

## Departmental Policy and Procedure

Originating Department	Nursing Affairs	DPP No.	3-130000-003(1)
Title	Standards of Professional Practice		
Supersedes			
Original Date	14 January 2015	Revision Date	07 June 2017

### 1. PURPOSE:

To advance the nursing profession by fostering high standards of nursing practice, promoting the economic and general welfare of nurses in the workplace, and projecting a positive and realistic view of nursing.

### 2. APPLICABILITY:

Applies to all KAAUH nursing affairs employees

### 3. DEFINITIONS:

**3.1. Nursing** – is the protection, promotion and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through diagnosis and treatment of human response and advocacy in the care of individuals, families, communities and populations.

### 4. POLICY:

#### 4.1. Description of the Scope of Nursing Practice

**4.1.1.** The scope of practice statement describes the “who”, “what”, “when”, “why” and how of nursing practice. Each of these questions must be answered to provide a complete picture of the dynamic and complex practice of nursing and its evolving boundaries and membership. The profession of nursing has one scope of practice that encompasses the full range of nursing practice, pertinent to general and specialty practice. The depth and breadth in which individual registered nurses engage in total scope of nursing practice are dependent on their education, experience, role and the population served.

**4.1.2.** “Nursing helps individuals, and social potentials, and to do so within the challenging context of the environment in which they live and work. The nurse requires competence to develop and perform functions that promote and maintain health and comfort as well as prevent ill health. Nursing also includes the assessment, planning

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and giving of care during illness and rehabilitation and encompasses the physical, mental, spiritual and social aspects of life as they affect health illness, disability and dying.

**4.1.3.** Nursing promotes the active involvement of the individual and his or her family, friends, social group and community, as appropriate, in all aspects of health care, thus encouraging self-reliance and self-determination while promoting a healthy environment.

**4.1.4.** Nursing is both an art and a science. It requires the understanding and application of specific knowledge and skills, and it draw on knowledge and techniques derived from the humanities and the physical, social, medical and biological sciences.” (WHO 1996 p. 4.)

### 4.2. Development and Function of Nursing Standards

The Standards of Professional Nursing Practice are authoritative statements of the duties that all registered nurses, regardless of role, population or specialty, are expected to perform competently. The standards published herein may serve as evidence of the standards of care with understanding that application of the standards depends on the context. The standards are subject to change with the dynamics of the nursing profession, as new patterns of professional practice are developed and accepted by the nursing profession and the public.

In addition, specific conditions and clinical circumstances may also affect the application of the standards at a given time, e.g., during a natural disaster.

The standards are subject to formal, periodic review and revision, and incorporated in the daily operational plan and nursing affair strategy.

### 4.3. Tenets, Principle/Belief, Characteristic of Nursing Practice

#### 4.3.1. Nursing Practice is individualized.

Nursing Practice respects diversity and is individualized to meet the unique needs of the healthcare consumer or situation. *Healthcare consumer* is defined to be the patient, person, client, family, group, community or population who is the focus of attention and to whom the

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registered nurse is providing services as sanctioned by the state regulatory bodies.

### 4.3.2. Nurses coordinate care by establishing partnerships

The registered nurse established partnerships with persons, families, support systems and other providers, utilizing in-person and electronic communications to reach a shared goal of delivering health care. *Health care* is defined as the attempt "to address the health needs of the patient and the public". Collaborative Inter-professional team planning is based on recognition of each discipline's values and contributions, mutual trust, respect, open discussion and shared decision-making.

### 4.3.3. Caring is central to the practice of the registered nurse.

Professional nursing promotes healing and health in a way that builds a relationship between nurses and patient. "Caring is a conscious judgment that manifest itself in concrete acts, interpersonally, verbally and non-verbally" while caring for individuals, families and populations is the key focus of nursing, the nurse additionally promotes self-care as well as care of the environment and society.

### 4.3.4. Registered Nurses use the nursing process to plan and provide individualized care to their healthcare consumers??

