment plan „ 5.3.3.2.6 Identify time, place, and stimuli surrounding the appearance of symptoms 5.3.3.2.7 Ability to assist client to develop strategies for dealing with sensory and thought disturbances





Domains	Sub domains	Indicators
		5.3.3.2.8 Ability provide care for a client experiencing visual, auditory and/or cognitive distortions 5.3.3.2.9 Ability to provide care in a nonthreatening and nonjudgmental manner 5.3.3.2.10 Ability to provide reality based diversion
	5.3.3.3 Behavioral Interventions/Therapeutic Communication	5.3.3.3.1 Ability to assist client with achieving and maintaining self-control of behavior (e.g., behavior modification), 5.3.3.3.2 Identify client education and demonstration technique regarding to develop and use strategies to decrease anxiety and Orient the client to reality 5.3.3.3.3 Ability to participate in group sessions (e.g., support groups) 5.3.3.3.4 Ability to incorporate behavioral management techniques when caring for a client 5.3.3.3.5 Ability to evaluate client's response to treatment plan 5.3.3.3.6 Recognize use of therapeutic communication techniques

4. RMidwifery Competencies:

- (A) 6. Professional Midwifery Competencies (PMC)
- (B) 5. Specific Practice Midwifery Competencies (SPMC)

(A) 6.4 Professional Midwifery Competencies (PMC)

Domains	Sub domains	Indicators
6.4.1 Management of Care	6.4.1.1 Ethical & Legal Performance	6.4.1.1.1 Identify ethical principles 6.4.1.1.2 Recognize violations of ethical codes and take appropriate action 6.4.1.1.3 Ability to comply with reporting regulations for birth and death registration in MOH 6.4.1.1.4 Provide information and support to women and their families where there are competing ethical principles and rights
	6.4.1.2 Women Rights & Advocacy	6.4.1.2.1 Identify information which provide to women about their sexual and reproductive health rights 6.4.1.2.2 Identify women about the scope of midwifery practice and women's rights and responsibilities 6.4.1.2.3 Respect cultural norms and practices surrounding the childbearing continuum, and parenting 6.4.1.2.4 Assist women to identify their needs, knowledge, skills, feelings, and preferences throughout the course of care 6.4.1.2.5 Provide information and anticipatory guidance about sexual decision making and reproductive health to assist women's



Domains	Sub domains	Indicators
	6.4.1.3 Confidentiality/Information Security	<p>6.4.1.3.1 Ability to assess staff member understanding of confidentiality requirements.</p> <p>6.4.1.3.2 Advocate confidentiality of oral information and written records about care of women and infants</p> <p>6.4.1.3.3 Ability to intervene appropriately when confidentiality has been breached by staff members</p>
	6.4.1.4 Establishing Priorities /Emergency Response &Referral	<p>6.4.1.4.1 Maintain up to date knowledge, lifesaving skills, and equipment for responding to emergency situations</p> <p>6.4.1.4.2 Recognize situations requiring expertise beyond midwifery care</p> <p>6.4.1.4.3 Determine the need for immediate intervention and respond appropriately</p> <p>6.4.1.4.4 Make interprofessional consultation and/or make referral.</p>
6.4.2 Safety and infection control	6.4.2.1 Accident/Error/Injury Prevention	<p>6.4.2.1.1 Ability to maintain/promote hygienic conditions for women and infants</p> <p>6.4.2.1.2 Identify use universal safety precautions</p> <p>6.4.2.1.3 Provide options to women for coping with and treating common health problems</p> <p>6.4.2.1.4 Ability to intervene appropriately to promote health and prevent secondary complications</p> <p>6.4.2.1.5 Recognize when consultation or referral is indicated for managing identified health problems</p>
	6.4.2.2 Reporting of Incidents	<p>6.4.2.2.1 Ability to provide accurate information to other care providers when referral is made</p> <p>6.4.2.2.2 Describes processes used in error incidents and allocation of responsibility and accountability (e.g. medication error)</p> <p>6.4.2.2.3 Evaluate response to error/event/occurrence</p> <p>6.4.2.2.4 Ability to intervene in unsafe practice of health care personnel appropriately (e.g., substance abuse, improper care, staffing practices)</p>

