



مجلس الإمارات للممرضين والقابلات
UAE Nursing and Midwifery Council

NURSING AND MIDWIFERY SCOPE OF PRACTICE

USER GUIDE

January 2015

Copyright © 2014 by UAE Nursing and Midwifery Council. All rights reserved

The UAE NMC considers this document its intellectual property and has the exclusive rights to decide to publish the work in its entirety or parts thereof as well as choose the form of publication.

Reproduction of any part is limited to non-commercial purposes. Therefore, any reproduction, modification (including translation), storage in retrieval system or retransmission, in any form or by any means (electronic, mechanical or otherwise), for reasons other than the above, is not allowed without prior written permission. Written permission to reproduce the document or any part thereof (beyond this limited permission) must be obtained from the UAE NMC. If such permission is given, it will also be subject to acknowledging in relevant details the author's name and interest in the material.

Inquiries to be directed to:

UAE Nursing and Midwifery Council

Email: info@uaenmc.gov.ae

Website: www.uaenmc.gov.ae

Contents

PREFACE.....	3
ACKNOWLEDGEMENTS	4
LIST OF ABBREVIATIONS.....	5
INTRODUCTION	6
EXAMPLES FROM RN, RM, PN AND PM SCOPE OF PRACTICE	7
Domain 1: Professional, Ethical and Legal Practice.....	7
Domain 2: Care Provision and Management	10
Domain 3: Professional, Personal and Quality Development... Error! Bookmark not defined.	
DECISION MAKING FLOWCHARTS.....	17
REFERENCES.....	19

PREFACE

The UAE Nursing and Midwifery Council (UAE NMC) was established in 2009 to regulate the nursing and midwifery professions, promote and advance nursing and midwifery services and to protect and promote the health and safety of the public based on the highest standards.” (UAE Ministers’ Cabinet Resolution 10, 2009).

The User Guide was developed by the Scientific Committee for Nursing and Midwifery Practice. The members of this committee represent all major healthcare stakeholders in the UAE. These include, but are not limited to: UAE NMC, Health Authority of Abu Dhabi, Abu Dhabi Health Services Company, Ministry of Health, Dubai Healthcare City Authority, Dubai Health Authority, University of Sharjah, and Medical Services Corps of the UAE Armed Forces, Dubai Police, the private sector, Emirates Nursing Association and Emirates Medical Association.

ACKNOWLEDGEMENTS

The Council sincerely appreciates the concerted efforts of all involved in making this publication possible – expressing special gratitude to:

- President of the UAE NMC HRH Princess Haya Bint Al Hussein, wife of His Highness Sheikh Mohammed Bin Rashid Al Maktoum, Vice-President and Prime Minister of the UAE and Ruler of Dubai; for her infinite guidance and support for the nursing and midwifery professions.
- H.E. the UAE Minister of Health.
- The UAE NMC Board members.
- Members of the Scientific Committee for Nursing and Midwifery Practice, for their excellent work in developing this document.
- Nursing and midwifery colleagues and the UAE NMC staff who participated in the development, validation and revision of this document.
- Individuals representing different healthcare institutions for their contribution in one way or another to the development of this document.

LIST OF ABBREVIATIONS

RM	Registered Midwife
RN	Registered Nurse
PM	Practical Midwife
PN	Practical Nurse
UAE	United Arab Emirates
UAE NMC	United Arab Emirates Nursing and Midwifery Council

INTRODUCTION

The User Guide serves as a tool for nurses, midwives, leaders, educators and regulators to understand how to interpret the scope of practice range of roles, functions, responsibilities and activities which a nurse and midwife are educated for, competent in, accountable for and licensed to perform.

The Scope of Practice is not limited to specific tasks, functions or responsibilities but includes direct care giving and evaluation of its impact, advocating for patients and for health, supervising and delegating to others, leading, managing, teaching, undertaking research and developing health policy for health care systems. It defines the accountability and limits or boundaries of professional practice.