Nurses use theoretical and evidence-based knowledge of human experiences and responses to collaborate with healthcare consumers to assess, diagnose, identify outcomes, plan, implement and evaluate care. Nursing interventions are intended to produce beneficial effects, contribute to quality outcomes and above all, so no harm. Nurses evaluate the effectiveness of their care in relation to identified outcomes and use evidence-based practice to improve care. Critical thinking underlies each step of the nursing process, problem solving and decision-making. The nursing process is cyclical and dynamic, interpersonal and collaborative and universally applicable.

### 4.3.5. A strong link exists between the professional work environment and the registered nurse's ability to provide quality health care and achieve optimal outcomes.

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Professional nurses have an ethical obligation to maintain and improve healthcare practice environments conducive to the provision of quality health care. Extensive studies have demonstrated the relationship between effective nursing practice and the presence of healthy work environment, mounting evidence demonstrates that negative, demoralizing, and unsafe conditions in the workplace (unhealthy work environments) contribute to medical errors, ineffective delivery of care, and conflict and stress among health professionals.

#### 4.4. Standards of Professional Nursing Practice

The Standards of Professional Nursing Practice content consists of the Standards of Practice and the Standards of professional Nursing Performance.

##### 4.4.1. Standards of Practice

The Standards of Practice describe a competent level of nursing care as demonstrated by the critical thinking model known as the nursing process. The Nursing process includes the components of assessment, diagnosis, outcomes identification, planning, implementation, and evaluation. Accordingly, the nursing process encompasses significant actions taken by registered nurses and forms the foundation of the nurse's decision-making.

##### 4.4.1.1. Standard 1. Assessment

The registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation.

##### 4.4.1.2. Standard 2. Diagnosis

The registered nurse analyses the assessment data to determine the nursing diagnoses or the issues.

##### 4.4.1.3. Standard 3. Outcomes Identification

The registered nurse identifies the expected outcomes for a plan, individualized to the healthcare consumer or the situation.

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### 4.4.1.4. Standard 4. Planning

The registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes.

### 4.4.1.5. Standard 5. Implementation

The registered nurse implements the identified plan.

### 4.4.1.6. Standard 5a. Coordination of care

The registered nurse coordinates care delivery.

### 4.4.1.7. Standard 5b. Health teaching and health promotion

The registered nurse employs strategies to promote health and a safe environment.

### 4.4.1.8. Standard 6. Evaluation

The registered nurse evaluates progress toward attainment of outcomes.

## 4.4.2. Standards of Professional Performance

The Standards of Professional Performance describe a competent level of behavior in the professional role including activities related to ethics, education, evidence-based practice and research, quality of practice, communication, leadership, collaboration, professional practice evaluation, resource utilization, and environmental health. All registered nurses are expected to engage in professional role activities, including leadership, appropriate to their education and position. Registered nurses are accountable for their professional actions to themselves, their healthcare consumers, their peers and ultimately to society.

### 4.4.2.1. Standard 7. Ethics

The registered nurse practices ethically.

### 4.4.2.2. Standard 8. Education

The registered nurse attains knowledge and competence that reflects current nursing practice.

### 4.4.2.3. Standard 9. Evidence-based practice research

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The registered nurse integrates evidence and research findings into practice.

- 4.4.2.4.** Standard 10. Quality of practice  
The registered nurse contributes to quality nursing practice.
- 4.4.2.5.** Standard 11. Communication  
The registered nurse communicates effectively in all areas of practice.
- 4.4.2.6.** Standard 12. Leadership  
The registered nurse demonstrates leadership in the professional practice setting and the profession.
- 4.4.2.7.** Standard 13. Collaboration  
The registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice.
- 4.4.2.8.** Standard 14. Professional practice evaluation  
The registered nurse evaluates her or his own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations.
- 4.4.2.9.** Standard 15. Resource utilization  
The registered nurse utilizes appropriate resources to plan and provide nursing services that are safe, effective, and financially responsible.
- 4.4.2.10.** Standard 16. Environmental health  
The registered nurse practices in an environmentally safe and healthy manner.

### 4.5. Professional Complete in Nursing Practice

The public has a right to expect registered nurses to demonstrate professional competence throughout their careers.