**(B) 5.4 Specific Practice Midwifery Competencies**

Domains	Sub domains	Indicators
5.4.1 Pre-Pregnancy	5.4.1.1 Reproductive Health	<p>5.4.1.1.1 Identify anatomy and physiology of female and male reproductive system</p> <p>5.4.1.1.2 Understand growth and development related to sexuality, sexual development sexual activity and conception e.g. : the menstrual cycle, and the process of conception”</p> <p>5.4.1.1.3 Recognize components of a health history, family history and relevant genetic history</p> <p>5.4.1.1.4 Identify physical examination content and understand investigative laboratory studies that evaluate potential for a healthy pregnancy</p> <p>5.4.1.1.5 Identify evidence-based screening diagnostic tests for cancer of reproductive organs</p> <p>5.4.1.1.6 Identify screening reproductive hormones that affect fertility</p> <p>5.4.1.1.7 Comprehend all screening tests for health problems such as diabetes, hypertension, thyroid conditions, and chronic infections that impact pregnancy</p> <p>5.4.1.1.8 Ability to assess nutritional status, immunization, health behaviors such as use of substances, existing medical conditions, and exposure to known teratogens</p> <p>5.4.1.1.9 Provide counseling about nutritional, immunization, and modifying health risk behaviors</p> <p>5.4.1.1.10 Identify client education and demonstration technique targeted to sexual and reproductive health (e.g., sexually transmitted infections, HIV, newborn and child health)</p> <p>5.4.1.1.11 Identify signs and symptoms of STDs, UTI and provide needed care and education</p> <p>5.4.1.1.12 Recognize indicators and methods for advising and referral of dysfunctional interpersonal relationships, including sexual problems, gender-based violence, emotional abuse and physical neglect</p> <p>5.4.1.1.13 Ability to provide psychosocial support for dysfunctional interpersonal relationships, including sexual problems, gender-based violence, emotional and physical neglect and abuse</p> <p>5.4.1.1.14 Describe a physical examination, including clinical breast examination, focused on the presenting condition of the woman</p>
5.4.2 Antenatal care	5.4.2.1 Progression of Pregnancy	<p>5.4.2.1.1 Identify physiology of menstrual and ovulatory cycle</p> <p>5.4.2.1.2 Identify signs and symptoms of diagnosing pregnancy</p> <p>5.4.2.1.3 Estimate gestational age from history, physical exam, laboratory test “e.g.: pregnancy by menstrual history, size of uterus, fundal growth patterns and use of ultrasound (if available)”</p> <p>5.4.2.1.4 Recognize methods for diagnosis of an ectopic and molar pregnancy</p>



Domains	Sub domains	Indicators
		<p>5.4.2.1.5 Understand examinations and tests for confirmation of pregnancy” BHCg, US”</p> <p>5.4.2.1.6 Interpret BHCg values and other lab values</p> <p>5.4.2.1.7 Obtain comprehensive initial and ongoing health history each visit</p> <p>5.4.2.1.8 Perform a complete physical examination and explain findings to the client” e.g.: fundal height, lie, position, and presentation”</p> <p>5.4.2.1.9 Ability to assess vital signs</p> <p>5.4.2.1.10 Identify physiological and physical changes with advancing pregnancy</p> <p>5.4.2.1.11 Recognize update recommendations to manage and educate parents about minor discomforts</p> <p>5.4.2.1.12 Identify common psychological responses to pregnancy</p> <p>5.4.2.1.13 Ability to provide psychosocial care</p> <p>5.4.2.1.14 Identify Nutritional requirements of pregnancy</p> <p>5.4.2.1.15 Identify client education about danger signs, (e.g. vaginal bleeding, signs of preterm labour, prelabour, rupture of membranes) emergency preparedness, and when and where to seek help</p> <p>5.4.2.1.16 Recognize Evidence informed antenatal care policies and guidelines, including frequency of antenatal visits</p> <p>5.4.2.1.17 Understand Preparation and administration of selected, prescribed lifesaving drugs (e.g., antibiotics, anticonvulsants, antimalarials, antihypertensive, antiretrovirals)</p> <p>5.4.2.1.18 Calculate EDD and gestational age</p> <p>5.4.2.1.19 provide guidance and basic preparation for labour, birth and parenting</p>
	5.4.2.2 Fetal Assessment	<p>5.4.2.2.1 Identify placental physiology, embryology, fetal growth and development, and indicators of fetal wellbeing</p> <p>5.4.2.2.2 Identify Evidence based guidelines for use of ultrasound</p> <p>5.4.2.2.3 Ability to assess fetal size, amniotic fluid volume, fetal position, activity, and heart rate from examination of maternal abdomen</p> <p>5.4.2.2.4 Determine whether there are indications for additional assessment/examination and refer accordingly</p> <p>5.4.2.2.5 Ability to assess fetal movements and fetal activity</p>
	5.4.2.3 High Risk Pregnancy	<p>5.4.2.3.1 Identify impact of adverse social, environmental, and economic conditions on maternal fetal health</p> <p>5.4.2.3.2 Recognize effects of inadequate nutrition, smoking and heavy physical work</p> <p>5.4.2.3.3 Understand effects of prescribed medications on fetus</p> <p>5.4.2.3.4 Recognize complications of pregnancy such as threatened or actual miscarriage, placental previa and ectopic pregnancy</p> <p>5.4.2.3.5 Ability to assess fetal compromise, growth restriction, malposition, preterm labour</p>





