



**DEVELOPING
THE ARAB**
HEALTH WORKFORCE
FOR SDG 2030

How Competent Are New Nurses at The Start of Their Career?

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20th edition

Guideline

- Introduction.
- Definition of competencies.
- Definition of nursing competencies.
- Benefits and uses of competencies.
- Definition of core - competencies.
- Scope of nursing core – competencies.
- Strategies to improve competencies for newly graduated nurses.
- Conclusion.
- Recommendations.

Introduction

The logo for MEDHEALTH CAIRO 2019 features the text 'MEDHEALTH' in blue and 'CAIRO 2019' in green, positioned to the left of a stylized globe icon composed of various colored dots (blue, green, purple, grey).

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In line with international trends, we are developing a health care system that provides lifelong holistic care, promotes health, enhances the quality of life and enables human development. The availability of qualified and competent health care professionals especially nurses is the key to the delivery of quality health care services.

Nurses are encouraged to increase their level of skills, information retrieval, critical thinking and self-learning by determining their level of competence.

Competence is understood as

The integration of knowledge, skills, values, and attitudes.

OR

They consist of clusters of knowledge, skills, and personal attributes that **AFFECT** an individual's ability to **PERFORM**.

Defining Competencies

Competencies are important for:

- Organizational success
- Personal performance
- Enhanced contribution

Competencies sends the message that "how" matters as much as "what"



Nursing Competency is understood as

The ability to perform the task with desirable outcomes under the varied circumstances of the real world. Competence builds on a foundation of basic clinical skills, scientific knowledge, and moral development.

Do you know where are you now and where do you want to get ?



By developing our competences we succeed to:

Learn and Recognize

Resolve and Develop

Be intuitive and Create

Lead and

...Dream.

Your Potential can
become **your**
Competence...

...your Competence
creates value and
becomes **your**
Evolution ...



Competences are

**Clearly defined,
Measurable,
Observable.**

Examples:

Team player



*constantly participation to team activities,
opened to suggestions and new ideas,
committed to tasks, he (she) encourages
cooperation between colleagues, shares ideas*

Benefits and Uses of Competencies



- ❑ Competencies can clarify and drive organizational expectation.
- ❑ Competencies provide a strong foundation that help integrate programs and supports organizational success.
- ❑ Competencies can help define and communicate career opportunities.
- ❑ Competencies can help in performance management for employees.



Core- competencies



The essential competencies that a nurse is expected to possess at entry to practice as an outcome of their nursing education in order to provide the public with safe, effective and ethical care.

Do you have the necessary competences to evolve ?



The Scope of Nursing Core-Competencies



Comprises 11 competence areas:

Competence area 1: Nursing knowledge

Competence area 2: Patient centered care

Competence area 3: Professionalism

Competence area 4: Leadership

Competence area 5: System based practice

Competence area 6: Informatics

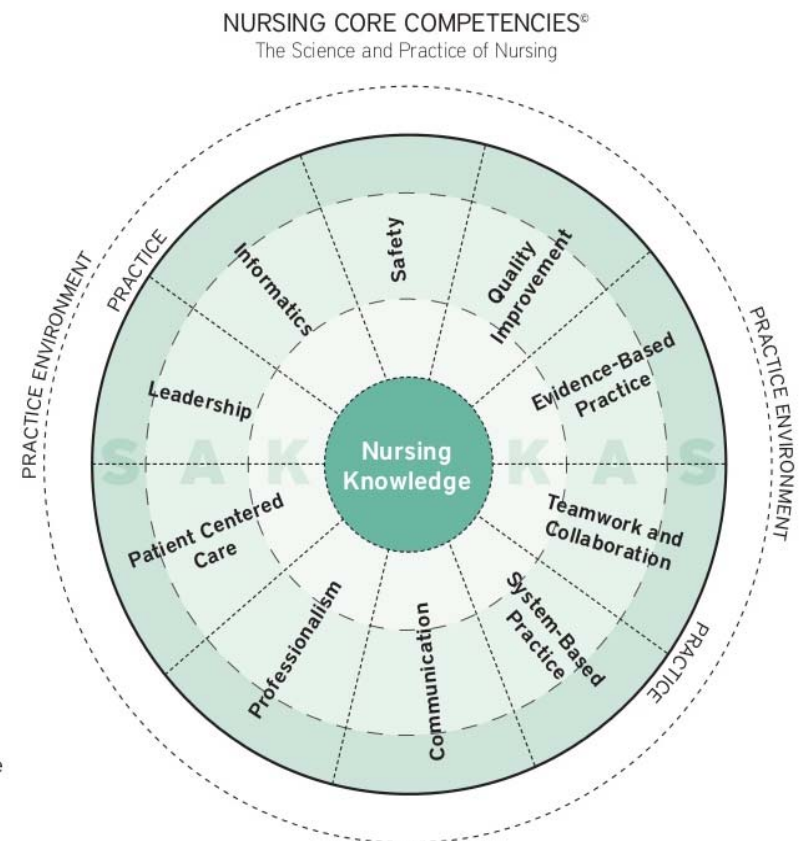
Competence area 7: Communication

Competence area 8: Teamwork and collaboration

Competence area 9: Safety

Competence area 10: Quality improvement

Competence area 11: Evidence based practice (EBP)



Competence area 1: Nursing knowledge

Nursing is a caring, enabling, knowledge-based and competence-assessed profession which is dynamic in meeting the changing health needs of the society.