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**4.5.1.** The registered nurse is individually responsible and accountable for maintaining professional competence. It is the nursing profession's responsibility to shape and guide any process for assuring nurse competence. Regulatory agencies define minimal standards of competency to protect the public.

**4.5.2.** The employer is responsible and accountable to provide a practice environment conducive to competent practice. Assurance of competence is the shared responsibility of the profession, individual nurses, professional organizations, credentialing and certification entities, regulatory agencies and employers. Practice of nursing competence can be defined, measured, and evaluated.

**4.5.3.** No single evaluation method or tool can guarantee competence. Competence is situational and dynamic; it is both an outcome and an on-going process. Context determines what competencies are necessary.

### **4.5.4. Definition and Concepts Related to Competence**

A number of terms are central to the central to the discussion of competence:

**4.5.4.1.** An individual who demonstrates "competence" is performing at an expected level according to Benner's stage of clinical competence

**4.5.4.2.** A competency is an expected level of performance that integrates knowledge, skills, abilities, and judgment.

**4.5.4.3.** The integration of knowledge, skills, abilities, and judgment occurs in formal, informal, and reflective learning experiences.

**4.5.4.4.** Knowledge encompasses thinking, understanding of science and humanities, professional standards of practice and insights gained from context, practical experiences, personal capabilities and leadership performance.

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**4.5.4.5.** Skills include psychomotor, communication, interpersonal, and diagnostic skills.

**4.5.4.6.** Ability is the capacity to act effectively. It requires listening, integrity, knowledge of one's strengths and weaknesses, positive self-regard, emotional intelligence and openness to feedback.

### 4.5.5. Competence and Competency in Nursing Practice

Competent registered nurses can be influenced by the nature of the situation, which includes consideration of the setting, resources, and the person. Situations can either enhance competent practice. Similarly, the nurse seeks to deal with barriers that constrain competent practice. The expected level of performance reflects variability depending upon context and the selected competence framework or model. The ability to perform at the expected level requires a process of lifelong learning. Registered nurses must continually reassess their competencies and identify needs for additional knowledge, skills, personal growth and integrative learning experiences.

### 4.5.6. Evaluating Competence

Competence in nursing practice must be evaluated by the individual nurse (self-assessment), nurse peers, and nurses in the roles of supervisor, coach, mentor or preceptor. In addition, other aspects of nursing performance may be evaluated by professional colleagues and patients.

## 4.6. Standards of Professional Nursing Practice

### 4.6.1. Significance of Standards

**4.6.1.1.** The Standards of Professional Practice are authoritative statements of the duties that all registered nurses, regardless of role, population, or specialty are expected to perform competently. The standards published herein:



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**4.6.1.2.** May utilized as evidenced of the standard of care, with the understanding that application of the standard is context dependent.

**4.6.1.3.** Are subject to change with dynamics of the nursing profession, as new patterns of professional practice are developed and accepted by the nursing profession and the public, and are subject to formal, periodic review and revision.

**4.6.1.4.** The competencies that accompany each standard may be evidenced of compliance with the corresponding standard or competency applies depends upon the circumstances.

### **4.6.2. Standards of Practice**

#### **4.6.2.1. Standard 1. Assessment**

The registered nurse collects comprehensive data pertinent to the healthcare consumer's health and or the situation.

**4.6.2.1.1.** Synthesizes available data, information, and knowledge relevant to the situation to identify patterns and variances.

**4.6.2.1.2.** Applies ethical, legal, and privacy guidelines and policies to the collection, maintenance, use and dissemination of data and information.

**4.6.2.1.3.** Recognizes the healthcare consumer as the authority on her or his own health by honoring their care preferences.

**4.6.2.1.4.** Documents relevant data in a retrievable format.

**4.6.2.1.5.** Assesses the effect of interactions among individuals, family, community and social systems on health and illness.

#### **4.8.2.2 . Standard 2. Diagnosis**

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The registered nurse analyses the assessment data to determine the diagnoses or the issues.