Domains	Sub domains	Indicators
		<p>5.4.2.3.6 Detect signs and symptoms of maternal pathologic conditions such as preeclampsia, gestational diabetes, and other systemic illnesses</p> <p>5.4.2.3.7 Ability to Provide needed health education</p> <p>5.4.2.3.8 Ability to assess signs of acute emergencies such as hemorrhage, seizures, and sepsis</p> <p>5.4.2.3.9 Ability to stabilize in emergencies and refer for treatment as necessary</p> <p>5.4.2.3.10 Ability to identify implement critical care activities to support vital body functions (e.g. intravenous (IV) fluids, magnesium sulphate, antihemorrhagics)</p>
5.4.3 Labor and Birth	5.4.3.1 Normal Labor	<p>5.4.3.1.1 Identify anatomy of maternal pelvis and fetus</p> <p>5.4.3.1.2 Identify mechanisms of labor</p> <p>5.4.3.1.3 Understand labor process and stages</p> <p>5.4.3.1.4 Apply evidence based intrapartum care policies and guidelines</p> <p>5.4.3.1.5 Understand techniques for insert intravenous line, draw blood for laboratory testing</p> <p>5.4.3.1.6 Ability to Assess fetus wellbeing during labor</p> <p>5.4.3.1.7 Recognize a complete and accurate pelvic examination for dilatation, descent, presenting part, position, status of membranes, and adequacy of pelvis for birth of baby vaginally</p> <p>5.4.3.1.8 Identify pharmacologic therapies for pain relief during labor and birth as prescribed</p> <p>5.4.3.1.9 Recognize bladder care including performance of urinary catheterization when indicated</p> <p>5.4.3.1.10 Ability to provide physical and psychological support for woman and family</p> <p>5.4.3.1.11 Ability to assess woman's physical and behavioral responses to labor</p> <p>5.4.3.1.12 Ability to provide information and emotional support to woman during labor</p> <p>5.4.3.1.13 Understand nourishment and fluids</p> <p>5.4.3.1.14 Identify strategies for coping with labor pain, e.g. controlled breathing, relaxation, massage</p> <p>5.4.3.1.15 Ability to assess regularly parameters of maternal fetal status, and e.g. vital signs, contractions, cervical changes, and fetal descent, fetal HR, contraction time, duration and strength</p> <p>5.4.3.1.16 Undertake appropriate maneuvers and use maternal position to facilitate normal birth</p> <p>5.4.3.1.17 Identify evidence-based approach for cord clamping Apply skin to skin contact</p> <p>5.4.3.1.18 Identify placenta delivery techniques and assess for completeness</p> <p>5.4.3.1.19 Ability to Assess uterine tone, maintain firm contraction</p>



Domains	Sub domains	Indicators
	5.4.3.2 High Risk Labor	5.4.3.2.1 Ability to assess signs of failure to progress in labor 5.4.3.2.2 Ability to manage birth in presence of fetal distress 5.4.3.2.3 Ability to manage nuchal cord 5.4.3.2.4 Ability to assess potential complications e.g. shoulder dystocia, and excessive bleeding, fetal compromise, eclampsia, retained placenta 5.4.3.2.5 Identify pharmacologic modalities, dosages, administration, actions, side effects and contraindications 5.4.3.2.6 Identify appropriate techniques of hand maneuvers for a vertex birth 5.4.3.2.7 Identify appropriate techniques for hand maneuver's for face and breech deliveries
	5.4.3.3 Newborn Care	5.4.3.3.1 Define normal transition to extra uterine environment 5.4.3.3.2 Identify signs indicating need for immediate actions 5.4.3.3.3 Use standardized method to assess newborn condition in the first minutes of life (Apgar or other) 5.4.3.3.4 Conduct a complete physical examination of newborn 5.4.3.3.5 Define actions to establish and support breathing and oxygenation 5.4.3.3.6 Ability to promote and maintain normal newborn body temperature through covering (blanket, cap), environmental control, and promotion of skin to skin contact 5.4.3.3.7 Ability to perform emergency measures for respiratory distress (newborn resuscitation), hypothermia, hypoglycemia
5.4.4 postpartum care	5.4.4.1 Normal Postpartum	5.4.4.1.1 Identify Physiological changes following birth (uterine involution, voiding, breast feeding,) 5.4.4.1.2 Understands principles of parent infant bonding and attachment 5.4.4.1.3 Ability to assess for uterine involution and healing of lacerations and/or repairs 5.4.4.1.4 Identify normal discomforts 5.4.4.1.5 Apply comfort measures 5.4.4.1.6 Recognize psychological responses 5.4.4.1.7 Ability to identify physical exam techniques to assess breast changes and involution 5.4.4.1.8 Evaluate blood loss and other body functions 5.4.4.1.9 Provide information about self-care that enables mother to meet needs of newborn, e.g. nutrition and usual activities 5.4.4.1.10 Identify client education and demonstration technique for breast feeding
	5.4.4.2 High risk postpartum	5.4.4.2.1 Understand normal variation in postpartum period 5.4.4.2.2 Ability to assess woman during postnatal period to detect signs and symptoms of complications 5.4.4.2.3 Recognize signs and symptoms of postnatal depression 5.4.4.2.4 Identify information needed to woman and family about potential complications and when to seek help.





Domains	Sub domains	Indicators
		<p>5.4.4.2.5 Ability to provide counseling and follow-up care for women and family members who experience stillbirth, neonatal death, serious infant illness, and congenital conditions</p> <p>5.4.4.2.6 Ability to provide first line measures to treat or stabilize high risk conditions like bleeding</p> <p>5.4.4.2.7 Identify cases for referral</p>
	5.4.4.3 Family planning	<p>5.4.4.3.1 Identify client education and demonstration technique about family planning methods including (barrier, steroidal, mechanical, chemical and surgical methods of contraception, mode of action, indications for use, benefits and risks; rumors and myths that affect family planning use)</p> <p>5.4.4.3.2 Recognize relevant history of use of methods, medical conditions, sociocultural values, and preferences that influence choice of method</p> <p>5.4.4.3.3 Ability to provide information about how to use, effectiveness, and cost of various methods to support informed decision making</p> <p>5.4.4.3.4 Ability to provide methods according to scope of practice</p> <p>5.4.4.3.5 Ability to provide follow up assessment of use, and side effects</p> <p>5.4.4.3.6 Identify techniques needed to perform insertion and removal of contraceptive devices</p>
	5.4.4.4 Newborn. Infant Care	<p>5.4.4.4.1 Ability to examine infant for growth and development in early months of life characteristics of low birth weight infants and their special needs, selected variations in the normal newborn (e.g., caput, molding, Mongolian spots)</p> <p>5.4.4.4.2 Identify protocols for screening for metabolic conditions, and congenital abnormalities</p> <p>5.4.4.4.3 Identify national program for immunizations in infancy</p> <p>5.4.4.4.4 Identify immunizations, and carry out screening tests as indicated</p> <p>5.4.4.4.5 Recognize normal variation in newborn appearance and behavior from those indicating pathologic conditions</p> <p>5.4.4.4.6 Identify parent's education and demonstration technique about newborn care practices (umbilical cord, breast feeding, eye care, bathing)</p> <p>5.4.4.4.7 Identify parent education and demonstration technique about alert signs that need referral to health professional (poor sucking, hypoglycemia, jaundice,</p>

