

**SKILLS FRAMEWORK FOR HEALTHCARE
SKILLS MAP - SENIOR NURSE EDUCATOR**

Sector	Healthcare		
Track	Nursing		
Sub-track	Education		
Occupation	Nurse		
Job Role	Senior Nurse Educator		
Job Role Description	<p>A Senior Nurse Educator is responsible for designing, implementing and evaluating nursing curricula and teaching methodologies based on appropriate educational models, principles and best practices. S/He is also directly involved in the education and development of nursing students and nurses. S/He develops policies and procedures pertaining to nursing education and practices, and plans budget for nursing education, and development.</p> <p>S/He operates in a wide variety of settings such as acute care, primary care, community hospitals, integrated care and long-term care facilities.</p> <p>S/He should be visionary, methodical, insightful and passionate about lifelong learning and professional development of nurses.</p>		
Critical Work Functions and Key Tasks / Performance Expectations	Critical Work Functions	Key Tasks	Performance Expectations (For legislated / regulated occupations)
	Provide pre-employment clinical training to nursing students	Maintain clinical education standards as stipulated in the Singapore Nursing Board's "Standards for Clinical Education"	<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
		Allocate clinical placements as needed by educational institutions for clinical learning needs across diverse settings	
		Implement strategies to ensure optimal clinical instructor to student ratios for effective student learning and safe patient care	
		Address situations of student underperformance or unsatisfactory clinical learning outcomes with nursing supervisors and educational institutions for resolution	
		Plan interventions to ensure sufficient clinical instructors and nurse educators are available for clinical education services	
		Develop clinical faculty framework for pre-employment training	
		Monitor student performance and patient outcomes during clinical placements	
	Advance nursing workforce capability building through continuing professional development	Develop nursing training roadmaps	
		Conduct learning needs analyses in collaboration with relevant stakeholders in the organisation and/or cluster	
		Develop training plans and budgets to address workforce needs from learning needs analyses	
		Collaborate with relevant stakeholders to assess and evaluate training effectiveness of professional development programmes	
		Monitor nursing education and development budgets	
		Develop competency assessment frameworks	

	Review continuing professional development programmes to be aligned with national directives and priorities	Review nursing education and practice policies and procedures to realign its mission with organisational and national priorities, including care transformation		
		Review recommendations from findings synthesised from educational audits		
		Accredit continuing professional development programmes with recognised accreditation bodies, where required		
Skills and Competencies	Technical Skills and Competencies		Generic Skills and Competencies	
	Change Management	Level 5	Leadership	Intermediate
	Clinical Governance	Level 5	Developing People	Advanced
	Clinical Teaching and Supervision	Level 4	Decision Making	Advanced
	Curriculum Design	Level 4	Resource Management	Advanced
	Department Financial Management	Level 4	Digital Literacy	Advanced
	Emergency Response and Crisis Management	Level 4		
	Inter-professional Collaboration	Level 4		
	Learner Assessments	Level 4		
	Learning Needs Analysis	Level 4		
	Nursing Productivity and Innovation	Level 4		
	Nursing Research and Statistics	Level 5		
	Performance Management for Nursing	Level 4		
	Professional, Legal and Ethical Healthcare Practice	Level 5		
	Programme Delivery	Level 4		
	Programme Evaluation	Level 4		
	Quality Improvement and Safe Practices	Level 5		
	Service Quality Management	Level 4		
	Strategy Management	Level 4		
Workplace Safety and Health	Level 3			
Programme Listing	For a list of Training Programmes available for the Healthcare sector, please visit: www.skillsfuture.sg/skills-framework/hc			