



SINGAPORE NURSING BOARD

CORE COMPETENCIES OF REGISTERED NURSE (PSYCHIATRIC) (RNP)

Registered Nurses (Psychiatric) (RNPs) utilise evidence-based nursing knowledge and professional nursing judgement to assess health needs, provide nursing care, educate clients and support individuals and families to manage their health holistically. They practise in collaboration with other healthcare professionals. They are accountable for their scope of practice including the supervision and delegation of mental health care activities. RNPs may practise in a variety of clinical contexts depending on their education preparation and practice experience.

Core Competencies

The Singapore Nursing Board's Core Competencies for Registered Nurse (Psychiatric) are a set of minimum standards of performance that define the requisite qualities, attributes and skills for a RNP to practise in Singapore.

These Core Competencies supplement the Code for Nurses and Midwives to define the minimum level of performance of a RNP and is set at the entry to practice level.

The Core Competencies are not setting specific; they are applicable to any practice setting. The Core Competencies set the foundation for RNPs to maintain their competence and to acquire additional competencies or skills to deliver safe client care.

Purpose of Core Competencies

- (1) Inform nurses on the minimum competencies for RNP practice.
- (2) Direct post-registration psychiatric nursing curriculum development and review.
- (3) Guide the competency development and assessment of RNP students.
- (4) Assess the competencies of internationally qualified RNPs seeking employment in Singapore.
- (5) Assess RNPs seeking re-registration.
- (6) Evaluate RNPs involved in professional disciplinary cases.

Related Definitions

Core competencies: a standard set of performance domains and their corresponding behavioural standards which a RNP is required to demonstrate.

Competency: the necessary knowledge, skills and attitudes a RNP must possess in order to perform a set of defined activities to an expected standard.

Competence: the ability of a RNP to demonstrate the knowledge, skills, judgement and attitudes required to perform activities within the defined scope of practice at an acceptable level of proficiency.

Competent: being able to demonstrate the necessary ability, knowledge, skills and attitudes across the domains of competencies at a standard that is determined to be appropriate for that level at which a RNP is being assessed.

Core Competencies of Registered Nurse (Psychiatric)

A Registered Nurse (Psychiatric) (RNP) is a healthcare provider who has completed a professional post-registration mental health nursing programme accredited by the Singapore Nursing Board (SNB) or its equivalent, for the purpose of registration, or has been assessed to be competent to practice as a RNP.

The Core Competencies are organised into 4 domains. A domain is an organised cluster of competencies. Each domain has associated competency standards, with each standard representing a major function/functional area to be performed by a RNP. Competency indicators represent sub-functions of a competency standard.

Competence Domain 1: Legal and Ethical Nursing Practice**Competence Domain 2: Professional Psychiatric Nursing Practice****Competence Domain 3: Collaborative Practice and Teamwork****Competence Domain 4: Continuing Professional Education and Development**

Domain		Competency Standard	Competency Indicators
1	Legal and Ethical Nursing Practice	1. Demonstrate understanding, knowledge, accountability and responsibility of the legal obligations for mental health nursing practice.	1) Understand the legislative framework, the role of the SNB and its regulatory functions; the SNB Code for Nurses and Midwives. 2) Practise in accordance with institutional/ national legislation, policies and procedural guidelines. 3) Maintain clear and legible documentation and records. 4) Maintain own physical, psychological & emotional fitness to practice and deliver safe care. 5) Demonstrate responsibility and accountability for care within scope of practice and level of competence. 6) Practise in accordance with the expected competencies of a RNP.
		2. Demonstrate and maintain ethical psychiatric nursing practice.	1) Practise and comply with SNB Code for Nurses and Midwives. 2) Maintain confidentiality and respect client's right to dignity, autonomy and access to information. 3) Escalate and discuss ethical issues and concerns with nursing and the healthcare team.
		3. Provide culturally appropriate care.	1) Respect the values, customs, spiritual beliefs and practices of individuals and groups. 2) Recognise own beliefs and values and how these may influence care giving.
2	Professional Psychiatric Nursing Practice	1. Demonstrate effective communication	1) Listen, clarify and communicate clearly through verbal/ non-verbal, written and electronic means as appropriate to ensure effective communication with clients, families and the multidisciplinary team. 2) Understand differences in communication style preferences among clients and families, nurses and other members of the healthcare team. 3) Communicate with team members, adapting own style of communicating to the needs of the team and situation. 4) Initiate actions to resolve conflict.