### Competencies

The registered nurse:

- 4.8.2.2.1 Derives the diagnoses or issues from assessment data.
- 4.8.2.2.2 Validates the diagnoses or issues with the healthcare consumer, family and other healthcare providers when possible and appropriate.
- 4.8.2.2.3 Identifies actual or potential risks to the healthcare consumer's health and safety or barriers to health, which may include but are not limited to interpersonal, systematic or environmental circumstances.
- 4.8.2.2.4 Uses standardized classification systems and clinical decision support tools, when available, in identifying diagnoses.
- 4.8.2.2.5 Documents diagnoses and issues in a manner that facilitates the determination of the expected outcomes and plan.
- 4.8.2.2.6 Systematically compares and contrasts clinical findings with normal and abnormal variations and developmental events in formulating a differential diagnosis.
- 4.8.2.2.7 Utilizes complex data and information obtained during the interview, examination, and diagnostic processes in identifying diagnoses.
- 4.8.2.2.8 Assists staff in developing and maintaining competency in the diagnostic process.

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### 4.6.2.2. Standard 3. Outcomes identification

The registered nurse identifies expected outcomes for a plan individualized to the healthcare consumer or the situation.

Competencies

The registered nurse:

- 4.6.2.2.1. Involves the healthcare consumer, family, healthcare providers and others in formulating expected outcomes when possible and appropriate.
- 4.6.2.2.2. Derives culturally appropriate expected outcomes from the diagnoses.
- 4.6.2.2.3. Consider associated risks, benefits, costs, current scientific evidence, expected trajectory of the condition, and clinical expertise when formulating expected outcomes.
- 4.6.2.2.4. Defines expected outcomes in the terms of healthcare consumer, healthcare consumer culture, values and ethical considerations.
- 4.6.2.2.5. Includes a time estimate for the attainment of expected outcomes.
- 4.6.2.2.6. Develops expected outcomes that facilitate continuity of care.
- 4.6.2.2.7. Modifies expected outcomes according to changes in the status of the healthcare consumer or evaluation of the situation.
- 4.6.2.2.8. Documents expected outcomes as measurable goals.

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4.6.2.2.9. Identifies expected outcomes that incorporate scientific evidence and are achievable through implementation of evidence-based practices.

4.6.2.2.10. Identifies expected outcomes that incorporate cost and clinical effectiveness, healthcare consumer satisfaction and continuity and consistency among providers.

4.6.2.2.11. Differentiates outcomes that require care process interventions from those that require system-level interventions.

### 4.6.2.3. Standard 4. Planning

The registered nurse develops a plan that prescribes strategies and alternatives to attain expected outcomes.

#### Competencies

The registered nurse:

4.6.2.3.1. Develops and individual plan in partnership with the person, family and others considering the person's characteristics or situation, including, but not limited to, values, beliefs, spiritual and health practices, preferences, choices, developmental level, coping style, culture and environment and available technology.

4.6.2.3.2. Establishes the plan priorities with the healthcare consumer, family and others as appropriate.

4.6.2.3.3. Includes strategies in the plan that address each of the identified diagnoses or issues. These may include but are not limited to strategies for:

- Promotion and restoration of health;
- Prevention of illness, injury and disease;

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- The alleviation of suffering and supportive care for those who are dying.
- Includes strategies for health and wholeness across the lifespan.
- Provides continuity in the plan of care.
- Incorporates an implementation pathway or timeline in the plan.
- Considers the economic impact of the plan on the healthcare consumer, family, caregivers, or other affected parties.
- Integrates current scientific evidence, trends and research.
- Utilizes the plan to provide direction to other member of the healthcare team.
- Explores practice settings and safe space and time for the nurse and the healthcare consumer to explore suggested, potential, and alternative options.
- Defines the plan to reflect current statutes, rules and regulations and standards.
- Modifies the plan according to the ongoing assessment of the healthcare consumer's response and other outcome indicators.
- Documents the plan in a manner that uses standardized language or recognized terminology.

4.6.2.3.4. Identifies assessment strategies, diagnostic strategies, and the therapeutic interventions that reflect current evidence, including data, research, literature and expert clinical knowledge.