The User Guide follows a similar approach to the Scope of Practice Competency Framework, as this framework is organized by role domains and defines specific competencies for each domain. The user guide has the performance criteria as its starting point, and denotes examples of expected outcomes based on knowledge and skills. It is implicit that attitudes/behaviors are embedded within the performance criteria of each domain in the Scope of Practice.

The User Guide is built around extracts of domains and competencies from the Scopes of Practice for the registered nurse and midwife and practical nurse and midwife. For every competency, the corresponding performance criteria are listed. The listed expected outcomes, knowledge and skills are **examples** that can be used to build on and elaborate depending on the context of the user, be it a registered nurse or midwife and practical nurse or midwife. Furthermore, the expected outcomes are general statements and do not relate to a particular performance criteria.

This User Guide document is to be used in conjunction with the relevant UAE NMC Scope of Practice.

EXAMPLES FROM RN, RM, PN AND PM SCOPE OF PRACTICE

Domain 1: Professional, Ethical and Legal Practice

Under this Domain of the Scope of Practice, three competencies are identified. These competencies include; professional accountability, ethical and legal practice towards client, families, community and society, under relevant UAE regulations in relation to professional practice. Examples are provided below to help **registered nurses and registered midwives** demonstrate that they are meeting the competency of **accountability**. Other examples are provided to help **practical nurses and practical midwives** demonstrate that they are meeting the same competency.

Competency 1.1 Accountability

1. The **registered nurse/ midwife** accepts accountability for own actions and decision-making.

Performance Criteria	Examples Related to Outcomes	Examples Related to Clinical Competencies	
		Knowledge	Skills
<p>1.1.1 Demonstrates accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with the Scope of Practice and UAE laws and regulations</p> <p>1.1.2 Recognizes the boundaries of the Scope of Practice and the limits of one's own competence.</p> <p>1.1.3 Seeks appropriate guidance when encountering</p>	<p>Accountability is evidenced by:</p> <ul style="list-style-type: none"> • Adhering to facility policies and procedures • Identifying areas for improvement and taking appropriate actions • Advocating for change 	<ul style="list-style-type: none"> - Scope of practice - UAE laws and regulations - Relevant organizational policies, procedures and guidelines - Code of conduct 	<ul style="list-style-type: none"> - Decision making - Communication - Leadership - Critical thinking - Assertiveness - Relevant competencies in accordance with job

<p>situations beyond the Scope of Practice and the limits of one's own competence.</p> <p>1.1.4 Acknowledge and respects the accountability and responsibilities of other healthcare professionals and personnel.</p> <p>1.1.5 Assumes accountability for delegation of nursing care</p> <p>1.1.6 Participates in activities to optimize client access to full range of services required for effective healthcare.</p> <p>1.1.7 Assumes accountability for improving the quality and effectiveness of healthcare services provided.</p>	<ul style="list-style-type: none"> • Retaining responsibility when delegating care • Being assertive when encountering unsafe practices • Applying critical thinking and decision making skills when providing care 	<ul style="list-style-type: none"> - Patient and family rights - Job descriptions - Accreditation standards - Range of services provided - Ethical principles - Delegation principles - Quality principles - Licensing processes and renewal - Patient safety goals 	<p>description</p>
--	--	--	--------------------

2. Under the supervision of the registered nurse/midwife, the **practical nurse and practical midwife** accept accountability for own actions and decision-making and for the related outcomes.

