1. THINKS CRITICALLY AND ANALYSES NURSING PRACTICE

- Complies and practices according to relevant legislation and local policy
  - Follows policies and procedures of the facility/organisation (e.g., workplace health and safety / infection control policies)
  - Maintains patient/client confidentiality
  - Arrives fit to work
  - Arrives punctually and leaves at agreed time
  - Calls appropriate personnel to report intended absence
  - Wears an identification badge and identifies self
  - Observes uniform/dress code
  - Maintains appropriate professional boundaries with patients/clients and carers

- Uses an ethical framework to guide their decision making and practice
  - Understands and respects patients'/clients' rights
  - Allows sufficient time to discuss care provision with patient/clients
  - Refers patients/clients to a more senior staff member for consent when appropriate
  - Seeks assistance to resolve situations involving moral/ethical conflict
  - Applies ethical principles and reasoning in all health care activities

- Demonstrates respect for individual and cultural (including Aboriginal & Torres Strait Islander) preference and differences
  - Practices sensitively in the cultural context
  - Understands and respects individual and cultural diversity
  - Involves family/others appropriately to ensure cultural/spiritual needs are met

- Sources and critically evaluates relevant literature and research evidence to deliver quality practice
  - Locates relevant current evidence (e.g. clinical practice guidelines and systematic reviews, databases, texts)
  - Clarifies understanding and application of evidence with peers or other relevant staff
  - Applies evidence to clinical practice appropriately

- Participates in quality activities when possible (e.g. assists with clinical audit, journal club)
- Shares evidence with others

- Maintains the use of clear and accurate documentation
  - Uses suitable language and avoids jargon
  - Writes legibly and accurately (e.g. correct spelling, approved abbreviations)
  - Records information according to organisational guidelines and local policy

2. ENGAGES IN THERAPEUTIC AND PROFESSIONAL RELATIONSHIPS

- Communicates effectively to maintain personal and professional boundaries
  - Introduces self to patient/client and other health care team members
  - Greets others appropriately
  - Listens carefully and is sensitive to patient/client and carer views
  - Provides clear instructions in all activities
  - Uses a range of communication strategies to optimise patient/client rapport and understanding (e.g. hearing impairment, non-English speaking, cognitive impairment, consideration of non-verbal communication)
  - Communication with patient/client is conducted in a manner and environment that demonstrates consideration of confidentiality, privacy and patient's/client's sensitivities

- Collaborates with health care team and others to share knowledge that promotes person-centred care
  - Demonstrates positive and productive working relationships with colleagues
  - Uses knowledge of other health care team roles to develop collegial networks
  - Demonstrates a collaborative approach to practice
  - Identifies appropriate educational resources (including other health professionals)
  - Prioritises safety problems

3. MAINTAINS THE CAPABILITY FOR PRACTICE

- Demonstrates commitment to lifelong learning of self and others
  - Links course learning outcomes to own identified learning needs
  - Seeks support from others in identifying learning needs
  - Seeks and engages a diverse range of experiences to develop professional skills and knowledge
  - Supports and encourages the learning of others

- Reflects on practice and responds to feedback for continuing professional development
  - Reflects on activities completed to inform practice
  - Plans professional development based on reflection of own practice
  - Keeps written record of professional development activities
  - Incorporates formal and informal feedback from colleagues into practice

- Demonstrates skills in health education to enable people to make decisions and take action about their health
  - Assists patients/clients and carers to identify reliable and accurate health information
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### 4. COMPREHENSIVELY CONDUCTS ASSESSMENTS

- Patient/client care is based on knowledge and clinical reasoning
- Refers concerns to relevant health professionals to facilitate health care decisions/delivery
- Provides information using a range of strategies that demonstrate consideration of patient/client needs
- Prepares environment for patient/client education including necessary equipment
- Demonstrates skill in patient/client education (e.g. modifies approach to suit patient/client age group, uses principles of adult learning)
- Educates the patient/client in self-evaluation

### 5. DEVELOPS A PLAN FOR NURSING PRACTICE

- Accurately analyses and interprets assessment data to inform practice
  - Prioritises important assessment findings
  - Demonstrates application of knowledge to selection of health care strategies (e.g. compares findings to normal)
  - Seeks and interprets supplementary information, (e.g. accessing other information, medical records, test results as appropriate)
  - Structures systematic, safe and goal oriented health care accommodating any limitations imposed by patient's/client's health status

### 6. PROVIDES SAFE, APPROPRIATE AND RESPONSIVE QUALITY NURSING PRACTICE

- Demonstrates accountability for decisions and actions appropriate to their role
  - Provides care that ensures patient/client safety
  - Provides rationales for care delivery and/or omissions
  - Sources information to perform within role in a safe and skilled manner
  - Complies with recognised standards of practice

- Provides rationales for care delivery and/or omissions
- Sources information to perform within role in a safe and skilled manner
- Completes assessment in acceptable time
- Responds appropriately to important patient/client cues
- Completes assessment in acceptable time
- Demonstrates sensitive and appropriate physical techniques during the assessment process
- Encourages patients/clients to provide complete information without embarrassment or hesitation

### 7. EVALUATES OUTCOMES TO INFORM NURSING PRACTICE

- Monitors progress towards expected goals and health outcomes
  - Refers patient/client on to other professional/s
  - Begins discharge planning in collaboration with the health care team at the time of the initial episode of care
  - Monitors patient/client safety and outcomes during health care delivery
  - Records and communicates patient/client outcomes where appropriate

- Modifies plan according to evaluation of goals and outcomes in consultation with relevant health care team and others
  - Questions patient/client or caregiver to confirm level of understanding
  - Updates care plans/documentation to reflect changes in care
  - Uses appropriate resources to evaluate effectiveness of planned care/treatment

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