

Emergency Nursing Capability Framework

April 2023

Foreword



Jacqui Cross
Chief Nursing and
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Emergency nurses are at the frontline of our health services in NSW and have a long and proud tradition of leading practice development to respond to the changing needs of our communities.

This tradition drives innovation directed at meeting patient care needs, particularly in time-critical situations such as Emergency Departments, where strong clinical skills, critical thinking and adaptability are key. The *Emergency Nursing Capability Framework* describes how nurses build their knowledge and skill through their emergency nursing career, from novice through to expert practitioner. The framework enables nurses, managers and educators to plan and build workforce capacity aligned to service planning and patient needs.

The *Emergency Nursing Capability Framework* complements other NSW Health plans such as *Future Health: Guiding the next decade of care in NSW 2022-2032* and the *NSW Regional Health Strategic Plan 2022-2032*. The framework also aligns with the Nursing and Midwifery Board of Australia Registered Nurse Standards for Practice.

This is an exciting time for emergency nurses and I look forward to seeing and hearing how this important work supports our professional practise.



Annette Solman
Chief Executive
Health Education
and Training
Institute

The Health Education and Training Institute is pleased to introduce the *NSW Emergency Nursing Capability Framework 2023-2026* (the Framework) developed in partnership with the College of Emergency Nursing Australasia and Agency for Clinical Innovation.

The framework is in response to the need for a consistent, evidence-based approach to emergency nurse's clinical development; career progression and education and training that is standardised therefore transferable across Emergency Departments within NSW.

Emergency nursing is a speciality area that requires a broad scope of knowledge, skill, clinical reasoning, and experience to provide quality safe patient care to a diverse population with a variety of emergency healthcare needs. The *Emergency Nursing Capability Framework* captures the capabilities required of novice to expert emergency nurses as they progress in their careers.

The domains and capabilities include clinical decision-making, teamwork and collaboration, communication, and leadership. Emergency Nurses are encouraged to utilise the framework to guide emergency nurses in their professional development ensuring they are continually improving and developing their skills and knowledge. The Framework supports an education pathway that is dynamic and grows the development of a skilled metropolitan, rural and remote workforce.

Introduction

Emergency Nurses are at the frontline of patient care, providing assessment and treatment to a wide range of diverse and complex presentations in fast-paced and unpredictable environments.

Emergency Nurses use highly developed theoretical knowledge and clinical skills in applying critical thinking and clinical judgement to provide comprehensive and safe care. Nurses providing emergency care work collaboratively as part of a multidisciplinary team embracing a person and family-centred approach.

Emergency nurses are critical care clinicians who:

- Deliver care within a sound ethical and legal framework
- Utilise clinical reasoning, advanced communication, and problem-solving skills
- Provide quality care and management of complex emergency patients.

The Emergency Nursing Capability Framework

The Emergency Nursing Capability Framework aims to support the professional development of nurses in the specialty field of emergency healthcare. The framework enables the development of an emergency nursing education pathway guiding nurses as they develop from novice to expert. The framework can be used to standardise education and training enabling nurses to work to their full scope of practice and facilitate transferability of skills across NSW Health.

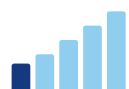
The capabilities outlined in this document directly align to the domains of the College of Emergency Nursing Australasia Practice Standards for the Specialist Emergency Nurse (CENA 2020) which are informed by the Nursing and Midwifery Board of Australia Registered Nurse Standards for Practice (NMBA 2016). The Framework is underpinned by the NSW Health Code of Conduct 'CORE' values of Collaboration, Openness, Respect and Empowerment (NSW Health 2019).

The completion of the capabilities will be dependent on the nurses' individual proficiency and scope of practice and is not time limited, allowing the clinician to develop their personalised career journey to enhance their emergency nursing practice.

