

NMC Competence Domain	KSF Dimension	Comments
ASSESSMENT AND MANAGEMENT OF PATIENT HEALTH/ILLNESS STATUS		
Health promotion/health protection and disease prevention		
Assesses individuals health education/promotion related needs	HWB1 L4 HWB2 L4 HWB4 L4	
Plans, develops and implements programmes to promote health and wellbeing and address individual needs	HWB1 L3 HWB2 L4 HWB3 L3 HWB4 L4 HWB5 L4 HWB6 L4	
Provides health education through anticipatory guidance and counselling to promote health, reduce risk factors, and prevent disease and disability	HWB1 L3 HWB3 L3 HWB4 L4 HWB5 L4	
Develops and uses a follow-up system within the practice workplace to ensure that patients receive appropriate services	HWB3 L4 HWB5 L4 HWB7 L4 IK1 L2	
Recognises environmental health problems affecting patients and provides health protection interventions that promote healthy environments for individuals, families and communities	C3 L4 HWB3 L3	
Assessment and Management of patient illness		
Obtains, analyses and interprets history, presenting symptoms, physical findings, and diagnostic information to develop the appropriate differential diagnoses	HWB6 L4 HWB7 L4	
Diagnoses and manages acute and long term conditions while attending to the patients response to the illness experience	C3 L4 HWB3 L4 HWB5 L4 HWB6 L4 HWB7 L4	

Prioritises health problems and intervenes appropriately, including initiation of effective emergency care	C3 L4 HWB3 L4 HWB5 L4 HWB7 L4	
Employs appropriate diagnostic and therapeutic interventions and regimens with attention to safety, cost, invasiveness, simplicity, acceptability, adherence, and efficacy	C5 L3 IK3 L4 HWB5 L4 HWB7 L4 HWB8 L3 HWB10 L3	
Formulates an action-plan based on scientific rationale, evidence-based standards of care, and practice guidelines	HWB5 L4 HWB6 L4 HWB7 L4	
Provides guidance, counselling, advice and support regarding management of the health/illness condition	CI L4 HWB1 L4 HWB3 L4 HWB5 L4	
Initiates appropriate and timely consultation and/or referral when the problem exceeds the nurse's scope of practice and/or expertise	C1 L4 IK1 L3 HWB6 L4	

Assesses and intervenes to assist the patient in complex, urgent or emergency situations:		
A. Rapidly assesses the patient's unstable and complex health care problems through synthesis and prioritisation of historical and immediately-derived data	HWB2 L4 HWB6 L4 HWB8 L4	
B. Diagnoses unstable and complex health care problems using collaboration and consultation with the multi-professional health care team as indicated by setting, speciality, and individual knowledge and experience	C1 L4 IK1 L3 HWB8 L4	
C. Plans and implements diagnostic strategies and therapeutic interventions to help patients with unstable and complex health care problems regain stability and restore health, in collaboration with the patient and multi-professional health care team	C1 L4 C3 L4 IK1 L3 HWB3 L4 HWB5 L4 HWB7 L4 HWB8 L4	
D. Rapidly and continuously evaluates the patient's changing condition and response to therapeutic interventions and modifies the plan of care for optimal patient outcome	C3 L4 HWB3 L4 HWB5 L4 HWB7 L4 HWB8 L4 HWB10 L3	
For health promotion /health protection and disease prevention, and management of patient illness		
Demonstrates critical thinking and diagnostic reasoning skills in clinical decision-making	HWB5 L4 HWB6 L4 HWB7 L4	
Obtains a comprehensive problem focused health history from the patient or carer	C1 L4 HWB2 L4 HWB6 L4	
Performs a comprehensive problem focused age appropriate physical	HWB2 L4	

