



South African Nursing Council

(Under the provisions of the Nursing Act, 2005)

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GENERIC COMPETENCY FRAMEWORK FOR ADVANCED NURSE PRACTITIONERS

DOMAIN 1: PROFESSIONAL, ETHICAL AND LEGAL PRACTICE	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
1.1 Professional Practice	1.1.1 Accepts accountability for increased responsibility for own professional judgment, actions, outcomes of care and continued competence in accordance with legislation and competency frameworks
	1.1.2 Recognizes and practises within the professional, ethical and legal parameters of an Advanced Nurse Practitioner
	1.1.3 Recognizes own level of competence and limitations in order to take actions
	1.1.4 Consults with or refers to appropriate others when encountering situations beyond own competence
	1.1.5 Recognizes and respects different levels of accountability for the range of available health care professionals
	1.1.6 Leads and participates in activities related to improving access to the range of services required for effective specialist services.
1.2 Ethical Practice	1.2.1 Practises in a manner that conforms to the Code of Ethics for Nurses and employer's code of conduct
	1.2.2 Engages in effective ethical decision-making with respect to own professional practice areas
	1.2.3 Acts in an advocacy role to protect Human Rights and questions violations of a health care user
	1.2.4 Maintains confidentiality and security of written, verbal and electronic information acquired in a professional capacity
	1.2.5 Respects the health care user's rights to privacy and dignity
	1.2.6 Challenges behaviour and health care practices that could compromise health care user's privacy, safety and dignity
	1.2.7 Demonstrates professional integrity and ethical conduct in response to health sector marketing strategies when procuring and utilizing drugs and other products

DOMAIN 1: PROFESSIONAL, ETHICAL AND LEGAL PRACTICE	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
1.3 Legal Practice	1.3.1 Practises in accordance with Professional and other relevant Legislation and including those specific to Advanced Practice Nurse in a special practice area
	1.3.2 Practises in accordance with relevant policies, procedural guidelines and protocols
	1.3.3 Recognises and acts upon laws relating to the professional role and/or professional code of conduct.

DOMAIN 2: CARE PROVISION AND MANAGEMENT	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
2.1 Health Promotion	2.1.1 Assesses Health Education needs specific to the area of speciality
	2.1.2 Plans, develops and implements needs-based programmes to promote health and well being
	2.1.3 Develops and uses follow-up systems to ensure that health care users receive appropriate services.
2.2 Assessment	2.2.1 Gathers accurate and relevant objective and subjective data required for practice in speciality practice area through systematic Health and Nursing Assessment
	2.2.2 Orders diagnostic tests and procedures in line with Scope of Practice for advanced practice nursing standards/ competence
	2.2.3 Organizes, synthesizes, analyses and interprets data from different sources to derive nursing diagnoses and determine a care plan
	2.2.4 Shares and documents findings accurately, complete, and in a timely manner complying with Nursing Practice Standards and institutional policies
2.3 Planning	2.3.1 Formulates an individualized comprehensive care plan with identified care outcomes based on nursing diagnoses, findings from a Nursing and Health Assessment, inputs from other health team members and Nursing Practice Standards

DOMAIN 2: CARE PROVISION AND MANAGEMENT	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
	2.3.2 Applies critical thinking and clinical reasoning skills underpinned by knowledge of the area of Advance practice nursing and other disciplines to the care planning process
	2.3.3 Establishes priorities for care in collaboration with other health care providers and health care users
	2.3.4 Reviews and revises the care plan regularly, where possible in collaboration with other members of the health care team
	2.3.5 Maintains current, accurate care plan and related records.
2.4 Implementation	2.4.1 Implements a range of advanced procedures, treatments and interventions in accordance with the developed care plan and best practice standards
	2.4.2 Documents interventions and health care user responses accurately and in a timely manner
	2.4.3 Responds appropriately and timeously to unexpected or rapidly changing situations
	2.4.4 Responds immediately and appropriately to emergency situations taking a leadership role and coordination of care for health care users with special care needs
2.5 Evaluation	2.5.1 Monitors and documents progress towards expected outcomes accurately and completely
	2.5.2 Evaluates progress towards planned outcomes, in consultation with health care users, families and/or carers and health care team
	2.5.3 Utilizes evaluation data to modify the care plan
	2.5.4 Provides necessary support to the team members according to the identified gaps in the care provided.
2.6 Therapeutic Communication and Relationships	2.6.1 Initiates, develops and discontinues therapeutic relationships using a range of advanced communication and interpersonal skills
	2.6.2 Maintains a relationship that respects the boundary between health care user and self
	2.6.3 Listens to others in an unbiased manner, respects points of view of others, and promotes the expression of diverse opinions and perspectives