Emergency Nursing Capability Framework

This framework is based on the Novice to Expert introduced by Dr Patricia Benner in 1982, which was generated from the Dreyfus Model of Skill Acquisition. Novice to Expert outlines how a nurse develops nursing knowledge, skills and clinical capability, while working to their full scope of practice to deliver comprehensive patient care. This is achieved through theoretical training, experiential learning and clinical experience over time.

The five stages of Novice to Expert are:

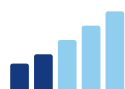


Novice

The Novice or beginner has no experience in the situations in which they are expected to perform.

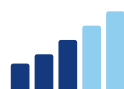
The Novice lacks confidence to demonstrate safe practice and requires continual verbal and physical cues.

Practice is within a prolonged time period and he/she is unable to use discretionary judgement.



Advanced Beginner

Advanced Beginners demonstrate marginally acceptable performance because the nurse has had prior experience in actual situations. He/she is efficient and skilful in parts of the practice area, requiring occasional supportive cues.



Competent

The Competent nurse is able to demonstrate efficiency, is coordinated and has confidence in his/her actions.

For the Competent nurse, a plan establishes a perspective, and the plan is based on considerable conscious, abstract, analytic contemplation of the problem.

The conscious, deliberate planning that is characteristic of this skill level helps achieve efficiency and organisation.

Care is completed within a suitable time frame without supporting cues.



Proficient

The Proficient nurse perceives situations as wholes rather than in terms of chopped up parts or aspects.

Proficient nurses understand a situation as a whole because they perceive its meaning in terms of long-term goals.

The Proficient nurse learns from experience what typical events to expect in a given situation and how plans need to be modified in response to these events.

The Proficient nurse can now recognise when the expected normal picture does not materialise.

This holistic understanding improves the Proficient nurse's decision making; it becomes less laboured because the nurse now has a perspective on which of the many existing attributes and aspects in the present situation are the important ones.



Expert

The Expert nurse has an intuitive grasp of each situation and zeroes in on the accurate region of the problem without wasteful consideration of a large range of unfruitful, alternative diagnoses and solutions.

The Expert operates from a deep understanding of the total situation.

His/her performance becomes fluid and flexible and highly proficient.

Highly skilled analytic ability is necessary for those situations with which the nurse has had no previous experience.

Domains



01
Clinical
Expertise



02
Communication



03
Teamwork



04
Resources
and Environment



05
Professional
Development



06
Leadership



07
Lawful Practise



08
Professional
Ethics



09
Research and
Quality
Improvement

01

Clinical Expertise



Standard 1.1 Advanced Assessment Skills

Application of advanced assessment skills for the undiagnosed patient presenting for emergency care, which then enables analysis and synthesis of the presenting problem that will inform plan of care.

Standard 1.2 Investigations

Anticipates and instigates appropriate treatment and management strategies for multiple undifferentiated patients within a dynamic environment.

Standard 1.3 Evaluate Patient Care

Evaluates patient progress against predicated outcomes.

Standard 1.4 Patient Journey






Demonstrates an understanding of the patient journey and clinical needs required across the emergency care journey and contributes to timely progress of the patient through this journey that minimises risk to patient and healthcare performance.

Standard 1.5 Patient Centred Care

Demonstrates patient and family centred care.

Standard 1.1 Advanced Assessment Skills

Application of advanced assessment skills for the undiagnosed patient presenting for emergency care, which then enables analysis and synthesis of the presenting problem that will inform plan of care.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
1.1.1 Utilises advanced assessment skills to identify actual and potential clinical problems of the patient requiring emergency care, including differential diagnosis.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.1.2 Working within the Australasian Triage Scale Framework, assesses and allocates clinical urgency of patients presenting to the Emergency Department based on interpretation of all available subjective, objective and pre-hospital data to inform plan of emergency care and treatment of time critical conditions.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.1.3 Identifies the need for reassessment of the patient providing this in a timely and appropriate manner.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.1.4 Analyses assessment data to inform level of identified risk of clinical deterioration.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>






