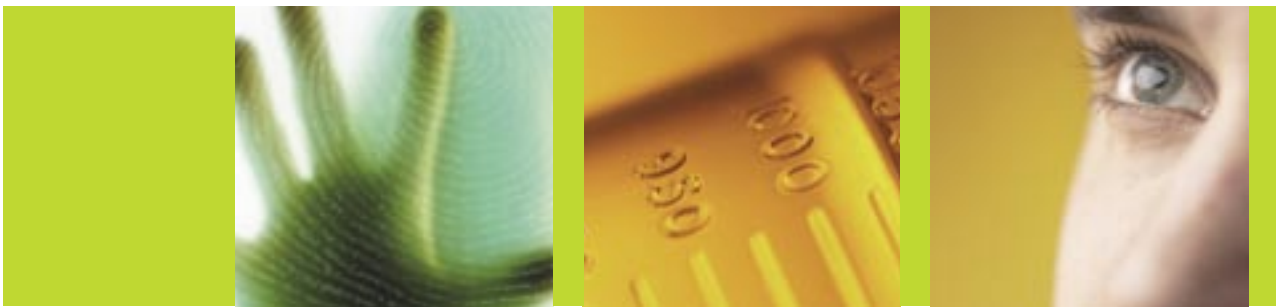


# Competency Standards

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.

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# 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
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Comments

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#### Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

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### 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
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**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
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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

**Self-assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**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
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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

**Self-assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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

**Self-assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**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
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**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
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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

**Self-assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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

**Self-assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**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
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**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
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**14. Shares information with the general practice team.**

**Self-assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**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
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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**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
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Comments

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**Employer assessment**

AGREE	1	2	3	4	5	DISAGREE
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Comments

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