Performance Criteria	Examples Related to Outcomes	Examples Related to Clinical Competencies	
		Knowledge	Skills
<p>1.2.1 Demonstrates accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with the Scope of Practice and UAE laws and regulations.</p> <p>1.2.2 Recognizes the boundaries of the Scope of Practice¹ and the limits of one’s own competence.</p> <p>1.2.3 Seeks appropriate guidance when encountering situations beyond the Scope of Practice¹ and the limits of one’s own competence.</p> <p>1.2.4 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.</p> <p>1.2.5 Assumes accountability for delegated nursing care.</p> <p>1.2.6 Assists in activities to optimize and ensure client’s safety and access to the full range of services required for effective care.</p> <p>1.2.7 Practices according to the Professional Code of Conduct</p> <p>1.2.8 Participates in ethical decision-making with respect to</p>	<p>Professional practice and accountability are evidenced by:</p> <ul style="list-style-type: none"> • Accepting responsibilities for own actions while working under the guidance of the RN/RM. • Adhering to facility policies and procedures • Identifying areas for improvement and taking appropriate actions • Advocating for change • Being assertive when encountering unsafe practices • Carrying out delegated tasks when clinically competent to do so. 	<ul style="list-style-type: none"> - PN/PM scope of practice - Job description - Policies and procedures and clinical guidelines for care - Code of conduct - Patient and family rights - UAE laws and regulations - Ethical principles - Accreditation standards - Licensing processes and renewal 	<ul style="list-style-type: none"> - Decision making - Communication - Teaching - Assertiveness - Advocacy - Basic nursing care

<p>own professional responsibilities or where ethical issues affect the care provision.</p> <p>1.2.9 Performs actions to protect the client’s rights in accordance with the UAE law and the Professional Code of Ethics</p> <p>1.2.10 Maintains confidentiality and security of written, verbal and electronic client information</p> <p>1.2.11 Respects the client’s right to be fully informed.</p> <p>1.2.12 Respects and maintains the client’s right for privacy and dignity.</p> <p>1.2.13 Demonstrates sensitivity to diversity, including such factors as cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant considerations.</p> <p>1.2.14 Participates with other healthcare professionals and personnel to ensure ethical practice is maintained.</p> <p>1.2.15 Practices in accordance with policies and procedures that guide nursing practice.</p> <p>1.2.16 Practices in accordance with relevant laws and regulations that govern nursing practice.</p> <p>1.2.17 Maintains valid registration and licensure to practice in the UAE.</p> <p>1.2.18 Recognizes breaches of laws and regulations relating to code of conduct.</p>	<ul style="list-style-type: none"> • Adhering to patient safety goals • Collaborating with other healthcare providers in the provision of care • Maintaining patient confidentiality and privacy • Adhering to code of conduct • Reporting client’s ethical issues to RN/RM • Caring for clients in a culturally sensitive manner • Maintaining a valid license in the UAE 	<p>- Patient safety goals</p>	
--	---	-------------------------------	--

Domain 2: Care Provision and Management

This domain encompasses the key principles of the **registered nurse/ midwife**'s role in health promotion, illness prevention, care provision, leadership and management as well as therapeutic and interpersonal relationships pertaining to clients/patients , families, community and society utilizing the nursing /midwifery process that is supported by evidence based practice. Examples are provided to illustrate how the competency of **Promotion of Health** and the competency of **Leadership and management** could be realized.

Competency 2.1 Promotion of Health

Engages in health promotion and disease prevention activities with clients, families, community and society.

Performance Criteria	Examples Related to Outcomes	Examples Related to Clinical Competencies	
		Knowledge	Skills
<p>2.1.1 Provides formal and informal health education sessions to individual/ groups utilizing the teaching-learning process.</p> <p>2.1.2 Identifies and utilizes appropriate educational resources, including other healthcare professionals.</p> <p>2.1.3 Acts as a role model by promoting a healthy lifestyle for self and others, and by demonstrating environmentally responsible behaviors.</p> <p>2.1.4 Identifies environmental</p>	<p>Promotion of health is evidenced by:</p> <ul style="list-style-type: none"> • Meeting learning needs and documenting the teaching-learning process in the medical records. • Utilizing a variety of relevant and evidence based educational resources and tools (e.g. leaflets, videos, posters) that are 	<ul style="list-style-type: none"> - Teaching – learning process - National and organizational health and safety policies and standards - Information and communication technology 	<ul style="list-style-type: none"> - Health education methodologies - Communication - Presentation - Documentation