Standard 1.2 Investigations

Anticipates and instigates appropriate treatment and management strategies for multiple undifferentiated patients within a dynamic environment.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
1.2.1 Interprets assessment findings to inform treatment and care management priorities.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.2.2 Prioritises delivery of care for multiple patients in accordance with their clinical urgency, presentation and risk factors.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.2.3 Initiates appropriate, safe and timely nursing management and coordinates appropriate multidisciplinary team response.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.2.4 Is responsible for their actions and for the health team in meeting patient needs, being aware of the professional role in work activities, while providing expertise to interdisciplinary colleagues as necessary.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.2.5 Facilitates patient management and flow through the Emergency Department to ensure patients are cared for in an appropriate clinical area.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.2.6 Performs basic to advanced level nursing procedures within the scope of practice, related to emergency care, utilising evidence-based technique and appropriate resources.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>




Standard 1.3 Evaluate Patient Care

Evaluates patient progress against predicated outcomes.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
1.3.1 Utilises theoretical and practical knowledge to guide patient evaluation.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.3.2 Assesses risk and responds accordingly to optimise patient safety and minimise impact of risk.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.3.3 Provides ongoing evaluation and monitoring of patient responses to interventions in accordance with evidence-based practice.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.3.4 Collaborates with other health professionals to identify appropriate evaluation criteria to measure patient progress.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.3.5 Recognises and responds to emergency situations.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.3.6 Escalates care of patient in the presence of unexpected patient outcome to maintain the safety of the patient.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>






Standard 1.4 Patient Journey

Demonstrates an understanding of the patient journey and clinical needs required across the emergency care journey and contributes to timely progress of the patient through this journey that minimises risk to patient and healthcare performance.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
1.4.1 Anticipates discharge/admission requirements and works collaboratively.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.4.2 To ensure efficient patient management while maintaining continuity of patient care.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.4.3 Appropriately initiates referrals to multidisciplinary team members or service providers outside the Emergency Department.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.4.4 Ensures safe transfer of patients to appropriate services.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.4.5 Provides appropriate discharge education to patient and significant others, including treatment information and required follow up.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.4.6 Provides a timely, comprehensive and appropriate handover of patients to continuing healthcare teams utilising a common clinical handover tool.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.4.7 Transfers all patient data necessary for continuity of care.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Standard 1.5 Patient Centred Care

Demonstrates patient and family centred care.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
1.5.1 Acts as a patient advocate.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.5.2 Collaborates with the patient and carer and care team to establish an agreed treatment pathway.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.5.3 Incorporates assessment of the psychosocial dynamics of family into care of the patient.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.5.4 Supports family presence during the patient's journey in all streams of the Emergency Department.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.5.5 Interactions with the patient are respectful of the individual's health choices.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.5.6 Recognises the role of the family, carer and care team leader in patient care, and involves them throughout the patient's assessment, management and discharge planning.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.5.7 Demonstrates sensitivity to the cultural and spiritual needs of patients and their families.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1.5.8 Utilises effective communication skills to maintain health literacy for all patients and their family.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

02

Communication



Standard 2.1

Communication with health colleagues

Provides effective communication with all members of the healthcare teams and external agencies.

Standard 2.2

Communication with patients and family

Communicates effectively with patient, family and support people.

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Practise






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Ethics

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Research and
Quality Improvement

Standard 2.1

Communication with health colleagues

Provides effective communication with all members of the healthcare teams and external agencies.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
2.1.1 Consults with colleagues to plan, deliver and evaluate care.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2.1.2 Communication is clear, concise, accurate and delivered in a timely professional manner.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2.1.3 Communicates patient information to ensure the continuity of care.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2.1.4 Recognises and accounts for the challenges that impact on effective communication.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2.1.5 Selects appropriate modes of communication and uses feedback to ensure the effective transfer of information.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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




