



SINGAPORE NURSING BOARD

Revised SCOPE OF PROFESSIONAL NURSING AND MIDWIFERY PRACTICE (2023) Revised CORE COMPETENCIES & GENERIC SKILLS FOR NURSES & MIDWIVES (2023)

Introduction

1. Singapore Nursing Board (SNB) regulates the practice of nursing & midwifery as set out in the Nurses & Midwives Act 1999. SNB publishes various regulatory standards and guidelines to supplement the requirements of the Nurses and Midwives Act and to guide nurses and midwives.

What are the key revisions to Singapore Nursing Board's (SNB) Scope of Professional Practice and Core Competencies?

2. The SNB Scope of professional nursing and midwifery practice is the **range of functions, responsibilities, activities and decision-making** that the nurse/midwife **is authorized** to perform to fulfil a required role, the extent of which is **determined by their education and competency**.
3. The SNB's Core Competencies and Generic Skills describe the roles, activities, responsibilities, and competencies of the nurse and/or midwife, including supervision of and delegation to other support staff.
4. The key revisions are as tabled below:

Previous Competence Domains	Revised Competence Domains
<ul style="list-style-type: none">▪ <u>Three Domains</u> for the Enrolled Nurse (EN) and Four Domains for the Registered Nurse (RN), RN Midwife, RN (Psychiatric) & Advanced Practice Nurse (APN) Domain 1: Professional, Legal and Ethical Nursing Practice Domain 2: Management of Care Domain 3: Leadership and Nursing Management Domain 4: Professional Development <i>Note: Domain 3 does not apply to the EN</i>	<ul style="list-style-type: none">▪ <u>Four Domains</u> for all nurses, midwives, and Re-wording of the domains and include additional domain on collaborative practice. Domain 1: Legal and Ethical Nursing Practice Domain 2: Professional Nursing Practice Domain 3: Collaborative Practice and Teamwork Domain 4: Continuing Professional Education and Development▪ New, additional competency domain titled Collaborative Practice and Teamwork- to emphasise nurses/midwives' role in actively contributing to client's care plan with team members and transdisciplinary team. Leadership standards/indicators has been incorporated in the collaborative practice domain for the RN, RN Midwife (RNMW) & RN Psychiatric (RNP).▪ Additional domain for APNs: Domain 5: Leadership This is to emphasize the APNs' role in providing clinical leadership.

5. Revisions/enhancements to both the RN and EN Core Competencies are aimed to promote nurses' role as collaborators within the professional healthcare team.



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Registered Nurses (RNs)

- Take proactive role in initiating specific diagnostic investigations, treatment and referral according to institutions' policy and governance.
- Reflect and demonstrate their leadership, autonomous, delegation and supervisory roles.

Enrolled Nurses (ENs)

- Take a more collaborative role with the RNs and other healthcare colleagues.
- Perform nursing care in a proactive manner in institutions' specific activities.
- Participate proactively and/or make suggestions to support and assist the RN.

Revisions to APN, RNMW & RN (P) Core Competencies are in tandem with the RN Core Competencies.

What are the key revisions to Singapore Nursing Board's RN and EN Generic Skills?

6. Additional skills to be taught and assessed by nursing schools from 2023 intake onwards, under the category of Coordination & Management of Care (for RN) and Patient Assessment & Management of Care (for the EN). Some of the skills for both RN & EN include:
 - Perform venepuncture and cannulation,
 - Perform diabetic foot screening and client education on diabetic foot care.

NB: There are no additional skills for RNMW & RN (P)

Please refer to SNB's website <https://www.healthprofessionals.gov.sg/snb/guidelines-and-standards> for the full list of Generic Skills.

How does the revised Scope of Professional Nursing & Midwifery Practice, Core Competencies and Generic Skills affect me as a practising nurse and/or midwife?

7. The revised Core Competencies and Generic Skills will require nurses and midwives to acquire new competencies and skills in accordance with your current and/or future expected roles and job requirements. This includes any of the skills listed on SNB's Generic Skills for RN & EN for existing nurses that were not taught and assessed at pre-registration/pre-enrolment nursing education.
8. Every nurse/midwife and her/his supervisor/employer will be accountable for the relevant additional training, and competency assessment to support the nurse/midwife's achievement of additional competencies and skills that are required/expected.

When do the revised Core Competencies and Generic Skills take effect?

The revised Scope of Professional Nursing and Midwifery Practice and Core Competencies will take effect on 1 September 2023.