DOMAIN 2: CARE PROVISION AND MANAGEMENT	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
	2.6.4 Communicates clear, consistent and accurate information verbally, or in written and electronic forms, that falls within professional responsibility and maintain confidence in care
	2.6.5 Facilitates access to information or refers request to the appropriate person
	2.6.6 Communicates and shares information including views of health care users, families with other health care team.

DOMAIN 3: PERSONAL DEVELOPMENT AND QUALITY OF CARE	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
3.1 Quality Improvement	3.1.1 Promotes dissemination, use, monitoring and review of Nursing Practice Standards and best practice guidelines
	3.1.2 Leads/Participates in developing and adapting Nursing Practice Standards to the health care environment
	3.1.3 Uses appropriate assessment tools to identify actual and potential risks to safety and security, takes appropriate action and reports concerns where necessary to relevant authority
	3.1.4 Ensures safe and proper storage, administration and recording of therapeutic substances
	3.1.5 Complies with infection prevention procedures and challenges breaches in other practitioner's practice
	3.1.6 Plans for dealing with disasters in Advanced Practice Area
3.2 Continuing Personal Development	3.2.1 Undertakes regular review of own practice by engaging in reflection, critical examination and evaluation and seeking peer review
	3.2.2 Assumes responsibility for lifelong learning, own professional development and maintenance of competence
	3.2.3 Participates in Unilateral and Multidisciplinary Teaching and Learning

DOMAIN 4: MANAGEMENT AND LEADERSHIP	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
	4.1 Advocates for and acts within span of control to create a positive working environment
	4.2 Adapts leadership style and approaches to situations specific to the advanced practice nurse
	4.3 Leads in a manner to inspire respect and confidence from others
	4.4 Clearly defines contributions and expectations required of team members as team leader or as a team member
	4.5 Prioritizes workload, manages time effectively and allocates resources to optimize outcomes
	4.6 Provides leadership in the development and implementation of Advanced Practice Education and professional development of learners and colleagues in the workplace
	4.7 Leads in the development, review and modification of institutional practice policies, procedures and protocols
	4.8 Uses the change process to influence the introduction of innovations and adaptations to Advanced Practice Field
	4.9 Acts as an effective role model for students and within the care team
	4.10 Acts as a resource in Advanced Practice Field for students, members of the health team, policy makers and the Public
	4.11 Promotes advanced practice nurse as an essential part of health service delivery
	4.12 Scans practice environment and literature to identify emerging trends and issues
	4.13 Contributes to national policy and protocol development that relates to delegation of clinical responsibilities specific to advanced practice nurse
	4.14 Maintains accountability and responsibility when delegating aspects of care to others
	4.15 Delegates activities to others, according to ability, level of preparation, proficiency and Scope of Practice
	4.16 Uses a range of supportive strategies such as precepting and mentoring when supervising and/or monitoring delegated care
	4.17 Applies appropriate business skills to ensure quality and cost effectiveness specialized services

DOMAIN 5: RESEARCH	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
	5.1 Initiates and conducts research to inform practice in the area of speciality
	5.2 Analyses and critically interpret research findings
	5.3 Reviews and evaluates research reports
	5.4 Implement research outcomes.

Edited 5 2014 IT