<p>hazards and eliminates and/or prevents them where possible.</p>	<p>approved by the organization.</p> <ul style="list-style-type: none"> • Meeting relevant Key Performance Indicators (KPI), e.g. re-admission rates, re-occurrence of the presenting symptoms, exclusive breastfeeding, and immunization coverage. • Reducing environmental hazards e.g. children safety, home accidents, smoke free environment, food and water sanitation. 	<ul style="list-style-type: none"> - Quality methodology and tools - Evidence-based practice literature - Code of Conduct - Ethical principles 	
--	---	--	--

Competency 2.2 Leadership and Management			
Exhibits leadership qualities and manages patient care safely, efficiently and ethically.			
Performance Criteria	Examples Related to Outcomes	Examples Related to Clinical Competencies	
		Knowledge	Skills
<p>2.2.1 Applies critical thinking and problem solving skills in the provision and management of care.</p> <p>2.2.1 Prioritizes workload and manages time effectively.</p> <p>2.2.2 Provides feedback, offers suggestions for changes and deals effectively with the impact of change on own practice or on the organization.</p> <p>2.2.3 Maintains infection control practices.</p> <p>2.2.4 Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed assuming a leadership role in triage and coordination of care for clients.</p> <p>2.2.5 Implements quality assurance and risk management strategies.</p> <p>2.2.6 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislations and workplace health and safety principles.</p> <p>2.2.7 Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.</p> <p>2.2.8 Delegates activities to</p>	<p>Clinical leadership and management of client care are evidenced by:</p> <ul style="list-style-type: none"> • Initiating collaborative care • Advocating for clients and families at every level • Complying with the handover system to provide continuity of care • Distributing workload based on skill mix and acuity • Individualized care planning • Actively participating 	<ul style="list-style-type: none"> - Planning of care - Clinical practice guidelines - Accreditation standards - Prevention and control of infection principles - Human resources policies - Change management concepts - Emergency preparedness plan - Basic statistics 	<ul style="list-style-type: none"> - Problem solving - Decision making - Delegation - Effective communication - Team building - Conflict resolution - Time management - Imparting knowledge with colleagues - Prevention and control of infection

<p>team members according to their competence and scope of practice.</p> <p>2.2.9 Accepts delegated activities in line with one’s own competence and scope of practice.</p> <p>2.2.10 Utilizes a multidisciplinary approach in the management and provision of health care</p> <p>2.2.11 Advocates for and contributes to the establishment and maintenance of a positive working environment.</p> <p>2.2.12 Uses effectively a flexible leadership style in different situations.</p> <p>2.2.13 Resolves conflicts in a professional nonjudgmental manner, making effective use of communication skills and existing mechanisms to achieve resolution.</p> <p>2.2.14 Leads teams effectively communicating own responsibilities and supporting other healthcare professionals and personnel.</p> <p>2.2.15 Contributes to the development, implementation and review and update of organizational policies, guidelines and procedures.</p> <p>2.2.16 Contributes as appropriate to national health policy development and implementation.</p>	<p>in reflective practice to improve client care.</p> <ul style="list-style-type: none"> • Trending nurse sensitive data (reporting of incidents/occurrence variance) 	<ul style="list-style-type: none"> - Departmental policies and procedures - Occurrence variance /incidents reporting - Risk management - Code of conduct 	<ul style="list-style-type: none"> - Documentation
--	--	--	---

Domain 3: Professional, Personal and Quality Development

Registered nurses/ midwives are required to maintain professional standards to provide quality health care. They have a professional obligation to develop themselves, and to support other nursing colleagues and healthcare providers, in their professional development. Below are examples for registered nurses and midwives to demonstrate their attainment of **Quality management** and **Enhancement of the profession** competencies are met.

