

**SKILLS FRAMEWORK FOR HEALTHCARE
SKILLS MAP - CHIEF NURSE**

Sector	Healthcare					
Track	Nursing					
Occupation	Nurse					
Job Role	Chief Nurse					
Job Role Description	<p>A Chief Nurse is responsible for the overall strategic direction of nursing within aligned legislation, national and organisational visions, and co-creations with the team and nurses. S/He harnesses the potential of every nurse to perform at highest level to contribute to overall healthcare performance. S/He is responsible to secure annual budget for continuing education and training and adopt technology for better productivity and optimal manpower deployment. S/He directs nurse-led initiatives, including, RHS-led community nursing teams. S/He leads high performing teams to run the vision. S/He takes the lead in mentoring high-potential nurses to be future leaders of the organisation and for succession.</p> <p>S/He operates in a wide variety of settings such as acute care, primary care, and community care.</p> <p>S/He should be visionary, and have long-range planning and strategic thinking. S/He watches the signals of change, and is able to lead her/his team confidently to move nursing developments to achieve national priorities, including, care transformation. S/He is able to engage various age profiles of the workforce and harness their energies for higher organisational performance. S/He is also able to identify the SWOT of nursing workforce. Her/His leadership strategies are aligned to national healthcare priorities.</p>					
Critical Work Functions and Key Tasks / Performance Expectations	Critical Work Functions	Key Tasks	Performance Expectations (For legislated / regulated occupations)			
				Set strategic directions for nursing care services	Direct strategies to improve quality outcomes and advance evidence-based care	In accordance with: • Nurses and Midwives Act (Chapter 209)
					Identify relevant quality improvement indicators for client and/or service outcomes and nursing practice	
					Develop strategic plans for nursing care delivery based on shared vision across organisation and community	
					Evaluate nursing practices and client care and/or service excellence with reference to structure, process and outcome frameworks	
					Build inter-professional collaboration among nursing, medical, and allied health professionals to achieve optimal client care and/or service outcomes, appropriate care and effective integration of care	
					Establish a vision for nursing practice and client care and/or service that complies with ethical standards and values	
					Promote a culture that focuses on patient-centred nursing care	
					Create an environment that promotes a culture of continuous improvement	
		Lead development of an effective nursing organisational structure with clear lines of authority and responsibility				
Drive compliance activities and operations		Implement systems and processes to ensure compliance with healthcare regulatory standards				
		Approve infection control policies and practices to ensure fit for purpose and initiate change where appropriate				

		Drive nursing governance, compliance issues and reporting		
		Oversee risk management strategies, including identification, monitoring and evaluation of nursing-sensitive quality and safety indicators		
		Provide leadership in emergency response and crisis management in nursing division		
	Provide oversight for continuing professional development	Evaluate innovative changes to programmes to achieve strategic objectives		
		Provide advice on educational programmes standards, accreditation and funding		
		Provide strategic direction in nursing workforce planning		
		Lead strategically to create a culture of lifelong learning within the organisation		
		Plan nursing manpower capability building to meet service needs		
	Drive ground engagement and empowerment	Develop nursing leadership in the organisation for succession planning		
		Create a conducive working and learning environment to enhance staff morale and support the professional and personal development of nurses		
Promote participation in nursing staff recognition programmes				
	Endorse awards and scholarships for nurses			
Skills and Competencies	Technical Skills and Competencies		Generic Skills and Competencies	
	Change Management	Level 6	Global Mindset	Advanced
	Clinical Governance	Level 6	Leadership	Advanced
	Clinical Services Development	Level 6	Communication	Advanced
	Department Financial Management	Level 6	Resource Management	Advanced
	Emergency Response and Crisis Management	Level 6	Transdisciplinary Thinking	Advanced
	Inter-professional Collaboration	Level 6		
	Learning Needs Analysis	Level 6		
	Medication Management in Nursing	Level 6		
	Nursing Manpower Planning	Level 6		
Nursing Productivity and Innovation	Level 6			

	Nursing Research and Statistics	Level 6		
	Patient Care Delivery in Nursing	Level 6		
	Performance Management for Nursing	Level 6		
	Professional, Legal and Ethical Healthcare Practice	Level 6		
	Programme Evaluation	Level 6		
	Quality Improvement and Safe Practices	Level 6		
	Respiratory Care in Nursing	Level 6		
	Service Quality Management	Level 6		
	Strategy Management	Level 6		
Programme Listing	For a list of Training Programmes available for the Healthcare sector, please visit: www.skillsfuture.sg/skills-framework/hc			