



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

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.