OFFICIAL (OPEN)

Domain		Competency Standard	Competency Indicators
2	Professional Psychiatric Nursing Practice	2. Ensure consistent and continuous holistic care.	<ol style="list-style-type: none"> 1) Perform comprehensive and systematic client assessment. 2) Formulate a plan of care in collaboration with clients, families, caregivers and multidisciplinary team. 3) Refer to relevant healthcare members for their expertise. 4) Implement and document planned nursing care in a timely manner. 5) Evaluate and modify plan of care to meet expected outcomes.
		3. Use principles of quality improvement and incorporate them into psychiatric nursing practice.	<ol style="list-style-type: none"> 1) Collect, analyse and utilise data of incidents and trends, and implement strategies to improve the safety and quality of care delivery. 2) Demonstrate effective utilisation and management of resources, including manpower. 3) Understand and apply safety measures and guidelines/standards in one's practice. 4) Participate in safety and quality improvement initiatives and/or projects.
		4. Maintain safe environment through the use of quality assurance and risk management strategies.	<ol style="list-style-type: none"> 1) Provide a safe environment for clients and staff. 2) Participate in continuous quality improvement and quality assurance activities. 3) Reflect on practice outcomes and makes changes to practice when appropriate. 4) Delegate, monitor and supervise work performed by other ancillary care staff. 5) Manage workloads effectively by raising concerns and/or seeking consultation and assistance where applicable.
		5. Apply strategies to promote mental health and prevent illnesses.	<ol style="list-style-type: none"> 1) Identify factors affecting client's health problem(s) and conduct educational needs assessment. 2) Apply principles of teaching and learning and counselling techniques for maintenance and promotion of health of individuals, groups and communities. 3) Teach aspects of care to clients, families, carers, healthcare professionals and communities as appropriate. 4) Select and provide appropriate resources for clients and their carers when needed.
		6. Demonstrate clinical reasoning/ judgement in the provision of safe and quality psychiatric care.	<ol style="list-style-type: none"> 1) Identify client problems and implement care according to assessed needs and priorities. 2) Apply critical thinking skills within a problem-solving context. 3) Initiates and engages in dialogue on new initiatives and change processes in psychiatric nursing practice and healthcare.
3	Collaborative Practice and Teamwork	1. Collaborate with clients, caregivers and various stakeholders in the provision of safe and quality psychiatric care.	<ol style="list-style-type: none"> 1) Plan, manage and provide continuity of care in consultation with client, family and other stakeholders. 2) Collaborate with various stakeholders and the community to support clients and families with appropriate resources.

OFFICIAL (OPEN)

Domain		Competency Standard	Competency Indicators
3	Collaborative Practice and Teamwork	2. Promote teamwork within nursing and with all members of the healthcare team.	1) Support and co-operate with team members and transdisciplinary team. 2) Participate and actively contribute to client's care plan with team members and transdisciplinary team. 3) Review work processes constantly and propose new initiatives in nursing and healthcare.
		3. Practise effective leadership skills.	1) Foster open communication and maintain respectful relationship with team members. 2) Develop and promote positive professional working relationship with transdisciplinary team. 3) Demonstrate delegation and supervision skills to ancillary care staff.
4	Continuing Professional Education and Development	1. Demonstrate accountability for one's development and status as a professional Registered Nurse (Psychiatric).	1) Reflect on current mental health nursing practice and applies evidence-based and/ or best practice knowledge and technical skills. 2) Take steps to remedy deficits in skills and/ or personal knowledge. 3) Engage in continuing professional development activities to maintain competency in psychiatric nursing practice.
		2. Contribute to the professional education of the nursing and healthcare team.	1) Promote and maintain the professional role of the nurse by upholding the SNB Code for Nurses and Midwives. 2) Participate in the teaching and learning roles of peers, nursing students and junior nurses.
		3. Apply knowledge and skills in research in different healthcare settings.	1) Demonstrate basic knowledge and participate in the research process. 2) Participate and evaluate psychiatric practice through research activities. 3) Apply evidence-based practice to improve psychiatric care.