Competency 3.1 Quality Management

Ensures nursing and midwifery practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

Performance Criteria	Examples Related to Outcomes	Examples Related to Clinical Competencies	
		Knowledge	Skills
<p>3.1.1. Practices in accordance with approved quality standards and guidelines reflecting recognized evidence-based best practices.</p> <p>3.1.2 Participates in organizational quality management processes and activities.</p> <p>3.1.3 Seeks evidence from a wide range of credible sources to maintain the quality of nursing and midwifery care.</p>	<p>Improved quality and safety of patient care as evidenced by:</p> <ul style="list-style-type: none"> • Meeting key performance indicators and quality standards. • Promoting a positive work environment. 	<ul style="list-style-type: none"> - Standards of care for relevant field of practice - Patient safety goals - Safety principles - Quality methodologies and tools - Root cause analysis - Occurrence variance reporting - Clinical 	<ul style="list-style-type: none"> - Prevention and control of infection - Data collection and management - Medication calculation and administration

	<ul style="list-style-type: none"> • Actively participating in quality improvement projects of client care. • Reporting incidents/errors/occurrence variance without hesitation. • Adhering to risk management plan. 	<p>guidelines and protocols</p> <ul style="list-style-type: none"> - Risk management plan - Emergency preparedness plan - Prevention and control of infection - Medication safety - Research and literature review 	
--	---	---	--

Competency 3.2 Enhancement of the Profession

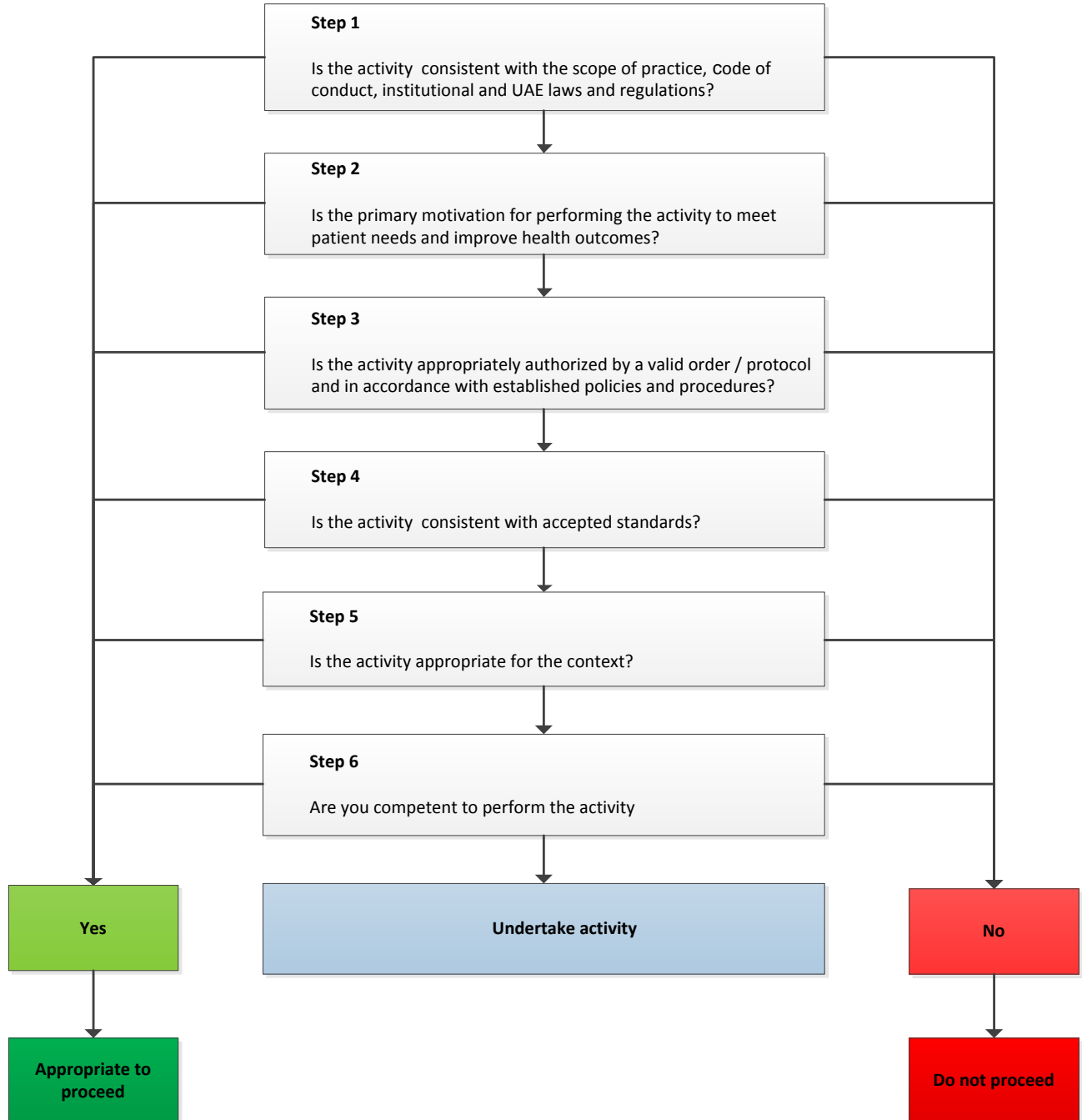
Demonstrates commitment to the enhancement of the Nursing/Midwifery Profession.

