

SKILLS FRAMEWORK FOR HEALTHCARE SKILLS MAP - DIRECTOR OF NURSING

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| Sector | Healthcare | | | |
| Track | Nursing | | | |
| Sub-track | Education | | | |
| Occupation | Nurse | | | |
| Job Role | Director of Nursing | | | |
| Job Role Description | <p>A Director of Nursing in the Education sub-track works with the Chief Nurse to establish a nursing education system to meet learning needs of nursing students and nurses. S/He looks out for emerging competencies and works with key stakeholders to facilitate more flexible and responsive skills acquisitions that grows the nursing workforce capability. S/He advances nursing practice through high quality continuing professional development to meet evolving national healthcare needs. S/He seeks organisational resources for nurses and nursing staff to engage in lifelong continuing professional development. S/He fosters latest developments in nursing education technologies and innovation.</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, dynamic and responsive to evolving national healthcare needs for high quality continuing professional development outcomes. S/He should possess leadership skills in people and psychological capital and capability to create learning environments.</p> | | | |
| Critical Work Functions and Key Tasks / Performance Expectations | Critical Work Functions | Key Tasks | | Performance Expectations (For legislated / regulated occupations) |
| | Oversee the delivery of pre-employment clinical training in healthcare institutions | Establish clinical teaching faculty frameworks for optimal learning outcomes for all groups of nursing students | | In accordance with: <ul style="list-style-type: none"> • Nurses and Midwives Act (Chapter 209) • Standards for Clinical Nursing Education and Standards for Advanced Practice Nurse Clinical Education |
| | | Establish a clinical faculty with expertise as clinician-educators | | |
| | | Endorse allocation of various funding resources to support pre-employment training and faculty development | | |
| | Oversee nursing workforce capability building through continuing professional development | Oversee continuing professional development investments and returns to nursing workforce capability and development | | |
| | | Endorse selection and nomination guidelines of nurses for upgrading | | |
| | | Secure resources or budget for formal and informal continuing professional development to develop nursing workforce capabilities for national priorities, ongoing organisational needs and nurses' aspirational goals | | |
| | | Expand the roles of nurse educators to meet the challenges of national priorities, changing healthcare demands and evolving roles of nursing group such as Advanced Practice Nurses | | |
| | Drive continuing professional development programmes to achieve national objectives | Work with educational institutions to integrate identified continuing professional development programmes as stackable units of formal programmes | | |
| | | Guide use of competency frameworks into post-graduate transition programmes | | |
| Create opportunities for skills upgrading | | | | |

| | Technical Skills and Competencies | | Generic Skills and Competencies | |
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| | Skills and Competencies | Change Management | Level 6 | Leadership |
| Clinical Governance | | Level 6 | Developing People | Advanced |
| Clinical Teaching and Supervision | | Level 5 | Decision Making | Advanced |
| Curriculum Design | | Level 5 | Resource management | Advanced |
| Department Financial Management | | Level 5 | Digital Literacy | Advanced |
| Emergency Response and Crisis Management | | Level 5 | | |
| Inter-professional Collaboration | | Level 5 | | |
| Learner Assessments | | Level 5 | | |
| Learning Needs Analysis | | Level 5 | | |
| Nursing Productivity and Innovation | | Level 5 | | |
| Nursing Research and Statistics | | Level 6 | | |
| Performance Management for Nursing | | Level 5 | | |
| Professional, Legal and Ethical Healthcare Practice | | Level 6 | | |
| Programme Delivery | | Level 5 | | |
| Programme Evaluation | | Level 6 | | |
| Quality Improvement and Safe Practices | | 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 | | | |