5. Associated Nurse Competencies:

(A) 6. Associated Nurse Professional Competencies

(B) 5. Associated Nurse Specific Practice Competencies

(A) 6.5 Associated Nurse Professional Competencies

Domains	Sub domains	Indicators
6.5.1 Coordinated Care	6.5.1.1 Ethical Performance	<ul style="list-style-type: none"> 6.5.1.1.1 Identify nursing ethical principles 6.5.1.1.2 Inform client of ethical issues affecting client care 6.5.1.1.3 Ability to promote ethical practice 6.5.1.1.4 Ability to practice within professional and ethical nursing framework
	6.5.1.2 Client Rights & Advocacy	<ul style="list-style-type: none"> 6.5.1.2.1 Inform client of individual rights (e.g., confidentiality, informed consent) 6.5.1.2.2 Intervene if client rights are violated 6.5.1.2.3 Advocate for client rights and needs 6.5.1.2.4 Recognize client right to refuse treatment/procedure 6.5.1.2.5 Identify appropriate person to provide informed consent for 6.5.1.2.6 Identify informed consent requirements
	6.5.1.3 Confidentiality/Information Security	<ul style="list-style-type: none"> 6.5.1.3.1 Maintain client confidentiality 6.5.1.3.2 Ability to Provide for privacy needs 6.5.1.3.3 Ability to Intervene when staff actions impact client confidentiality (e.g., access to medical records, discussions at nurses' station, change of shift reports)
	6.5.1.4 Establishing Priorities	<ul style="list-style-type: none"> 6.5.1.4.1 Ability to prioritize care based on client needs 6.5.1.4.2 Ability to participate in planning client care based upon client needs 6.5.1.4.3 Ability to use effective time management skills
6.5.2 Safety & Infection control	6.5.2.1 Accident/Error/Injury Prevention	<ul style="list-style-type: none"> 6.5.2.1.1 Identify deficits and factors that may impede client safety (e.g., visual, hearing, age, mental sensory/perceptual) 6.5.2.1.2 Provide safe equipment use for client care 6.5.2.1.3 Identify and verify precautions that may contribute to injury prevention 6.5.2.1.4 Ability to assist in and/or reinforce education to client about safety precautions 6.5.2.1.5 Ability to monitor client care environment for safety hazard and report problems to appropriate personnel 6.5.2.1.6 Identify the safety policies at work place to act within the standards" e.g. risk for fall policy, needle puncture policy, medical waste policy, etc."



Domains	Sub domains	Indicators
		<ul style="list-style-type: none"> ▪ 6.5.2.1.7 Provide care according to infection control policies and practices ▪ 6.5.2.1.8 Aware of when and how to use PPEs correctly and disposal techniques ▪ 6.5.2.1.9 Identify violation of infection control protocols, prevent it, and report it if occurred. ▪ 6.5.2.1.10 Identify difference in isolation types and methods and indication ▪ 6.5.2.1.11 Recognize difference between clean, aseptic, sterile, etc. and which is used for different procedures and situations
	6.5.2.2 Reporting of Incidents	<ul style="list-style-type: none"> ♦ 6.5.2.2.1 Identify situations requiring completion of incident report ♦ 6.5.2.2.2 Document practice error (e.g., incident report) ♦ 6.5.2.2.3 Monitor client response to error
	6.5.2.3 Transmission Based Precautions/Surgical Asepsis	<ul style="list-style-type: none"> ♦ 6.5.2.3.1 Identify communicable diseases and modes of transmission (e.g., airborne, droplet, contact) ♦ 6.5.2.3.2 Apply principles of infection control (e.g., aseptic technique, isolation, sterile technique, universal/standard precautions) ♦ 6.5.2.3.3 Use appropriate supplies to maintain asepsis (e.g., gloves, mask, sterile supplies) ♦ 6.5.2.3.4 Use correct hand hygiene techniques „ ♦ 6.5.2.3.5 Prevent environmental spread of infectious disease through correct use of equipment ♦ 6.5.2.3.6 Monitor client care area for sources of infection