4.6.2.3.5. Select or designs strategies to meet the multifaceted needs of complex healthcare consumers.

4.6.2.3.6. Includes the synthesis of healthcare consumers' values and beliefs regarding nursing and medical therapies in the plan.

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4.6.2.3.7. Lead the design and development of inter-professional processes to address the identified diagnosis or issue.

4.6.2.3.8. Actively participates in the development and continuous improvement of systems that support the planning process.

### 4.6.2.4. Standard 5. Implementation

#### Standard 5A. Coordination of Care

Organizes the components of the plan.

- Manages a healthcare consumers' care in order to maximize independence and quality of life.
- Assists the healthcare consumer in identifying options for alternative care.
- Communicates with the healthcare consumer, family, and system during transitions in care.
- Advocates for the delivery of dignified and humane care by the inter-professional team.
- Documents the coordination of care.
- Provides leadership in the coordination of the inter-professional health care for integrated delivery of healthcare consumer care services.
- Synthesizes data and information to prescribe necessary system and community support measures, including modifications of surroundings.

#### Standard 5B. Health Teaching and Health Promotion

The registered nurse employs strategies to promote health and safe environment.

#### Competencies

The registered nurse:

- Provides health teaching that addresses such topics as healthy lifestyles, risk-reducing behaviors, developmental needs, activities of daily living, and preventive self-care.



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- Uses health promotion and health teaching methods appropriate to the situation and the healthcare consumer's values, beliefs, health practices, developmental level, learning needs, readiness and ability to learn, language preference, spirituality, culture and socioeconomic status.
- Seeks opportunities for feedback and evaluation of the effectiveness of the strategies used.
- Uses information technologies to communicate health promotion and disease prevention information to the healthcare consumer in a variety of settings.
- Provide healthcare consumers with information about intended effects and potential adverse effects of proposed therapies.
- Synthesizes empirical evidence on risk behaviors, learning theories, and behaviors change theories, motivation theories, epidemiology and other related theories and frameworks when designing health education information and programs.
- Conducts personalized health teaching and counselling considering comparative effectiveness research recommendations.
- Designs health information and healthcare consumer education appropriate to the healthcare consumer's developmental level, learning needs, readiness to learn and cultural values and beliefs.
- Evaluate health information resources, such as the internet in the area of practice for accuracy, readability, and comprehensibility to help healthcare consumer's access quality health information.
- Engages consumer alliances and advocacy groups, as appropriate, in health teaching and health promotion activities. Provides anticipatory guidance to individuals, families, groups and communities to promote health and prevent or reduce the risk of health problems.

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### 4.6.2.5. Standard 6. Evaluation

The registered nurse evaluates progress toward attainment of outcomes.

Competencies  
The registered nurse:

- 4.6.2.5.1. Conducts a systematic, ongoing, and criterion-based evaluation of the outcomes in relation to the structures and processes prescribed by the plan of care and the indicated timeline.
- 4.6.2.5.2. Collaborates with the healthcare consumer and others involved in the care or situation in the evaluation process.
- 4.6.2.5.3. Evaluates, in partnership with the healthcare consumer, the effectiveness of the planned strategies in relation to the healthcare consumer's response and the attainment of the expected outcomes.
- 4.6.2.5.4. Uses ongoing assessment data to revise the diagnoses, outcomes, the plan and the implementation as needed.
- 4.6.2.5.5. Disseminates the results to the healthcare consumer, family and others involved, in accordance with federal and state regulations.
- 4.6.2.5.6. Participate in assessing and assuring the responsible and appropriate use of interventions in order to minimize unwarranted or unwanted treatment and healthcare consumer suffering.
- 4.6.2.5.7. Documents the results of the evaluation.

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4.6.2.5.8. Evaluates the accuracy of the diagnosis and the effectiveness of the interventions and other variables in relation to the healthcare consumer's attainment of expected outcomes.

4.6.2.5.9. Synthesizes the results of the evaluation to determine the effect of the plan on healthcare consumers, families, groups, communities and institutions.

4.6.2.5.10. Adapts the plan of care for the trajectory of treatment according to evaluation of response.

4.6.2.5.11. Uses the results of the evaluation to make or recommend process or structural changes including policy, procedure, or protocol revision as appropriate.