08
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Ethics

09
Research and
Quality Improvement

Standard 2.2

Communication with patients and family

Communicates effectively with patient, family and support people.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
2.2.1 Uses a variety of communication strategies to establish rapport with patients, families and support people, such as active listening, paraphrasing and non-judgmental language.		✓	✓	✓	✓
2.2.2 Ensures communication approaches with patients/family/support people are individualised, and considers factors such as cognitive development level, education level, culture and ethnicity, health literacy.			✓	✓	✓
2.2.3 Provides referrals and educational materials as appropriate.			✓	✓	✓
2.2.4 Engages interpreter services and utilises available technologies to maximise communication and promote patient independence and autonomy.		✓	✓	✓	✓
2.2.5 Maintains patient privacy and confidentiality.	✓	✓	✓	✓	✓
2.2.6 Be present and listen carefully, attentively and without judgement, to prevent your thoughts from distracting you, and allow you to absorb what is being said.	✓	✓	✓	✓	✓
2.2.7 Cultivate empathy to allow you to understand a situation from someone else's view.	✓	✓	✓	✓	✓
2.2.8 Communication is made up of more than just the words we use. Our tone of voice, facial expression and body language all play a major role in understanding what is said.	✓	✓	✓	✓	✓

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Teamwork



Standard 3.1 Team Member

Performs effectively as a team member.

Standard 3.2 Team Leader






Effectively leads a team to provide safe, quality patient care.

Standard 3.3 Manages Incidents

Appropriately manages critical incidents and stressful situations.

Standard 3.1 Team Member

Performs effectively as a team member.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
3.1.1 Is aware of the expectations and is accountable for one's own role within the team.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.1.2 Displays commitment to the common purpose and team goal(s).	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.1.3 Interacts with all members of the team in a manner that promotes positive attitude, trust and respect for team diversity and inclusivity.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.1.4 Has knowledge of the individual team member's roles and how they contribute to the team-based approach.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.1.5 Contributes to team activities within own scope of practice.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.1.6 Utilises organisational knowledge to deliver team outcome.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.1.7 Develops and maintains specialist skills and knowledge to enable effectiveness in emergency or crisis situations.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.1.8 Establishes cohesive working relationships to positively influence patient outcomes.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.1.9 Demonstrates and fosters an understanding of organisational processes that support care delivery.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Standard 3.2 Team Leader

Effectively leads a team to provide safe, quality patient care.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
3.2.1 Defines team goals and communicates them to the team.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.2.2 Practices effective crisis resource management strategies within and for the team.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.2.3 Delegates roles and responsibilities for care to team members according to their competence and scope of practice.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.2.4 Recognises performance limitations within the team and provides timely supervision, support and direction as appropriate.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.2.5 Interacts with all team members that promotes a positive attitude, trust and respect for team diversity.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.2.6 Recognises when team or organisational function is impeded and implements appropriate solutions.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.2.7 Through supervision, provides feedback that acknowledges individual performance, encourages staff development and fosters team cohesion.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.2.8 Recognises and values the contribution, opinion and ideas of each team member.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.2.9 Identifies and promotes opportunities for the professional development of individuals within the team.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.2.10 Practices social and emotional intelligence to ensure self-control and professionalism.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Standard 3.3 Manages Incidents

Appropriately manages critical incidents and stressful situations.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
3.3.1 Initiates critical incident management strategies as determined by the event or as requested by team.					<input checked="" type="checkbox"/>
3.3.2 Supports staff caring for patients with challenging family and/or personal needs.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.3.3 Identifies and defuses potential conflict and facilitates conflict management.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.3.4 Demonstrates effective negotiation skills.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.3.5 Recognises the importance of health and wellbeing and the potential for cumulative stress and its impact on staff health, well-being and work performance.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.3.6 Works alongside colleagues to build emotional and social intelligence within the team to promote the importance of self-care and resilience.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.3.7 Uses positive coping strategies to manage critical incidents and workplace stress.					<input checked="" type="checkbox"/>

04

Resources and Environment



Standard 4.1 Safety

Practices to promote and maintain patient and staff safety.

Standard 4.2 Human Resources

Effectively anticipates and provides appropriate human resources to promote optimal patient care.