(B) 5.5 Associated Nurse Specific Practice Competencies

Domains	Sub domains	Indicators
5.5.1 Physiologic Integrity Physiological Integrity	5.5.1.1 Basic Care & Comfort in Adult patients	<ul style="list-style-type: none"> 5.5.1.1.1 Identify client at risk for impaired elimination 5.5.1.1.2 Provide care to client with bowel or bladder management protocol 5.5.1.1.3 Ability to monitor client bowel sounds 5.5.1.1.4 Ability to check client for mobility, gait, strength, motor skills 5.5.1.1.5 Use measures to maintain client skin integrity 5.5.1.1.6 Ability to provide care to an immobilized client 5.5.1.1.7 Identify comfort interventions for client with impaired comfort 5.5.1.1.8 Evaluate pain using standardized rating scale 5.5.1.1.9 Identify client potential for aspiration (e.g., feeding tube, sedation, swallowing difficulties) 5.5.1.1.10 Identify techniques for feeding client with enteral tubes 5.5.1.1.11 Monitor client ability to eat (e.g., chew, swallow) 5.5.1.1.12 Monitor client intake/output 5.5.1.1.13 Reinforce client teaching on special diets based on client diagnosis/ (e.g., high protein, calories restriction) 5.5.1.1.14 Assist with activities of daily living
	5.5.1.2 Basic Care & Comfort in pediatric patients	<ul style="list-style-type: none"> 5.5.1.2.1 Identify client at risk for impaired elimination 5.5.1.2.2 Provide care to client with bowel or bladder management protocol 5.5.1.2.3 Ability to monitor client bowel sounds 5.5.1.2.4 Ability to check client for mobility, gait, strength, motor skills 5.5.1.2.5 Use measures to maintain client skin integrity 5.5.1.2.6 Ability to provide care to an immobilized client 5.5.1.2.7 Identify comfort interventions for client with impaired comfort 5.5.1.2.8 Evaluate pain using standardized rating scale 5.5.1.2.9 Identify client potential for aspiration (e.g., feeding tube, sedation, swallowing difficulties) 5.5.1.2.10 Identify techniques for feeding client with enteral tubes 5.5.1.2.11 Monitor client ability to eat (e.g., chew, swallow) 5.5.1.2.12 Monitor client intake/output 5.5.1.2.13 Reinforce client teaching on special diets based on client diagnosis/ (e.g., high protein, calories restriction) 5.5.1.2.14 Assist with activities of daily living
	5.5.1.3 Pharmacological Therapies in Adult patients	<ul style="list-style-type: none"> 5.5.1.3.1 Identify potential and actual adverse effects of client medications 5.5.1.3.2 Identify a contraindication to the administration of a medication to the client





Domains	Sub domains	Indicators
		<ul style="list-style-type: none"> ♦ 5.5.1.3.3 Identify symptoms of an allergic reaction (e.g., to medication) ♦ 5.5.1.3.4 Monitor client-side effects to medications ♦ 5.5.1.3.5 Notify primary health care provider of adverse effects of client medications ♦ 5.5.1.3.6 Follow the rights of medication administration ♦ 5.5.1.3.7 Maintain medication safety practices (e.g., storage, checking for expiration dates, compatibility) ♦ 5.5.1.3.8 Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current medications) ♦ 5.5.1.3.9 Ability to reinforce education for clients about acceptable and unacceptable adverse effects of their medications ♦ 5.5.1.3.10 Assist in preparing client for insertion of central line ♦ 5.5.1.3.11 Assist in preparing emergency (crash) cart. ♦ 5.5.1.3.12 Assist in administering medication by oral ♦ 5.5.1.3.13 assist in Administering a medication by ear, eye, nose, ♦ 5.5.1.3.14 Dispose of client unused medications according to facility/agency policy route ♦ 5.5.1.3.15 Monitor transfusion of blood products in collaboration with health care providers
	5.5.1.4 Pharmacological Therapies in Pediatric patients	<ul style="list-style-type: none"> ♦ 5.5.1.4.1 Identify potential and actual adverse effects of client medications ♦ 5.5.1.4.2 Identify a contraindication to the administration of a medication to the client ♦ 5.5.1.4.3 Identify symptoms of an allergic reaction (e.g., to medication) ♦ 5.5.1.4.4 Monitor client-side effects to medications ♦ 5.5.1.4.5 Notify primary health care provider of adverse effects of client medications ♦ 5.5.1.4.6 Collect required data prior to medication administration (e.g., contraindications, desired therapeutic effects, current medications) ♦ 5.5.1.4.7 Ability to reinforce education for clients about acceptable and unacceptable adverse effects of their medications ♦ 5.5.1.4.8 Assist in preparing client for insertion of central line ♦ 5.5.1.4.9 assist in Administering medication by oral ♦ 5.5.1.4.10 assist in Administering a medication by ear, eye, nose,
	5.5.1.5 Reduction of Risk Potential in Adult patients	<ul style="list-style-type: none"> ♦ 5.5.1.5.1 Check client vital signs ♦ 5.5.1.5.2 Compare vital signs to client baseline vital signs ♦ 5.5.1.5.3 Reinforce client about normal and abnormal vital signs (e.g., hypertension, tachypnea, bradycardia, fever) ♦ 5.5.1.5.4 Perform an electrocardiogram (EKG/ECG) ♦ 5.5.1.5.5 Reinforce client teaching about diagnostic test ♦ 5.5.1.5.6 Identify laboratory values for ABGs, CBC, Electrolytes