examination	HWB6 L4	
Analyses the data collected to determine health status of the patient	C1 L4 HWB2 L4 HWB6 L4	
Formulates a problem list and prioritised management plan	HWB2 L4 HWB6 L4	
Assesses, diagnoses, monitors, co-ordinates, and manages the health/illness status of patients during acute and enduring episodes	HWB2 L4 HWB5 L4 HWB6 L4 HWB7 L4 HWB8 L3	
Demonstrates knowledge of the patho-physiology of conditions commonly seen in practice	HWB6 L4	
Communicates the patient's health status using appropriate terminology, format, and technology	C1 L4 IK1 L3 HWB2 L4 HWB3 L4	
Applies principles of epidemiology and demography in clinical practice by recognising populations at risk, patterns of disease, and effectiveness of prevention and intervention	IK1 L3 HWB2 L4 HWB3 L3 HWB6 L4 HWB7 L4	
Acquires and uses community/public health assessment information in evaluating patient needs, initiating referrals, co-ordinating care and programme planning	HWB2 L4 HWB6 L4	
Applies principles of evidence-based practice pertinent to their area of practice.	C5 L4 IK2 L3 IK3 L4 HWB7 L4	
Provides information and advice to patients and carers concerning drug regimens, side-effects and interaction, in an appropriate form	C1 L4 HWB1 L4 HWB5 L4	
If legally authorised – prescribes medications based on efficacy, safety, and cost from the formulary	HWB3 L4 HWB5 L4 HWB7 L4 HWB10 L4	

Evaluates the use of complementary/alternative therapies used by patients for safety and potential interaction	HWB5 L4 HWB10 L4	
Integrates appropriate non-drug-based treatment methods into a plan of management	HWB1 L4 HWB5 L4 HWB7 L4	
Orders, may perform, and interprets common screening and diagnostic tests	HWB2 L4 HWB6 L4 HWB8 L3	
Evaluates results of interventions using accepted outcome criteria, revises the plan accordingly, and consults/refers when needed	C1 L4 IK1 L3 HWB3 L4 HWB5 L4 HWB7 L4 HWB8 L3	
Works collaboratively with other health professional and agencies as appropriate	C1 L4 C4 L3 IK1 L3	
Plans and conducts follow-up visits appropriately to monitor patients and evaluate health/illness care	HWB3 L4 HWB5 L4 HWB7 L4	

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THE NURSE PATIENT RELATIONSHIP		
Creates a climate of mutual trust and establishes partnerships with patients, carers and families.	C1 L4	
Validates and checks findings with patients.	C1 L4	
Creates a relationship with patients that acknowledges their strengths and knowledge and enabling them to address their needs	C1 L4 HWB4 L4	
Communicates a sense of ‘being there’ for the patient, carers and families and provides comfort and emotional support	C1 L4	
Evaluates the impact of life transitions on the health/illness status of patients, and the impact of health/illness on patients’ lives (individuals, families, carers, and communities)	C1 L4	
Applies principles of empowerment in promoting behaviour change	C1 L4	
Develops and maintains the patient’s control over decision-making, assesses the patient’s commitment to the jointly determined plan of care, and fosters personal responsibility for health	C1 L4 HWB4 L4	
Maintains confidentiality, while recording data, plans, and results in a manner that preserves the dignity and privacy of the patient	C1 L4 C3 L4 HWB2 L4	
Monitors and reflects on own emotional response to interaction with patients, carers and families and uses this knowledge to further therapeutic interaction	C1 L4 C2 L4	
Considers the patient’s needs when bringing closure to the nurse-patient relationship and provides for a safe transition to another care provider or independence	C1 L4 HWB4 L4	

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THE EDUCATION FUNCTION		
Timing		
Assesses the on-going and changing needs of patients, carers and families for education based on the following:		
A. needs for anticipatory guidance associated with growth and the developmental stage	C2 L4 HWB4 L4 G1 L3	
B. care management that requires specific information or skills	C2 L4 G1 L3	
C. the patients understanding of their health condition	C2 L4 G1 L3	
Assesses the patient's motivation for learning and maintenance of health-related activities using principles of change and stages of behaviour change	C2 L4 G1 L3	
Creates an environment in which effective learning can take place	C2 L4 G1 L3	
Eliciting		
Elicits information about the patient's interpretation of health conditions as a part of the routine health assessment	HWB2 L3 G1 L3	
Elicits information about the patient's perceived barriers, supports, and modifiers to learning when preparing for patient's education	G1 L3	
Elicits the patient's learning style to facilitate an appropriate teaching approach	G1 L3	
Elicits information about cultural influences that may affect the patient's learning experience	G1 L3	
Enabling		
Enables patients by displaying a sensitivity to the effort and emotions associated with learning about how to care for one's health condition	C2 L4 G1 L3	
Enables patients in learning specific information or skills by designing a learning plan that is comprised of sequential, cumulative steps, and that acknowledges relapse and the need for practice, reinforcement, support, and re-teaching when necessary	C2 L4 G1 L3 HWB1 L3 HWB4 L4	
Enables patients to use community resources when needed	C2 L4 HWB4 L4	

