

**SKILLS FRAMEWORK FOR HEALTHCARE
SKILLS MAP - DIRECTOR OF NURSING**

Sector	Healthcare		
Track	Nursing		
Sub-track	Clinical		
Occupation	Nurse		
Job Role	Director of Nursing		
Job Role Description	<p>A Director of Nursing in the Clinical sub-track works with the Chief Nurse to enable nurses to practice to the full extent of their education and training in an evolving healthcare landscape. S/He constantly scans the environment for new models of care or expansion of the scope of practice for all nursing professional groups. S/He works with relevant authorities on the barriers to practices. S/He has oversight of nursing clinical developments and promotes evidence-based care. S/He oversees systemic and local interventions for value and safe patient care. S/He leads nursing alignment to national priority of “Beyond Hospital to Community”.</p> <p>S/He operates in a wide variety of settings such as acute care, primary care, and community care.</p> <p>S/He practises evidence-based care, demonstrates clinical leadership; is an effective communicator, and a role model of care values and beliefs to nurses aspiring to clinical developments. S/He is conversant with acute and long-term models of care.</p>		
Critical Work Functions and Key Tasks / Performance Expectations	Critical Work Functions	Key Tasks	Performance Expectations (For legislated / regulated occupations)
	Oversee nursing clinical care delivery	Oversee nursing practices and care delivery outcomes	In accordance with: • Nurses and Midwives Act (Chapter 209)
		Oversee nursing specialty developments	
		Establish funding models for specific nursing care bundles and/or pathways	
		Establish frameworks for hospital-to-community models of care that include funding, manpower, pilots, outcome measurements and implementation	
	Advance nursing practices	Develop strategies to advance nursing practices	
		Develop nursing care models or services to address emerging healthcare needs or care transformation	
	Drive nursing quality and patient safety	Establish nursing quality and patient safety work plans	
		Benchmark nursing outcome indicator measurements to international standards	
		Adopt new technology and electronic tools and devices for better quality and patient safety outcomes	
		Manage adverse events according to organisational framework	
		Participate in claims and compensations management in adverse events	
		Lead nursing to achieve local and international accreditations	

	Technical Skills and Competencies		Generic Skills and Competencies	
	Skills and Competencies	Change Management	Level 6	Leadership
Clinical Governance		Level 6	Developing People	Advanced
Clinical Services Development		Level 5	Decision Making	Advanced
Clinical Teaching and Supervision		Level 5	Transdisciplinary Thinking	Advanced
Department Financial Management		Level 5	Sense Making	Advanced
Emergency Response and Crisis Management		Level 5		
Health Education Programme Development and Implementation		Level 6		
Infection Prevention and Control in Nursing Practice		Level 6		
Inter-professional Collaboration		Level 5		
Learning Needs Analysis		Level 5		
Medication Management in Nursing		Level 6		
Nursing Productivity and Innovation		Level 5		
Nursing Research and Statistics		Level 6		
Patient Care Delivery in Nursing		Level 6		
Performance Management for Nursing		Level 5		
Professional, Legal and Ethical Healthcare Practice		Level 6		
Quality Improvement and Safe Practices		Level 6		
Respiratory Care in Nursing		Level 6		
Service Quality Management		Level 5		
Strategy Management		Level 5		
Workplace Safety and Health	Level 4			
Programme Listing	For a list of Training Programmes available for the Healthcare sector, please visit: www.skillsfuture.sg/skills-framework/hc			