### 4.6.2.6. Standard 7. Ethics

The registered nurse practices ethically.

#### Competencies

The registered nurse:

- Uses ANA Code of Ethics for Nurses with Interpretive Statements to guide practice.

4.6.2.6.1. Delivers care in a manner that preserves and protects healthcare consumer autonomy, dignity, right, values, and belief.

4.6.2.6.2. Recognizes the centrality of the healthcare consumer and family as core members of any healthcare team.

4.6.2.6.3. Upholds healthcare consumer confidentiality within legal and regulatory parameters.

4.6.2.6.4. Assists healthcare consumer in self-determination and informed decision-making.

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4.6.2.6.5. Maintain a therapeutic and professional healthcare consumer-nurse relationship within appropriate professional role boundaries.

4.6.2.6.6. Contributes to resolving ethical issues involving healthcare consumers, colleagues, community groups, systems, and other stakeholders.

4.6.2.6.7. Takes appropriate action regarding instances of illegal, unethical, or inappropriate behavior that can endanger or jeopardize the best interests of the healthcare consumer or situation.

4.6.2.6.8. Speaks up when appropriate to question healthcare practice when necessary for safety and quality improvement.

4.6.2.6.9. Advocates for equitable healthcare consumer care.

4.6.2.6.10. Participates in inter-professional teams that address ethical risks, benefits and outcomes.

4.6.2.6.11. Provides information on the risks, benefits, and outcomes of healthcare regimens to allow informed decision-making by the healthcare consumer, including informed consent and informed refusal.

### 4.8.2.8 Standard 8. Education

The registered nurse attains knowledge and competence that reflects current nursing practice.

#### Competencies

The registered nurse:

- Participate in ongoing educational activities related to appropriate knowledge bases and professional issues.
- Demonstrates a commitment to lifelong learning through self-reflection and inquiry to address learning and personal growth needs.

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- Seeks experiences that reflect current practice to maintain knowledge, skills, abilities, and judgment in clinical practice or role performance.
- Acquires knowledge and skills appropriate to the population, specialty, setting, role or situation.
- Seeks formal and independent learning experiences to develop and maintain clinical and professional skills and knowledge.
- Identifies learning needs based on nursing knowledge, the various roles the nurse may assume and the changing needs of the population.
- Participates in formal or informal consultations to address issues in nursing practice as an application of education and knowledge base.
- Shares educational findings, experiences, and ideas with peers.
- Contributes to work environment conducive to the education of healthcare professionals.
- Maintains professional records that provide evidence of competence and lifelong learning.
- Uses current healthcare research finding and other evidence to expand clinical knowledge, skills, abilities, and judgement, to enhance role performance and to increase knowledge of professional issues.

### 4.8.2.9. Standard 9. Evidence-Based Practice and Research

The registered nurse integrates evidence and research findings into practice.

#### Competencies

The registered nurse:

- Utilizes current evidence-based nursing knowledge, including research findings, to guide practice.
- Incorporates evidence when initiating changes in nursing practice.
- Participates, as appropriate to education level and position, in the formulation of evidence-based practice through research.

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- Shares personal or third-party research findings with colleagues and peers.

### 4.8.2.10. Standard 10. Quality of Practice

The registered nurse contributes to quality nursing practice.

#### Competencies

The registered nurse:

- Demonstrates quality by documenting the application of nursing process in a responsible, accountable, and ethical manner.
- Uses creativity and innovation to enhance nursing care.
- Participates in quality improvement activities may include;
  - Identifying aspects of practice important for quality monitoring;
  - Using indicators to monitor quality, safety, and effectiveness of nursing practice
  - Collecting data to monitor quality and effectiveness of nursing practice
  - Analyzing quality data identify opportunities for improving nursing practice
  - Formulating recommendations to improve nursing practice or outcomes
  - Implementing activities to enhance the quality of nursing practice
  - Developing, implementing, and/or evaluating policies, procedures and guidelines to improve the quality of practice
  - Participating on and/or leading inter-professional teams to evaluate clinical care or health services
  - Participating in and/or leading efforts to minimize costs and unnecessary duplication
  - Identifying problems that occur in day-to-day work routines in order to correct process inefficiencies
  - Analyzing factors related to quality, safety and effectiveness
  - Analyzing organizational systems for barriers to quality healthcare consumer outcomes



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➤ Implementing processes to remove or weaken barriers within organizational systems

- Uses the results of quality improvement to initiate changes in nursing practice and the healthcare delivery system.