References

Code for Nurses and Midwives (2018) Singapore Nursing Board: Singapore.

Nurses and Midwives Act 1999 Singapore.



SINGAPORE NURSING BOARD

GENERIC SKILLS OF REGISTERED NURSE (PSYCHIATRIC) (RNP)

Generic Skills refer to a set of general mental health nursing skills that a Registered Nurse (Psychiatric) (RNP) is expected to perform upon registration in Singapore. The RNP Generic Skills does not include specialist mental health nursing, e.g. addiction, intellectual disability and forensic mental health care. The Generic Skills of a Registered Nurse (RN) applies to RNPs who are also registered as RNs. Together with the Core Competencies for RNP, the generic skills define the requirements for registration as an RNP in Singapore.

The generic skills are not setting specific and have been organized into categories and specific skills for ease of use when assessing the RNP's performance. These generic skills are required to be taught and form part of the post-registration nursing curriculum prior to graduation and/or completion of the mental health nursing programme. Performance assessments of these skills incorporate cognitive, psychomotor and attitudinal domains.

Purpose of Generic Skills

- (1) Establish minimum requirements for teaching and assessment of nursing skills during the post-registration mental health nursing programme.
- (2) Provide a list of expected nursing skills that a RNP should perform at entry level across all settings.

S/N	Skills Category	Specific Skills
1	Therapeutic Nurse-Client Relationship	
		1) Establish rapport and promote trust through mutual respect, genuineness, empathy, acceptance and collaboration
		2) Engage with the client and caregiver/s to explore goals, learning and growth needs
		3) Apply therapeutic communication techniques to reduce emotional distress, facilitate cognitive and behavioural change
2	Client Assessment/ Re-assessment	
		1) Assess, analyse and document data to identify health status, potential for wellness and health care deficits
		2) Perform mental state examination
		3) Collaborates with the client, family / caregivers and other members of the healthcare team to gather nursing assessments through observation, engagement, examination and interview
		4) Manage Self-Harm / Suicide <ul style="list-style-type: none"> • Screen to ensure no harmful objects are brought in • Keep all potentially dangerous objects, drugs and lotions out of reach • Be aware of vulnerable clients' whereabouts • Monitor & document client's behaviour in nursing notes • Ensure daily review of clients on suicide risk monitoring • Alert all staff of client's suicide risk

OFFICIAL (OPEN)