Domains	Sub domains	Indicators
		<ul style="list-style-type: none"> ★ 5.5.1.5.7 Perform venipuncture for blood draws ★ 5.5.1.5.8 Perform blood glucose monitoring ★ 5.5.1.5.9 Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum) ★ 5.5.1.5.10 Monitor central line patency Reinforce client teaching on purposes of laboratory tests ★ 5.5.1.5.11 Ability to notify primary health care provider about client laboratory test result ★ 5.5.1.5.12 Recognize change in client neurological status (level of consciousness, orientation, muscle strength) ★ 5.5.1.5.13 Identify client with increased risk for insufficient blood circulation ★ 5.5.1.5.14 Identify client response to diagnostic tests/treatments/procedures ★ 5.5.1.5.15 Ability to notify primary health care provider if client has signs of potential complications (e.g., fever, hypotension, limb pain, thrombus formation) ★ 5.5.1.5.16 Evaluate client oxygen (O₂) saturation ★ 5.5.1.5.17 Suggest change in interventions based on client response to diagnostic tests/treatments/procedures ★ 5.5.1.5.18 Identify client response to surgery or health alterations ★ 5.5.1.5.19 Assist with care for client before and after surgical procedure ★ 5.5.1.5.20 Reinforce teaching to prevent complications due to surgery or health alterations (e.g., cough and deep breathing, elastic stockings) ★ 5.5.1.5.21 Suggest change in interventions based on client response to surgery or health alterations
	5.5.1.6 Reduction of Risk Potential in pediatric patients	<ul style="list-style-type: none"> ★ 5.5.1.6.1 Check client vital signs ★ 5.5.1.6.2 Compare vital signs to client baseline vital signs ★ 5.5.1.6.3 Reinforce client about normal and abnormal vital signs (e.g., hypertension, tachypnea, bradycardia, fever) ★ 5.5.1.6.4 Perform an electrocardiogram (EKG/ECG) ★ 5.5.1.6.5 Reinforce client teaching about diagnostic test ★ 5.5.1.6.6 Identify laboratory values for ABGs, CBC, Electrolytes ★ 5.5.1.6.7 Perform venipuncture for blood draws ★ 5.5.1.6.8 Perform blood glucose monitoring ★ 5.5.1.6.9 Collect specimen for diagnostic testing (e.g., blood, urine, stool, sputum) ★ 5.5.1.6.10 Reinforce client teaching on purposes of laboratory tests ★ 5.5.1.6.11 Ability to notify primary health care provider about client laboratory test result ★ 5.5.1.6.12 Recognize change in client neurological status (level of consciousness, orientation, muscle strength) ★ 5.5.1.6.13 Identify client with increased risk for insufficient blood circulation

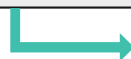




Domains	Sub domains	Indicators
		<ul style="list-style-type: none"> ♦ 5.5.1.6.14 Identify client response to diagnostic tests/treatments/procedures ♦ 5.5.1.6.15 Ability to notify primary health care provider if client has signs of potential complications (e.g., fever, hypotension) ♦ 5.5.1.6.16 Evaluate client oxygen (O₂) saturation ♦ 5.5.1.6.17 Suggest change in interventions based on client response to diagnostic tests/treatments/procedures ♦ 5.5.1.6.18 Identify client response to surgery or health alterations ♦ 5.5.1.6.19 Assist with care for client before and after surgical procedure ♦ 5.5.1.6.20 Suggest change in interventions based on client response to surgery or health alterations
	5.5.1.7 Physiological Adaptation in Adult Patients	<ul style="list-style-type: none"> ♦ 5.5.1.7.1 Identify signs and symptoms related to an acute or chronic illness ♦ 5.5.1.7.2 Identify general principles of client disease process when providing care ♦ 5.5.1.7.3 Identify signs and symptoms of client fluid and/or electrolyte imbalances ♦ 5.5.1.7.4 Identify signs and symptoms of an infection (e.g., temperature changes, swelling, redness, mental confusion or foul-smelling urine) ♦ 5.5.1.7.5 Ability to provide care for client drainage device (e.g., wound drain, chest tube) ♦ 5.5.1.7.6 Ability to provide cooling/warming measures to restore normal body temperature ♦ 5.5.1.7.7 Ability to provide care for a client with a tracheostomy ♦ 5.5.1.7.8 Ability to provide care to a client with an ostomy (e.g., colostomy, ileostomy, urostomy) ♦ 5.5.1.7.9 Ability to provide care to client on ventilator ♦ 5.5.1.7.10 Ability to provide care to correct client alteration in body system ♦ 5.5.1.7.11 Ability to provide care to client undergoing peritoneal dialysis ♦ 5.5.1.7.12 Ability to provide care for client experiencing increased intracranial pressure ♦ 5.5.1.7.13 Ability to provide care to client who has experienced a seizure ♦ 5.5.1.7.14 Ability to perform wound care and/or dressing change ♦ 5.5.1.7.15 Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning) ♦ 5.5.1.7.16 Reinforce education to client regarding care and condition ♦ 5.5.1.7.17 Ability to notify primary health care provider of a change in client status