### 4.8.2.11 Standard 11: Communication

The registered nurse communicates effectively in a variety of formats in all areas of practice.

#### Competencies

The registered nurse:

- Assesses communication format preferences of healthcare consumers, families and colleagues.
- Assesses her or his own communication skills in encounters with healthcare consumers, families, and colleagues.
- Seeks continuous improvement of communication and conflict resolution skills.
- Conveys information to healthcare consumers, families, the inter-professional team and others in communication formats that promote accuracy.
- Questions the rationale supporting care processes and decisions when they do not appear to be in the best interest of the patient.
- Discloses observations or concerns related to hazards and errors in care or the practice environment to the appropriate level.
- Maintains communication with other providers to minimize risks associated with transfers and transition in care delivery.
- Contributes her or his own professional perspective in discussions with the inter-professional team.

### 4.8.2.12 Standard 12. Leadership

The registered nurse demonstrates leadership in the professional practice setting and the profession.

#### Competencies

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The registered nurse:

- Oversees the nursing care given by the others while retaining accountability for the quality of care given to the healthcare consumer.
- Abides by the vision, the associated goals, and the plan to implement and measure progress of an individual healthcare consumer or progress within the context of the healthcare organization.
- Demonstrates a commitment to continuous, lifelong learning and education for self and others.
- Mentors colleagues for the advancement of nursing practice, the profession, and the quality health care.
- Treats colleagues with respect, trust, and dignity.
- Develops communication and conflict resolution skills.
- Participates in professional organizations.
- Communicates effectively with the healthcare consumer and colleagues,
- Seeks ways to advance nursing autonomy and accountability.
- Participates in efforts to influence healthcare policy involving healthcare consumers and the profession.
- Provides direction to enhance the effectiveness of the inter-professional team.
- Models expert practice to inter-professional team members and healthcare consumers.
- Mentors colleagues in the acquisition of clinical knowledge, skills, abilities and judgment.

### 4.8.2.13. Standard 13. Collaboration

The registered nurse collaborates with healthcare consumer, family, and others in the conduct of nursing practice.

Competencies

The registered nurse:

- Partners with others to effect change and produce productive positive outcomes through the sharing of knowledge of the healthcare consumer and/or situation.

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- Communicates with the healthcare consumer, the family, and healthcare providers regarding healthcare consumer care and the nurse's role in the provision of that care.
- Promotes conflict management and engagement
- Participates in building consensus or resolving conflict in the context of patient care.
- Applies group process and negotiation techniques with healthcare consumers and colleagues.
- Adheres to standards and applicable codes of conduct that govern behavior among peers and colleagues to create a work environment that promotes cooperation, respect, and trust.
- Cooperates in creating a documented plan focuses on outcomes and decisions related to care and delivery of services that indicates communication with healthcare consumers, families, and others.
- Engages in teamwork and team-building process.
- Partners with other disciplines to enhance healthcare consumer outcomes through inter-professional activities, such as education, consultation, management, technological development, or research opportunities.
- Invites the contribution of the healthcare consumer, family, and team members in order to achieved optimal outcomes.
- Leads in establishing, improving, and sustain collaborative relationship to achieve safe, quality healthcare consumer care.
- Documents plan-of-care communications, rationales for plan-of-care changes, and collaborative discussions to improve healthcare consumer outcomes.

### 4.8.2.14. Standard 14. Professional Practice Evaluation

The registered nurse evaluates her or his own nursing practice in relations to professional practice standards and guidelines, relevant statutes, rules, and regulations.

Competencies:

The registered nurse:

- Provides age-appropriate and developmentally appropriate care in a culturally and ethnically sensitive manner.

