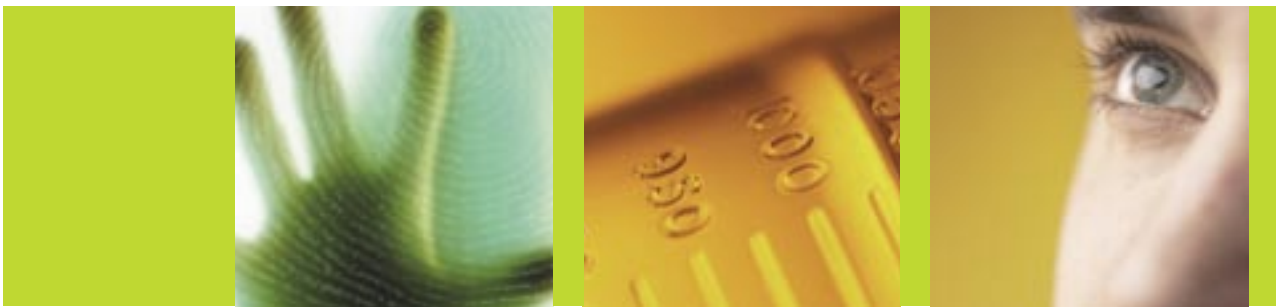


Competency Standards

for nurses in general practice



Performance management tool for registered nurses in general practice

Competency standards for registered and enrolled nurses in general practice An Australian Nursing Federation project funded by the Australian Government Department of Health and Ageing. The competency standards for nurses in general practice were developed by a University of South Australia project team led by Terri Gibson and Marie Heartfield. First published August 2005.

Copyright 2005 Australian Nursing Federation All rights reserved. No material may be reproduced, translated for reproduction or otherwise utilised without permission from the publisher.

Performance management tool for registered nurses in general practice

Name: _____

Refer to the job description for further information about each of the competency elements. Note that this tool must not be used for disciplinary purposes.

Step 1

The registered nurse undertakes a self assessment against the elements and prepares a professional development plan for discussion with the employer/supervisor.

Step 2

The employer/supervisor completes the assessment and discusses the assessment and the professional development plan with the registered nurse.

Step 3

The registered nurse and the employer/supervisor, following negotiation, agree on the professional development plan that will be supported by the employer/supervisor and the necessary plans are made eg organise further education, arrange clinical supervision etc.

1. Recognises the need for ongoing education and training to maintain competence for nursing practice.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

2. Demonstrates comprehensive and accurate knowledge and skills in providing episodic and ongoing care that is responsive to individual and group circumstances and environments.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

3. Initiates and conducts comprehensive health maintenance and health promotion in partnership with individuals, groups and the general practice team.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

4. In collaboration with the general practice team conducts diagnostic activities.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

5. Provides evidence based information, resources and education to assist individuals, groups and families to make health care decisions.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

6. Modifies communication strategies according to individual and group circumstances.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

7. Uses best available research to inform clinical care management.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

8. Coordinates and reviews programs, registers and systems to facilitate quality individual and group health care outcomes.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

9. Demonstrates proficiency in the use of information management technology and systems to inform clinical care management.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

10. Collects information about practice population profiles to inform health promotion and illness prevention strategies.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

11. Ensures clinical nursing decisions are communicated to the general practice team.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

12. Participates in shared decision making about care delivery with individuals, groups and members of the general practice team.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

13. Recognises when to seek advice from other members of the general practice team or other health service providers about the care of individuals and groups.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

14. Shares information with the general practice team.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

15. Monitors local, community and population health developments and resources for integration into the care of individuals and groups.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

16. Liaises with relevant community and health care agencies for community development purposes and to facilitate continuity of care for individuals and groups in that community.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
-------	---	---	---	---	---	----------

Comments