Performance Criteria	Examples Related to Outcomes	Examples Related to Clinical Competencies	
		Knowledge	Skills
<p>3.2.1 Promotes and maintain a positive image of nursing.</p> <p>3.2.2 Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines.</p> <p>3.2.3 Maintains evidence based practice as a standard.</p> <p>3.2.4 Engages in advocacy activities through recognized professional organizations such as Emirates Nursing Association (ENA), UAE NMC, ICN, WHO and other relevant organizations to positively influence health and social policy that promotes quality and access to care for individuals and populations.</p> <p>3.2.5 Contributes to nursing research and uses findings as a mean to improve standards of care.</p> <p>3.2.6 Represents the nursing profession in relevant committees, taskforces, boards and/or forums where applicable.</p>	<p>Enhancement of the Nursing/Midwifery profession as evidenced by:</p> <ul style="list-style-type: none"> • Engagement in life long learning • Demonstrating adherence to professional conduct • Upholding the image of the nursing profession in professional and personal life • Improved client satisfaction rate • Reduction in infection rate • Active participation in professional organizations • Participation in health awareness campaigns • Engagement in preceptorship or mentorship 	<ul style="list-style-type: none"> - Code of conduct - Scope of practice - UAE laws and regulations - Job description - Relevant policies, procedures and guidelines - Current evidence-based practice and standards (e.g. ICN, ICM, professional organizations) - Transcultural care - Research 	<ul style="list-style-type: none"> - Ethical decision making - Mentorship and preceptorship - Reflective practice - Communication - Teaching - Imparting knowledge with colleagues - Promoting nursing profession - Lobbying

