

**SKILLS FRAMEWORK FOR HEALTHCARE  
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

<b>TSC Category</b>	Patient Care					
<b>TSC</b>	Patient Care Delivery in Nursing					
<b>TSC Description</b>	Provide comprehensive, evidence-based nursing care according to plan of care to achieve optimal patient outcomes					
<b>TSC Proficiency Description</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
		<b>HCE-PTC-2026-1.1</b>	<b>HCE-PTC-3026-1.1</b>	<b>HCE-PTC-4026-1.1</b>	<b>HCE-PTC-5026-1.1</b>	<b>HCE-PTC-6026-1.1</b>
		Assist nursing team in performing daily basic patient care activities	Carry out plans of care	Manage and plan patient care	Drive evidence-based practices in nursing care management	Develop nursing care standards, frameworks, or guidelines for nursing professionals to ensure high service standards and foster partnerships in delivery
<b>Knowledge</b>		<ul style="list-style-type: none"> <li>• Basic structures and functions of heart, sensory organs and excretory organs</li> <li>• Basic functional assessment tools</li> <li>• Basic mental health awareness</li> <li>• Cultural awareness and person-centred care</li> <li>• Communication skills</li> <li>• Types of equipment, tools and techniques used for measurement of height, weight, and vital signs</li> <li>• Normal range of vital signs</li> <li>• Type of equipment used to assist patients for activities of daily living</li> <li>• Admission and discharge procedures</li> <li>• Organisational procedures and guidelines in documentation</li> <li>• Types of nursing interventions to assist patients in activities of daily living</li> <li>• Cognitive, affective and psychomotor skills</li> <li>• Organisational policies, standards and practices in patient care delivery</li> <li>• Infection prevention and control practices</li> </ul>	<ul style="list-style-type: none"> <li>• Basic anatomy and physiology of body systems</li> <li>• Principles of nursing health assessment</li> <li>• Types of investigation procedures</li> <li>• Discharge planning and preparation</li> <li>• Psychiatric and mental health conditions</li> <li>• Geriatric and palliative care</li> <li>• Common disease-specific to nursing care</li> <li>• Roles and responsibilities of different stakeholders in a healthcare team</li> <li>• Effective communication techniques with nursing and healthcare teams</li> <li>• Nursing diagnosis and nursing care plans</li> <li>• Types of clinical practice guidelines and/or clinical pathways</li> <li>• Types of decision making and problem solving techniques</li> <li>• Ethical, legal and governance requirement in relation to professional practice</li> <li>• Types of health assessment tools</li> </ul>	<ul style="list-style-type: none"> <li>• Anatomy and physiology of body systems</li> <li>• Pathophysiology of human systems</li> <li>• Pharmacology concepts</li> <li>• Physical health assessments for patients</li> <li>• Evidenced-based clinical practice guidelines and/or clinical pathways</li> <li>• Range of communications techniques to manage challenging interactions with healthcare teams, families and caregivers</li> <li>• Clinical analysis of various investigation results</li> <li>• Multi-disciplinary assessment methods in areas of clinical practice</li> <li>• Disease-specific nursing care implications and interventions</li> <li>• Critical thinking and clinical reasoning techniques</li> <li>• Referral processes</li> <li>• Cultural, socio-economic, family history, behavioural and lifestyle factors that impacts health outcomes</li> <li>• Type of genetic and genomic contribution to health and common diseases</li> </ul>	<ul style="list-style-type: none"> <li>• Principles and techniques of differential diagnostic reasoning</li> <li>• Types of complex health conditions in accordance to patients' population groups</li> <li>• Emerging trends in areas of clinical practice</li> <li>• Evaluation criteria for assessment methodologies and tools</li> <li>• Evidence-based care</li> <li>• Advanced care planning guidelines</li> <li>• Advanced communication techniques</li> <li>• Multidisciplinary research concepts, programmes, policies, practice for integration</li> <li>• Contemporary and advanced healthcare knowledge</li> <li>• Ethical, legal and governance requirement relevant to areas of expertise and/or practice</li> </ul>	<ul style="list-style-type: none"> <li>• Population health needs and trends</li> <li>• Industry best standards for nursing practices and system interventions in promoting patient, family and community safety</li> <li>• Network of professionals across other disciplines and with professional organisations or bodies</li> <li>• Implication of multidisciplinary research concepts, programmes, policies, practices for integration</li> <li>• Policy and practice frameworks relevant to the healthcare sector, or ministry and national levels</li> <li>• Current trends or debates in the provision of healthcare services globally</li> </ul>