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- Engages in self-evaluation of practice on a regular basis, identifying areas of strength as well as areas in which professional growth would be beneficial.
- Obtains informal feedback regarding her or his own practice from healthcare consumers, peers, professional colleagues, and others.
- Participates in peer review as appropriate.
- Takes action to achieve goals identified during the evaluation process.
- Provides the evidence for practice decisions and actions as part of the informal and formal evaluation processes.
- Interacts with peers and colleagues to enhance her or his own professional nursing practice or role performance.
- Provides peers with formal or informal constructive feedback regarding their practice or role performance.
- Engages in a formal process seeking feedback regarding her or his own practice from healthcare consumers, peers, professional colleagues and others.

### 4.8.2.15. Standard 15: Resources Utilization

The registered nurse utilizes appropriate resources to plan and provide nursing services that are safe, effective and financially responsible.

#### Competencies

The registered nurse:

- Assesses individual healthcare consumer care needs and resources available to achieve desired outcomes.
- Identifies healthcare consumer care needs, potential to harm, complexity of the task, and desired outcome when considering resource allocation.
- Delegates elements of care to appropriate healthcare workers in accordance with any applicable legal or policy parameters or principles.
- Identifies evidence when evaluating resources.
- Advocates for resources, including technology, that enhance nursing practice.

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- Modifies practice when necessary to promote positive interaction between healthcare consumers, care providers, and technology.
- Assists the healthcare consumer and family in identifying and securing appropriate services to address needs across the healthcare continuum. Assists the healthcare consumer and family in factoring costs, risks and benefits in decisions about treatment and care.
- Utilizes organizational and community resources to formulate inter-professional plans of care.

### 4.8.2.16. Standard 16. Environmental Health

The registered nurse practices in an environmentally safe and healthy manner.

#### Competencies

The registered nurse:

- Attains knowledge of environmental health concepts, such as implementation of environmental health strategies.
- Promotes a practice environment that reduces environmental health risks for workers and healthcare consumers.
- Assess the practice environment for factors such as sound, odors, noise and light that threaten health.
- Advocates for the judicious and appropriate use of products in healthcare.
- Communicates environmental health risks and exposure reduction strategies to healthcare consumers, families, colleagues and communities.
- Utilizes scientific evidence to determine if a product or treatment is an environmental threat
- Participates in strategies to promote healthy communities.
- Create partnerships that promote sustainable environmental health policies and conditions.
- Analyzes the impact of social, political and economic influences on the environment and human health exposures.

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- Advocates for implementation of environmental principles for nursing practice.
- Supports nurses in advocating for and implementing environmental principles in nursing practice.

### 5. RESPONSIBILITIES:

- 5.1. All KAAUH Nurses foster the standards of professional practice

### 6. REFERENCES:

- 6.1. American Nurses Association. (2000). *Continuing Professional Nursing Competence: Nursing's agenda for the 21<sup>st</sup> Century*. Silver Spring: Author.
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- 6.4. Benner, P. (1982). From novice to expert. *American Journal of Nursing*. 82(3), 402-407.
- 6.5. Whittaker, S., Carson, W., & Smolenski, M. (2000). Assuring continued competence-policy questions and approaches: How should the profession respond? In *Online Journal of Issues in Nursing*, Retrieved February 15, 2007 from [http://www.nursingworld.org/ojin/topic10/tpc10\\_4.htm](http://www.nursingworld.org/ojin/topic10/tpc10_4.htm)

### 7. DEVELOPMENT TEAM:

- 7.1. Mr. Ariel Agustin, Nurse Manager, Nursing Education





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### 8. APPROVALS:

Approval	Position	Name	Signature	Date
Reviewed by:	Director of Nursing	Ms. Theresa Anne Manson	<i>T. Manson</i>	05 June 2017
		Ms. Ilse Ackermann	<i>I. Ackermann</i>	05 June 2017
		Ms. Sabarina Jumat	<i>S. Jumat</i>	05 June 2017
Approved by:	Executive Director of Nursing	Dr. Anne Blunden	<i>A. Blunden</i>	Effective Date 08 June 2017