Competence area 2: Patient centered care

The provision of holistic, client-centered care through the implementation of the nursing process; the adoption of a caring and responsible attitude; effective communication and interpersonal skill as well as ethical principles.

Competence area 3.4: Professionalism & leadership



Generic or base competencies.

Are applied at a general level and are used for different occupations as; use of technological equipments.

Functional or technical competencies.

Specialized and specific to occupations as; implementing different statistical techniques

Managerial competencies.

As leadership, planning, organizing and delegation.

**We have different
qualities and abilities.**

**The way we grow them
influences our future.**

Competence area 5.6: System based practice & informatics



To keep up with changes, the nursing profession has to respond and integrate appropriate information technology.

To prepare nurses for “high-touch, high-technology” patient care for the twenty-first century.

Nurses’ informatics competencies are divided to three levels of practice:

- User level competencies.
- Modifier level competencies.
- Innovator level competencies.



Nursing informatics competencies

Divided into:

- Technical competencies.
- Utility competencies.
- Leadership competencies.



Nursing Informatics Competencies

A Venn diagram illustrating the components of Nursing Informatics Competencies. It features four overlapping circles: 'Technical' (top left), 'Utility' (top right), 'Modifier' (bottom left), and 'Innovator' (bottom right). The central area where all four circles overlap is labeled 'User'. Below the 'Modifier' and 'Innovator' circles is a large circle labeled 'Leadership'. The diagram is surrounded by various icons representing healthcare, technology, and leadership.

June Kaminski RN MSN PhD(c) 2000 – 2012. Nursing Informatics Competencies: Self – Assessment.
<http://nursing-informatics.com/nia/assess/index.html>

Benefits of Integrating Informatics

Rapid access and easy navigation to crucial data such as patient current vital signs, medication history, and alerts to drug allergies; systematic patient assessment, access to decision-making and outcomes, such as high quality of nursing care, promotion of patient safety, standardized nursing language, and evidence-based practice.

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Competence area 11: Evidence Based Practice (EBP)

One of the strongest and most far-reaching current trends in health care is the application of evidence - based practice through the development of research and information technology.

This trend is visible across all sectors of nursing, including practice, education, research, and administration.



Competence area 11: Evidence based practice (EBP)



Strategies to improve competencies for newly graduated nurses

- 1-New Graduate Nurse Program.**
- 2-Simulation debriefing.**
- 3- Preceptor ship.**
- 4-Using valid competence measurement tools.**



1-New Graduate Nurse Program

Is designed to assist new nurses develop the competence and confidence as a professional nurse. The program emphasizes professional practice, critical thinking, nurse satisfaction, evidence-based practice, clinical competency, teamwork and communication.

Increase proficiency from advanced beginner to competent professional and promote evidence based practice at the bedside to ensure good patient outcomes.



2- Structured debriefing in nursing simulation

Is an important teaching and learning strategy. Debriefing is a practice whereby newly nurses assess the clinical situation and stimulate the development of critical reflective learning within an active learning environment.

3-Preceptor ship

A preceptor ship is a formal relationship constructed to link experienced nurses (preceptors) with new graduate nurses to facilitate their orientation and integration into their new roles and responsibilities in the professional practice environment of care.



4- Valid competence measurement tools

Covering eight factors:

- Nursing care.**
 - Value-based nursing care.**
 - Medical/technical care.**
 - Teaching/learning and support.**
 - Documentation and information technology.**
 - Legislation in nursing and safety planning.**
 - Leadership and development of nursing care.**
 - Education and supervision for newly nurses.**
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Conclusion:

Nursing competency is a core ability that is required for fulfilling nursing responsibilities. Competence changes and develops over time. Nurses` level of competence is influenced by their educational preparation, frequency of clinical exposure and the duration of their experience.

One of the greatest professional challenges is ensuring that a competent nursing staff expertly cares for patients within an ever-changing healthcare environment.

The integration of technology and increasing patient acuity requires more skillful practitioner. New knowledge and technology require constant modifications in policies, positions, descriptions, and evaluation of skills of all personnel and especially professional nurses. Health care institutions now seek nurses who are effective, flexible, and creative critical thinkers.

So, nursing education must be upgraded in parallel with integration of information technology. It is no longer an additional option, but an essential element of job performance.

Recomendations:

- Provide core information technology skills and resources to students address infrastructure requirements.**
 - Put nursing programs to identify the competencies needed and how these might be met.**
 - Cooperation of health care organizations and educational facilities to provide training facilities.**
 - Creative solutions for limited infrastructure budgets.**
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“Knowing is not enough; we must apply.
Willing is not enough we must do.”

- Goethe

*Thank
you*



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