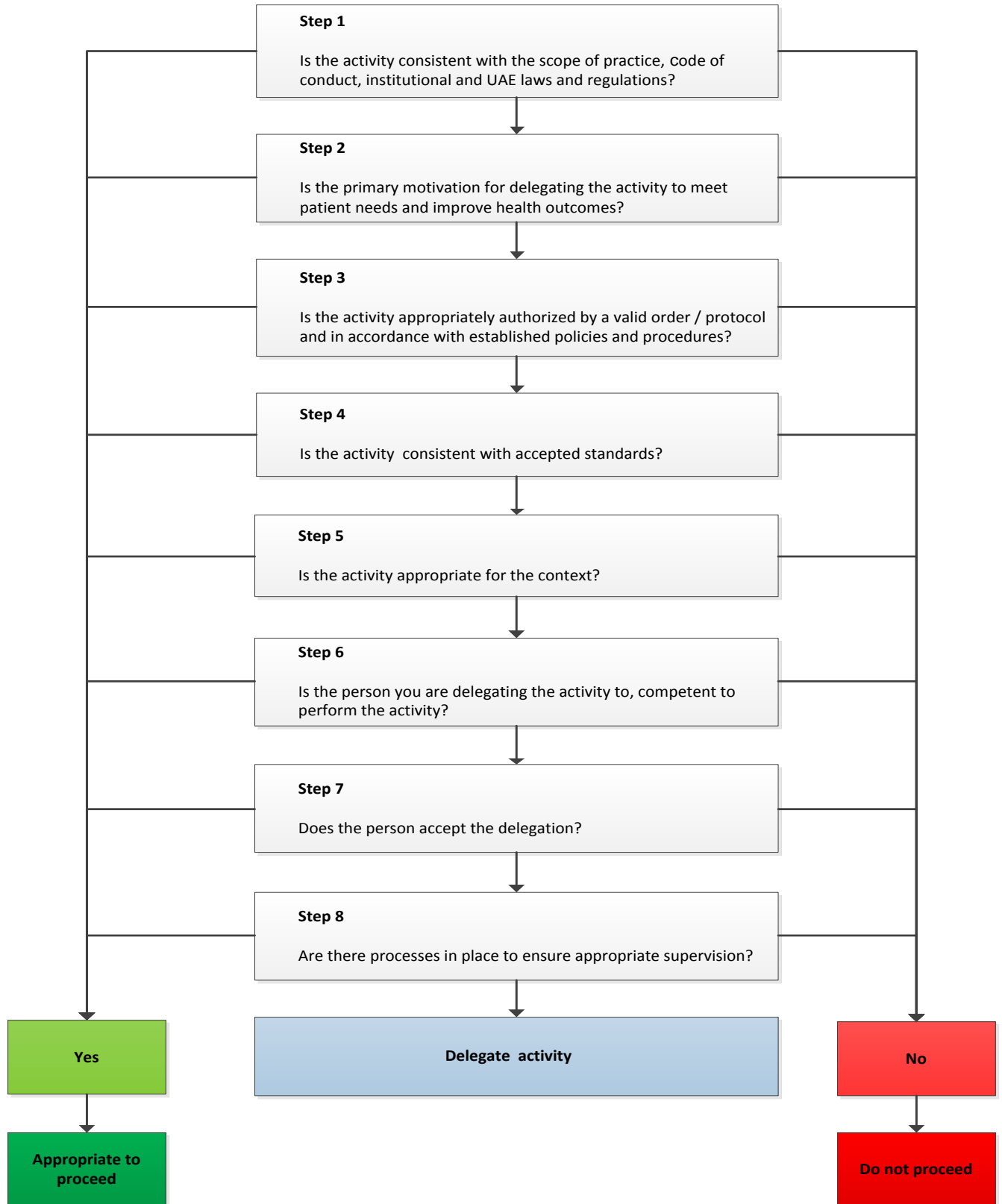
<p>3.2.7. Assumes leadership responsibilities, as appropriate in the delivery of nursing care.</p> <p>3.2.8. Acts as a role model for colleagues, students and those entering the profession.</p> <p>3.2.9. Supports others who are less experienced or new to the profession informally and through preceptorship and mentorship programs.</p>	<p>programs</p> <ul style="list-style-type: none"> • Improved job satisfaction rate • Influencing decisions related to nursing/midwifery issues 	<p>principles</p> <p>- Positive work environment principles</p>	
--	---	---	--