Providing		
Communicates health advice and instruction appropriately, using an evidence based rationale	C1 L4 HWB1 L3 G1 L3	
Negotiating		
Negotiates a jointly determined plan of care, based on continual assessment of the patient's readiness and motivation, re-setting goals, and optimal outcomes	C2 L4 HWB4 L3 G1 L3	
Monitors the patient's behaviours and specific outcomes as a guide to evaluating the effectiveness and need to change or maintain educational strategies	C2 L4 HWB5 L4	
Coaching		
Coaches the patient by reminding, supporting and encouraging, using empathy	C2 L4 G1 L3	

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PROFESSIONAL ROLE		
Develops and implements the role		
Acquires and uses evidence and research to implement the role of the advanced nurse practitioner	IK3 L4	
Functions in a variety of role dimensions: advanced health care provider, co-ordinator, consultant, educator, coach, advocate, administrator, researcher, role model and leader	C2 L4 HWB2 L4 G7 L3	
Interprets and markets the role to the public, legislators, policy-maker, and other health care professions	C4 L3 G8 L2	
Directs care		
Prioritises, co-ordinates, and meets multiple needs for culturally diverse patients	HWB5 L4 HWB7 L4	
Uses sound judgement in assessing conflicting priorities and needs	HWB2 L4 HWB6 L4 HWB7 L4	
Builds and maintains a therapeutic team to provide optimum therapy	C1 L4 C4 L4 C5 L4 G7 L2	
Obtains specialist and referral care for patients while remaining the primary care provider	C1 L4 C4 L3 HWB7 L4	
Acts as an advocate for the patient to ensure health needs are met consistent with patients' wishes	C6 L3 HWB3 L2	
Consults with other health care providers and public/independent agencies	C1 L4 C4 L3	
Incorporates current technology appropriately in care delivery	HWB6 L3 HWB7 L3	
Uses information systems to support decision-making and to improve care	C5 L4 IK3 L4	
Provides leadership		
Is actively involved in a professional association	C2 L3	

Evaluates implications of contemporary health policy on health care providers and consumers	C4 L3 HWB1 L4 G2 L2 G7 L2	
Participates in legislative and policy-making activities that influence an advanced level of nursing practice and the health of communities	C4 L3 HWB1 L4 G2 L2	
Advocates for access to quality, cost-effective health care	C4 L3 C6L3	
Evaluates the relationship between community/public health issues and social problems as they impact on the health care of patients (poverty, literacy, violence, etc.)	C4 L3 HWB1 L3	
Actively engages in continuous professional development and maintains a suitable record of this development	C2 L3	

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MANAGING AND NEGOTIATING HEALTH CARE DELIVERY SYSTEMS		
Managing		
Demonstrates knowledge about the role of the advanced nurse practitioner	C3 L3	
Provides care for individuals, families, and communities within integrated health care services	C5 L3 HWB7 L4	
Considers access, cost, efficacy, and quality when making care decisions	C5 L3	
Maintains current knowledge of their employing organisation and the financing of the health care system as it affects delivery of care	C5 L3 G4 L2	
Participates in organisational decision-making, interprets variations in outcomes, and uses data from information systems to improve practice	C5 L3 IK2 L2	
Manages organisational functions and resources within the scope of responsibilities as defined in a job description	C5 L3 IK2 L2 G5 L3	
Uses business and management strategies for the provision of quality care and efficient use of resources	C5 L3 G5 L3	
Demonstrates knowledge of business principles that affect long term financial viability of an organisation, the efficient use of resources, and quality of care	C5 L3 G4 L2	
Demonstrates knowledge of, and acts in accordance with, relevant regulations for this level of practice and the NMC Code of Professional Conduct; standards for conduct, performance and ethics	C3 L3 C5 L3	
Negotiating		
Collaboratively assesses, plans, implements, and evaluates care with other health care professionals, using approaches that recognise each one's expertise to meet the comprehensive needs of patients	C1 L4 HWB5 L4	
Undertakes risk assessments and manages risk effectively	C3 L4	
Participates as a key member of a multi-professional team through the development of collaborative and innovative practices	G2 L3	
Participates in planning, development, and implementation of public and community health programmes	HWB1 L3	