S/N	Skills Category	Specific Skills
2	Client Assessment/ Re-assessment	
		5) Manage Harm to Others/ Aggression <ul style="list-style-type: none"> • Identify trigger factors • Apply principles of de-escalation with verbal de-escalation as the first line • Use of intervention tools • Utilize a least restraint approach to care
3	Care of clients with acute and chronic conditions	
3.1	Collaborative practice	1) Apply knowledge of disorders of developmental health and mental health 2) Utilize relevant resources and diagnostic tools 3) Determine appropriate and available therapeutic modalities that meet the client's needs and assist the client to access necessary resources 4) Formulate and document plan of care in collaboration with the client, family/ caregivers and mental health team 5) Collaborate with client, family/ caregivers and other members of the healthcare team to evaluate the effectiveness and appropriateness of plan of care
3.2	Administration of Psychotropic Medication	1) Apply 5 Rights of medication 2) Recognise side effects / adverse effects / extra-pyramidal side effects (EPSE) of psychopharmaceutic agents. 3) Assess, evaluate and document: <ul style="list-style-type: none"> • Effectiveness of medication • Side effects / adverse effects / EPSE • Client's response/ adherence 4) Educate on medications as prescribed to improve medication adherence
3.3	Therapeutic Modalities	1) Conduct therapeutic modalities (not limiting): <ul style="list-style-type: none"> • Supportive therapy • Structured activities • Community meetings • Psychoeducation • Social skills training • Reality Orientation
3.4	Electroconvulsive Therapy (ECT) Care	1) Manage patient undergoing ECT: <ul style="list-style-type: none"> • Understand the definition, indications, and potential side-effects • Pre-ECT preparation • Assisting with ECT procedure • Post-ECT management

OFFICIAL (OPEN)

S/N	Skills Category	Specific Skills
3	Care of clients with acute and chronic conditions	
3.5	Repetitive Transcranial Magnetic Stimulation (rTMS) Care	1) Manage patient undergoing rTMS: <ul style="list-style-type: none"> • Understand the definition, indications, and potential side-effects • Pre-rTMS preparation • Post-rTMS management
4	Adult Care with Psychogeriatric Conditions	
4.1	Nursing Assessment and Management of Care	1) Perform Mini-Mental State Examination 2) Perform Abbreviated Mental Test 3) Assess and evaluate client's behaviour for Delirium and Behavioural Psychological Symptoms of Dementia 4) Promote hydration 5) Monitor medications adherence 6) Monitor for self-harm/suicide 7) Conduct Reality Orientation 8) Provide sensory aids as appropriate
5	Child and Adolescent Care	
5.1	Nursing Assessment and Management of Care	1) Knowledge of child and adolescent development 2) Identify common mental health disorders and its characteristics 3) Conduct comprehensive mental health assessment – to identify “trigger” factors 4) Collaborate with children and adolescents with mental health conditions, families and carers in recovery-focused approaches 5) Plan Behavioural Modification Programme for children and adolescents with behavioural issues 6) Implement care for abused children/adolescents 7) Conduct social skills training through: <ul style="list-style-type: none"> • Communications • Making friends • Mannerism • Assertiveness • Positive reinforcement

OFFICIAL (OPEN)

S/N	Skills Category	Specific Skills
6	Care Transition: Psychiatric Rehabilitative and Recovery-Oriented Care	
6.1	Nursing Assessment and Management of Care	<p>1) Assess and evaluate:</p> <ul style="list-style-type: none"> • Readiness • Personal goal • Willingness to participation <p>2) Utilize the following assessment tools:</p> <ul style="list-style-type: none"> • Rehabilitation outcome measures • Pre and post modules test • Rehabilitation goal setting using personal effectiveness plan • Wellness Recovery Plans <p>3) Implement vital aspects of rehabilitation:</p> <ul style="list-style-type: none"> • Physical aspects • Psychological aspects • Social aspects • Vocational • Recreational • Community resources
6.2	Community Resources	<p>1) Provide information on:</p> <ul style="list-style-type: none"> • Community Mental Health support services/partners • Assertive community treatment/mobile • Crisis team • Case management • Group homes/nursing homes/halfway homes • Day centres/clubhouse
7	Community Care	
7.1	Nursing Assessment and Management of Care	<p>1) Address mental health issues of the community through:</p> <ul style="list-style-type: none"> • Screening and interview • Assessment and planning • Consultation/ collaboration with other healthcare professionals <p>2) Conduct home visit and manage plan of care</p> <p>3) Recognise and manage potential risk in the community:</p> <ul style="list-style-type: none"> • Self-harm • Harm to others • Decide on appropriate care and referral <p>4) Facilitate multidisciplinary collaboration and provide linkage to community resources for clients, families, and caregivers</p>