DECISION MAKING FLOWCHARTS

1- When making decisions regarding individual Scope of Practice



2- When delegating an activity



REFERENCES

- Australian Nursing and Midwifery Council. (2005). *National competency standards for the registered nurse*. Retrieved September 12, 2007, from www.anmc.org.au/userfiles/file/competency_standards/Competency_standards_RN.pdf
- Australian Nursing and Midwifery Council. (2006a). *Competency standards for nurses in general practice*. Melbourne: Australian Nursing Federation
- Australian Nursing and Midwifery Council. (2006b). *National competency standards for the nurse practitioner*. Retrieved February 10, 2008, from www.dhhs.tas.gov.au/_data/assets/pdf_file/0017/30680/ANMC_NPCompetency_Standards_2006.pdf
- Canadian Nursing association. (2007). *Framework for the practice of registered nurses in Canada*. Retrieved June 24, 2008, from http://www.cna-aiic.ca/CNA/documents/pdf/publications/RN_Framework_Practice_2007_e.pdf
- College of Registered Nurses of Nova Scotia. (2003). *Standards for nursing practice*. Retrieved September 17, 2009, from <http://www.crnns.ca/documents/standards2004.pdf>
- Dubai Health Authority, UAE. (2008). Registered Nurses scope of practice. Dubai. Retrieved February 10, 2009, from <http://www.dha.gov.ae/EN/Pages/default.aspx>
- Federal Department of Nursing, MOH, UAE. (2005). *Core practice standards for the registered nurse and/or midwife*. Abu Dhabi: Author.
- Federal Department of Nursing, MOH, UAE. (2008). *Scope of practice for registered midwives*. Abu Dhabi: Author.
- Federal Department of Nursing, MOH, UAE. (2009). *Scope of practice for registered nurses*. Abu Dhabi: Author.
- Health Authority of Abu Dhabi. (2007). *Scope of practice: Registered nurses*. Retrieved February 10, 2008, from www.haad.ae/HAAD/Portals/0/Private_Sector/Health_Pro_Lice/Policies&Circulars/Final%20RN%20scope%20July_07.pdf
- International Council of Nurses. (2003). *ICN framework of competencies for the generalist nurse: Report of the development process and consultation*. Geneva: International Council of Nurses.
- International Council of Nurses. (2005a). *Guidelines on shaping effective health policy*. Retrieved September 12, 2009, from http://icn.ch/guidelines_shaping.pdf.

International Council of Nurses. (2005b). *Regulation terminology, (version 1)*. Retrieved March 26, 2008, from http://www.icn.ch/Regulation_Terminology.pdf

International Council of Nurses. (2008). *Nursing care continuum framework and Competencies*. Geneva: Author.

International Council of Nurses. (2010). *Scope of Nursing Practice & Decision making Framework Toolkit*. ICN Regulation series. ISBN: 978-92-95094-8

Ministry of Health, UAE. (2001). *Professional code of conduct for nurses*.

Abu Dhabi: Author.

Nursing Council of New Zealand. (2007). *Competencies for registered nurses*. Retrieved March 12, 2008, from www.nursingcouncil.org.nz

Nursesboradsouthaustralia: A scope of Practice Decision-Making tool. March 2006
www.nursesborad.sa.gov.au

Skill and lifelong learning: The link for quality nursing. (1999). *Concern* 28 (3): 14-15. Retrieved March 18, 2008, from http://findarticles.com/p/articles/mi_qa3915/is_199908/ai_n8861001

- The Free Dictionary. Retrieved from <http://legal-dictionary.thefreedictionary.com>
- Nursing and Midwifery Council, UAE. (2011). UAE NMC Terminology. Author.

Uys L. R. (2003). *Competency in nursing*. Geneva: World Health Organization.

Western Pacific and South East Asian Region. (2006). *Common competencies for registered nurses*. Retrieved July 10, 2007, from <http://icn.ch/WPSEARcompetencies.pdf>