

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

Sector	Healthcare		
Track	Nursing		
Sub-track	Education		
Occupation	Nurse		
Job Role	Deputy Director of Nursing		
Job Role Description	<p>A Deputy Director of Nursing in the Education sub-track works with the Director of Nursing in the Education sub-track to develop, establish, manage and evaluate nursing education systems for outcomes in relations to national and organisational priorities and changing healthcare landscape. The nursing education structure would provide access for student and/or trainee clinical placements, clinical teaching and supervision, and clinical mastery through a team of educators with broad range competencies in nursing education.</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	Oversee optimisation of learning capacity for clinical attachments	<p>In accordance with:</p> <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
		Monitor student populations, their performance and patient outcomes during clinical placements	
		Oversee various funding resources to support pre-employment training and faculty development	
	Oversee nursing workforce capability building through continuing professional development	Oversee development and implementation of strategic work plan for nursing workforce capability development	
		Establish guidelines on selection and nomination 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	
		Establish guidelines for fair and objective access to upgrading opportunities for all groups of nurses	
		Direct the integration and access to multi-modal forms of learning and assessments	
	Drive continuing professional development programmes to achieve national objectives	Employ Skills Frameworks to nursing continuing professional development	
Oversee the alignment of continuing professional development with national directives and priorities			
Guide use of competency frameworks into post-graduate transition programmes			

	Technical Skills and Competencies		Generic Skills and Competencies	
	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 5		
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			