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<p><b>Abilities</b></p>		<ul style="list-style-type: none"> <li>• Assist patients in admission and discharge procedures</li> <li>• Support clinical procedures</li> <li>• Perform nursing care and support patients' activities of daily activities</li> <li>• Report abnormalities in patients' condition to trained staff</li> <li>• Assist in transfer of patients to another unit for clinical procedures</li> <li>• Operate equipment and tools and pick up signs of abnormality before or during care processes</li> <li>• Maintain accurate and complete documentations in accordance with organisational procedures</li> <li>• Comply with infection prevention and control practices in performing patient care activities</li> </ul>	<ul style="list-style-type: none"> <li>• Assist in comprehensive health assessments</li> <li>• Implement nursing interventions according to care plans</li> <li>• Assist in the evaluation of nursing care plans</li> <li>• Monitor patients' progress and report any changes in conditions to trained staff</li> <li>• Assist with prescribed investigations, procedures and treatments</li> <li>• Apply evidence-based clinical practice guidelines and/or clinical pathways</li> <li>• Support in discharge procedures and referrals</li> <li>• Support in monitoring compliance with infection prevention and control practices</li> <li>• Support trained nurses in monitoring performance of junior staff in delegated patient care activities</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct comprehensive health assessments</li> <li>• Formulate plans of care in collaboration with patients, caregivers and healthcare professionals</li> <li>• Monitor patients' health progress against expected outcomes and review care plans according to evaluation data</li> <li>• Evaluate nursing care plans and delivery outcomes in consultation with multidisciplinary healthcare teams</li> <li>• Initiate protocol-based care treatments</li> <li>• Review investigation results and report any abnormalities to the medical teams</li> <li>• Implement evidence-based clinical practice guidelines and/or clinical pathways</li> <li>• Coordinate discharge plans in collaboration with healthcare team, patients, family members and caregivers</li> <li>• Provide supervision to junior staff in the delegated patient care activities</li> <li>• Maintain an environment that promote effective infection prevention and control practices</li> </ul>	<ul style="list-style-type: none"> <li>• Manage patients with complex clinical conditions</li> <li>• Review patients' health status in collaboration with multidisciplinary healthcare teams</li> <li>• Make differential diagnoses in areas of clinical practice</li> <li>• Evaluate evidence-based nursing practices to achieve optimal patient outcomes</li> <li>• Formulate organisational guidelines on nursing care management</li> <li>• Contribute to the development of nursing care delivery systems to achieve optimal outcomes</li> <li>• Monitor the outcomes of patient care management and provide advice on appropriate clinical management and nursing interventions</li> <li>• Advocate evidence-based practices and promote its implementation</li> <li>• Collaborate with multidisciplinary teams in the formulation of clinical standards</li> </ul>	<ul style="list-style-type: none"> <li>• Analyse gaps in policies in relation to the provision of clinical services based on research findings</li> <li>• Formulate recommendations to address gaps in clinical policies and professional practices</li> <li>• Formulate nursing care standards, frameworks or guidelines in collaboration with expert panel or professional organisations</li> <li>• Drive translation of research outcomes into clinical practices</li> <li>• Drive innovative strategies and nursing interventions to meet population health needs</li> </ul>
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