Domains	Sub domains	Indicators
	5.5.1.8 Physiological Adaptation in Pediatric patients	<ul style="list-style-type: none"> 5.5.1.8.1 Identify signs and symptoms related to an acute or chronic illness 5.5.1.8.2 Identify general principles of client disease process when providing care 5.5.1.8.3 Identify signs and symptoms of client fluid and/or electrolyte imbalances 5.5.1.8.4 Ability to provide cooling/warming measures to restore normal body temperature 5.5.1.8.5 Ability to Provide care to client on venalator 5.5.1.8.6 Ability to provide care to correct client alteration in body system 5.5.1.8.7 Ability to provide care for client experiencing increased intracranial pressure 5.5.1.8.8 Ability to provide care to client who has experienced a seizure 5.5.1.8.9 Intervene to improve client respiratory status (e.g., breathing treatment, suctioning, repositioning) 5.5.1.8.10 Reinforce education to client regarding care and condition 5.5.1.8.11 Ability to notify primary health care provider of a change in client status
5.5.2 Health Promotion & Maintenance	5.5.2.1 Health Promotion/ Disease Prevention	<ul style="list-style-type: none"> 5.5.2.1.1 Identify risk factors for disease/illness (e.g., age, gender, ethnicity, lifestyle) 5.5.2.1.2 Distinguish modifiable and nonmodifiable risk factors 5.5.2.1.3 Educate client to modify risk factor as needed 5.5.2.1.4 Identify client lifestyle practices that may have an impact on health 5.5.2.1.5 Identify the national immunization program in regards to the vaccine, disease related prevention, the "age" and method of administration 5.5.2.1.6 Identify precautions and contraindications to immunizations 5.5.2.1.7 Identify client health seeking behaviors 5.5.2.1.8 Ability to assist client in disease prevention activities
	5.5.2.2 Developmental Transition needs	<ul style="list-style-type: none"> 5.5.2.2.1 Recognize the normal growth stages and needs and development milestones and needs from birth to geriatric 5.5.2.2.2 Identify and report client deviations from expected growth and development 5.5.2.2.3 Ability to provide care that meets the needs of child (newborn, adolescents) 5.5.2.2.4 Ability to provide care that meets the needs of the adult client ages 18 through 64 years 5.5.2.2.5 Ability to provide care that meets the needs of the adult client ages 65 and over 5.5.2.2.6 Ability to provide care that meets the needs for pregnant women





Domains	Sub domains	Indicators
	5.5.2.3 Ante/Intra/Postpartum and Newborn Care	<ul style="list-style-type: none"> 5.5.2.3.1 Recognize physiological changes during pregnancy and postpartum 5.5.2.3.2 Recognize client for symptoms of antenatal complications (PIH, GDM, Bleeding, anemia) 5.5.2.3.3 Reinforce client teaching on minor discomforts in pregnancy 5.5.2.3.4 Differentiate normal fetal heart rate during routine prenatal exams 5.5.2.3.5 Assist client with performing/learning newborn care (e.g., feeding, umbilical care...) 5.5.2.3.6 Perform care of postpartum client (e.g., perineal care, assistance with infant feeding) „ 5.5.2.3.7 Contribute to newborn plan of care 5.5.2.3.8 Reinforce client teaching on infant care skills (e.g., feeding, bathing, positioning) 5.5.2.3.9 Recognize client for symptoms of postpartum complications (e.g., hemorrhage, infection)
5.5.3 Psychosocial Integrity	5.5.3.1 Coping Mechanisms / Crisis Intervention / Stress Management	<ul style="list-style-type: none"> 5.5.3.1.1 Collect data regarding client psychosocial functioning 5.5.3.1.2 Identify client use of effective and ineffective coping mechanisms 5.5.3.1.3 Recognize stressors that affect client care 5.5.3.1.4 Ability to assist client to cope/ to stressful events and changes in health status 5.5.3.1.5 Identify client in crisis 5.5.3.1.6 Identify client risk for self-injury and/or violence (e.g., suicide or violence precaution) „ 5.5.3.1.7 Use crisis intervention techniques to assist client in coping 5.5.3.1.8 Ability to provide end of life care and education to clients 5.5.3.1.9 Implement measures to reduce environmental stressors (e.g., noise, temperature, pollution) 5.5.3.1.10 Monitor client effective use of stress management techniques 5.5.3.1.11 Use therapeutic communication techniques with client
	5.5.3.2 Mental health Concepts	<ul style="list-style-type: none"> 5.5.3.2.1 Understand mental health concepts 5.5.3.2.2 Identify client symptoms of acute or chronic mental illness (e.g., schizophrenia, depression, bipolar disorder) 5.5.3.2.3 Recognize change in client mental status 5.5.3.2.4 Ability to assist in the care of a client experiencing sensory/perceptual alterations 5.5.3.2.5 Ability to assist in promoting client independence and communicate needs



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5. National Council Licensure Examination for Registered Nurses NCLEX.RN (2016). Examination Test Plan for Registered Nurses.
6. National Council Licensure Examination for Practical Nurses NCLEX.PN Examination (2020).
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ملخص كفايات التمريض القانوني/المشارك /القبالة القانونية

استكمالاً لجهود الديوان في تحقيق رؤيته في رفع بناء القدرات للوصول إلى التميز في قيادة الموارد البشرية لحماية القطاع الصحي . قام ديوان الخدمة المدنية بتطوير الاطار العام للكفايات للتمريض للتمريض القانوني والمشارك والقبالة لبناء امتحانات القبول للممرضات والقابلات في الخدمة المدنية . وتوفير هذا الاطار كمرجع في القطاعات المدنية للوصف الوظيفي للتمريض والقبالة . و لتقييم الأداء المهني وبناء برامج التطوير المهني والمسارات المهنية .

