

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

<b>Sector</b>	Healthcare		
<b>Track</b>	Nursing		
<b>Occupation</b>	Nurse		
<b>Job Role</b>	Senior Staff Nurse		
<b>Job Role Description</b>	<p>A Senior Staff Nurse is responsible for providing nursing care and management to the patient. S/He is also responsible for providing supervision, guidance and direction to junior nurses and nursing students to ensure that optimal care is provided to meet the desired positive patient outcomes and experiences.</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 a good team player, and be analytical, insightful, systematic and highly-motivated. S/He should possess leadership capabilities.</p>		
<b>Critical Work Functions and Key Tasks / Performance Expectations</b>	<b>Critical Work Functions</b>	<b>Key Tasks</b>	<b>Performance Expectations (For legislated / regulated occupations)</b>
	Manage patient-centred care	Deliver evidence-based care in collaboration with inter-professional teams	In accordance with:  • Nurses and Midwives Act (Chapter 209)
		Manage admission, transfer and discharge of patients	
		Manage transition of care coordination within and between teams and across settings	
		Review existing infection control and prevention practices to identify areas of improvement	
	Engage patient in management of health conditions	Develop self-management plans to empower patients, family members and caregivers to facilitate participation in own health management	
		Provide supervision to junior nurses in the development of individualised health education plans	
	Provide emergency care	Coordinate emergency activities in medical emergencies or crisis situations	
		Recognise early signs and/or deterioration of patients' conditions with appropriate physiological assessments and observation data	
	Participate in quality and patient safety activities	Participate in clinical risk and quality improvement initiatives activities	
		Use available benchmarks to evaluate patient safety practices at department level	
		Monitor near-miss and error report information and initiate improvement strategies and action plans to improve patient safety practices	
		Collaborate with inter-professional teams to implement recommended quality improvement plans and interventions	

	Provide clinical supervision	Monitor performance of nurses in patient care activities and/or delegated tasks		
		Coach new staff nurses and nursing students in learning activities		
		Review clinical performance of nursing students and new nurses		
<b>Skills and Competencies</b>	Technical Skills and Competencies		Generic Skills and Competencies	
	Care Transition in Nursing	Level 4	Communication	Intermediate
	Change Management	Level 4	Decision Making	Intermediate
	Clinical Governance	Level 4	Teamwork	Intermediate
	Clinical Services Development	Level 3	Developing People	Intermediate
	Clinical Teaching and Supervision	Level 3	Creative Thinking	Intermediate
	Effective Communication in Nursing	Level 4		
	Emergency Care Management in Nursing	Level 4		
	Emergency Response and Crisis Management	Level 4		
	Health Education Programme Development and Implementation	Level 4		
	Infection Prevention and Control in Nursing Practice	Level 4		
	Inter-professional Collaboration	Level 3		
	Learner Assessments	Level 3		
	Medication Management in Nursing	Level 4		
	Mobility and Ambulation Assistance in Nursing	Level 4		
	Nursing Care for the Deceased	Level 4		
	Nursing Manpower Planning	Level 3		
	Nursing Productivity and Innovation	Level 3		
	Nursing Research and Statistics	Level 4		
	Nutrition and Fluids Management in Nursing	Level 4		
	Patient Care Delivery in Nursing	Level 4		
	Patient Empowerment on Self-care	Level 4		
Professional, Legal and Ethical Healthcare Practice	Level 4			
Programme Delivery	Level 3			

	Quality Improvement and Safe Practices	Level 4		
	Respiratory Care in Nursing	Level 4		
	Service Quality Management	Level 3		
	Workplace Safety and Health	Level 2		
	Wound Management in Nursing	Level 4		
<b>Programme Listing</b>	For a list of Training Programmes available for the Healthcare sector, please visit: <a href="http://www.skillsfuture.sg/skills-framework/hc">www.skillsfuture.sg/skills-framework/hc</a>			