Participates in legislative and policy-making activities that influence health services/practice	HWB1 L3	
Advocates for policies that reduce environmental health risks	C3 L4 HWB1 L4	
Advocates for policies that are culturally sensitive	C3 L3 C6 L3	
Advocates for increasing access to health care for all	C3 L3 C6 L3	

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MONITORING AND ENSURING THE QUALITY OF ADVANCED HEALTH CARE PRACTICE		
Ensuring quality		
Incorporates professional/legal standards into advanced clinical practice	C5 L4	
Acts ethically to meet the needs of the patient in all situations however complex	C5 L4 HWB5 L4	
Assumes accountability for practice and strives to attain the highest standards of practice	C4 L3 C5 L3	
Engages in clinical supervision and self-evaluation and uses this to improve care and practice	C2 L4 C5 L2	
Collaborates and/or consults with members of the health care team about variations in health outcomes	C5 L3 HWB5 L4	
Promotes and uses an evidence-based approach to patient management that critically evaluates and applies research findings pertinent to patient care management and outcomes	C5 L3 HWB7 L4 G2 L4	
Evaluates the patients' response to the health care provided and the effectiveness of the care	HWB5 L4	
Interprets and uses the outcomes of care to revise care delivery strategies and improve the quality of care	C4 L3 C5 L3 HWB7 L4	
Accepts personal responsibility for professional development and the maintenance of professional competence and credential	C2 L4 C5 L2	
Monitoring quality		
Monitors quality of own practice and participates in continuous quality improvement	C5 L4	
Actively seeks and participates in peer review of own practice	C2 L4	
Evaluates patient follow-up and outcomes, including consultation and referral	C5 L3 HWB7 L4	
Monitors current evidence based literature in order to improve quality care	C5 L3 G2 L4	

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RESPECTING CULTURE AND DIVERSITY		
Demonstrates respect for the inherent dignity of every human being, whatever their age, gender, religion, socio-economic class, sexual orientation, and ethnic or cultural group	C6 L4 HWB4 L4	
Accepts the rights of individuals to choose their care provider, participate in care, and refuse care	C6 L4 HWB4 L4	
Acknowledges their own personal biases and actively seeks to address them whilst ensuring the delivery of quality care	C2 L4 C6 L3	
Actively promotes diversity and equality	C6 L4	
Incorporates cultural preferences, health beliefs and behaviours into management plans as appropriate	C6 L4	
Provides patient-appropriate educational materials that address the language and cultural beliefs of the patient	IK3 L3	
Accesses patient appropriate resources to deliver care	C5 L2 C6 L4	
Supports patients from marginalized groups to access quality care	C6 L4	
Spiritual competencies		
Respects the inherent worth and dignity of each person and the right to express spiritual beliefs	C6 L4 HWB5 L4	
Assists patients and families to meet their spiritual needs in the context of health and illness experiences, including referral for pastoral services	C6 L4 HWB4 L4 HWB5 L4	
Assesses the influence of patients' spirituality on their health care behaviours and practices	C6 L4 HWB4 L4 HWB5 L4	
Incorporates patients' spiritual beliefs in the care plan	C6 L4 HWB4 L4 HWB5 L4	
Provides appropriate information and opportunity for patients, carers and families to discuss their wishes for end-of-life decision-making and care	C6 L3 IK3 L4 HWB L4	
Respects wishes of patients and families regarding expression of spiritual beliefs	C6 L4	

	HWB4 L4 HWB5 L4	
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