منهجية تطوير الاطر المرجعية لكفايات التمريض والقبالة

تم تطوير كفايات التمريض بناءً على :

- برامج كليات التمريض
- الاوصاف الوظيفية للتمريض والقبالة في وزارة الصحة
- الاطار الوطني للمجلس التمريض الأردني
- افضل النماذج والاطر الدولية والاقليمية لكفاءات التمريض / القبالة ذات الصلة والتي لها تطبيقات محلية وعالمية
- المجلس الدولي للممرضات
- المجلس الدولي للقبالات ICM
- مجموعات النقاش المركزة من خبراء التمريض والقبالة في قطاعات الخدمة المدنية والشركاء من القطاعات الصحية الخاصة و الجامعات و النقابات
- تغذية راجعة من قبل خبراء من وزارة الصحة
- الاعتماد من قبل وزارة الصحة .

بناء على ذلك تم بناء الاطار المرجعي للتمريض والقبالة للكفايات لتشمل الكفايات التالية :

الكفايات الصحية العامة: Generic Health Competencies (GHC)

هي الكفايات التي يتم مشاركتها مع جميع المهن الصحية التي تركز على توفير بيئة رعاية صحية آمنة وفعالة:

■ توفير الرعاية القانونية و الأخلاقية الصحية العامة Health Regulations ,Ethics

■ وممارسات السلامة والجودة Quality

■ والتواصل العلاجي مع المرضى والعمل بروح الفريق Communication



■ والممارسة المستندة إلى افضل الادلة العلمية و المعلوماتية الصحية Utilize Health Information

كفايات التمريض/ القبالة المهنية (Professional nursing /midwifery competencies PNMC)



الكفايات التي تعزز بيئة رعاية آمنة وفعالة ومنظمة للمرضى من خلال إدارة / تنسيق الرعاية للمرضى بناءً على مدونة أخلاقيات الممرض لتلبية حقوق المرضى وإعطاء الأولوية للرعاية وضبط العدوى والاستجابة للحالات الطارئة بطريقة آمنة

■ إدارة الرعاية Management of care

■ ضبط العدوى والممارسة الآمنة Safety and infection control

كفايات الممارسة المتخصصة للتمريض (SPNC): Specific Practice Nursing Competencies



الكفاءات التي تلبي توفير رعاية تتمحور حول المرضى بناءً على احتياجات المريض والتي تشمل :

■ الرعاية الأساسية والراحة Basic Care and Comfort

■ العلاجات الدوائية والوريدية Pharmacological and Parenteral Therapies

■ الحد من المخاطر المحتملة في المرضى Reduction of Risk Potential

■ السلامة الفسيولوجية عند المرضى Physiological Adaptation

■ تعزيز الصحة والحفاظ عليها Health Promotion & Maintenance

■ السلامة النفسية والاجتماعية Psychosocial Integrity

الكفايات الممارسة المتخصصة للقبالة Specific Practice Midwifery Competencies



الكفايات التي توفر رعاية الصحة الإيجابية للمرأة بما في ذلك المشورة والتثقيف الصحي والتقييم ووضع الخطة العلاجية . من ما قبل الحمل إلى تقديم الحمل حتى الولادة وحتى فترة ما بعد الولادة ورعاية الأطفال حديثي الولادة لتشمل

■ رعاية ما قبل الحمل Pre-pregnancy care

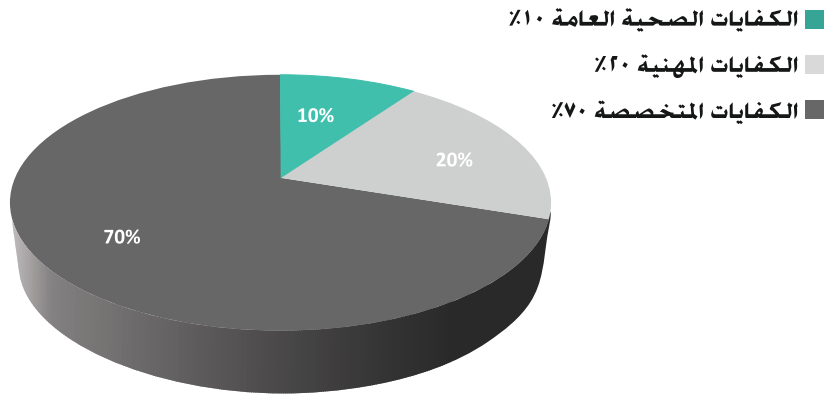
■ رعاية الحامل Antenatal care

■ رعاية المخاض labor care

■ رعاية النفاس والطفل حديث الولادة Postpartum care



نسب الكفايات الوظيفية لتخصص التمريض والقبالة القانونية



النسب المئوية للكفايات المهنية و التخصصية لامتحانات التمريض والقبالة القانونية

لبناء امتحان يقيس القدرات والكفايات لمُتلقي الرعاية الصحية تم إجراء ممارسة التحليل (practice analysis) الذي تم استخدامه لجمع البيانات حول الممارسة الحالية للتمريض فقد تم بناء الاستبانة استناداً على الإطار العام للكفايات لتحديد الاحتياجات الحقيقية لواقع ممارسة المهنة في القطاع العام

