

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

Sector	Healthcare		
Track	Nursing		
Sub-track	Clinical		
Occupation	Nurse		
Job Role	Deputy Director of Nursing		
Job Role Description	<p>A Deputy Director of Nursing in the Clinical sub-track works with the Chief Nurse to exercise clinical leadership for safe and competent care delivery through value- and evidenced-based practices. S/He works with key stakeholders to identify and develop emerging roles and new competencies. S/He has oversight of nursing specialty developments in various nursing groups. S/He works with cluster/regional partners for effective care transition from acute to community nursing models.</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 frameworks for evidence-based nursing	
		Develop strategies to empower and engage patients and caregivers	
		Establish frameworks for hospital-to-community models of care that include funding, manpower, pilots, outcome measurements and implementation	
	Advance nursing practices	Implement new practices and care models or services in accordance to frameworks that include considerations for facilities, resourcing, funding, training, processes, outcomes and regulations	
		Measure outcomes of advanced or specialised nursing practices to assess and improve new interventions	
		Establish funding models for new care models or nursing clinical services	
	Drive nursing quality and patient safety	Establish an open culture to facilitate quality and patient safety development	
		Establish nursing infection prevention and control policies and procedures	
		Lead multi-disciplinary work groups to improve patient and staff safety	
		Guide nursing clinical audits	

	Adopt new technology and electronic tools and devices for better quality and patient safety outcomes			
	Manage adverse events according to organisational frameworks			
	Lead nursing to achieve local and international accreditations			
Skills and Competencies	Technical Skills and Competencies		Generic Skills and Competencies	
	Change Management	Level 6	Leadership	Advanced
	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
	Effective Communication in Nursing	Level 6		
	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			