

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

<b>Sector</b>	Healthcare		
<b>Track</b>	Nursing		
<b>Sub-track</b>	Clinical		
<b>Occupation</b>	Nurse		
<b>Job Role</b>	Assistant Director of Nursing		
<b>Job Role Description</b>	<p>An Assistant Director of Nursing in the Clinical sub-track works with the Deputy Director of Nursing to exercise clinical leadership for safe and competent care delivery through value- and evidence-based practices. S/He works with the team to enforce clinical standards. S/He works with key stakeholders to identify and develop emerging roles and new competencies. 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. S/He is responsive to emerging roles and new competencies.</p>		
<b>Critical Work Functions and Key Tasks / Performance Expectations</b>	<b>Critical Work Functions</b>	Oversee nursing clinical care delivery	<b>Performance Expectations (For legislated / regulated occupations)</b>
			<b>Key Tasks</b>
			Oversee nursing practices and care delivery outcomes
			Establish frameworks for evidence-based nursing
			Develop strategies to empower and engage patients and caregivers
	Advance nursing practices	Promote inter-professional collaboration in care delivery	
		Establish frameworks for hospital-to-community models of care that include funding, manpower, pilots, outcome measurements and implementation	
		Implement new practices and care models or services in accordance to frameworks that include considerations for facilities, resourcing, funding, training, processes, outcomes and regulations	
	Drive nursing quality and patient safety	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	
		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			
	Establish frameworks for critical communications			
	Manage adverse events according to organisational frameworks			
	Lead nursing to achieve local and international accreditations			
<b>Skills and Competencies</b>	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](http://www.skillsfuture.sg/skills-framework/hc)