Standard 4.3 Material Resources

Utilises and manages material resources effectively and responsibly to promote optimal patient care.

Standard 4.4 Impact on the Environment






Reduces impact on the environment.

Standard 4.5 Major Incident Preparedness

Demonstrates preparedness and response for major incidents and disasters.






Standard 4.1 Safety

Practices to promote and maintain patient and staff safety.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
4.1.1 Practices in accordance with organisational and national standards that are designed to guide and promote patient, visitor and staff safety.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.2 Supports and enacts relevant policies and identifies gaps in the promotion of patient and staff safety.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.3 Identifies and reports all actual or potential risks to patient, staff and visitor safety.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.4 Initiates, promotes and evaluates strategies to eliminate or minimise identified actual or potential risks to safety.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.5 Prepares and transfers patients safely between healthcare settings.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.1.6 Proactively manages patient flow to minimise the impact of access block and to optimise patient safety.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>






Standard 4.2 Human Resources

Effectively anticipates and provides appropriate human resources to promote optimal patient care.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
4.2.1 Seeks assistance when patient needs surpass individual/team capacity or scope of practice.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.2.2 Proactively allocates staff to provide optimal patient care in a dynamic environment.					<input checked="" type="checkbox"/>
4.2.3 Evaluates strategies to address imbalances in workloads and staff skill-mix.					<input checked="" type="checkbox"/>






Standard 4.3 Material Resources

Utilises and manages material resources effectively and responsibly to promote optimal patient care.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
4.3.1 Demonstrates both a comprehensive working knowledge of all equipment and the ability to use the equipment appropriately.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.2 Checks and maintains equipment according to hospital/manufacture's recommendation to ensure a state of readiness for use.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.3 Manages faulty or malfunctioning equipment appropriately.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.4 Prepares and maintains work environment to ensure adequate material resources are available to support safe and efficient patient care.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.5 Manages space within the emergency setting to achieve efficiency and optimise patient flow.					<input checked="" type="checkbox"/>
4.3.6 Utilises materials cost-efficiently.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.3.7 Contributes to the evaluation of the safety, efficiency and effectiveness of clinical products and equipment.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>






Standard 4.4 Impact on the Environment

Reduces impact on the environment.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
4.4.1 Advocates for healthy environments.		✓	✓	✓	✓
4.4.2 Advocates to ensure material resources used in the delivery of emergency healthcare are environmentally safe and sustainable.			✓	✓	✓
4.4.3 Collaborates to eliminate superfluous packaging and acts to minimise the use of non-recyclable material resources.				✓	✓
4.4.4 Promotes recycling wherever possible.	✓	✓	✓	✓	✓
4.4.5 Ensures sustainable procurement strategies are followed in the purchasing of equipment and material resources.					✓

Standard 4.5 Major Incident Preparedness

Demonstrates preparedness and response for major incidents and disasters.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
<p>4.5.1 Demonstrates working knowledge of the organisation’s emergency / disaster management plans.</p>			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<p>4.5.2 Demonstrates awareness of equipment used in major incidents and disasters and its location.</p>				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<p>4.5.3 Maintains emergency-related skills in accordance with legislation, policy and procedures.</p>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<p>4.5.4 Anticipates, prepares and manages internal / external incidents and disasters, within the scope of practice and within the organisation’s capacity.</p>					<input checked="" type="checkbox"/>

05

Professional Development



Standard 5.1 Own Professional Development

Enhances own professional development.

Standard 5.2 Professional Development of Colleagues

Facilitates the professional development of colleagues.

Standard 5.3 Promote Emergency Nursing Profession

Promotes the specialty of emergency nursing.

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




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Standard 5.1

Own Professional Development


Enhances own professional development.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
5.1.1 Reflects on practice and identifies strengths, weaknesses and areas for knowledge and skill development.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.1.2 Participates in professional development activities to meet identified learning and professional goals.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.1.3 Maintains a portfolio of professional achievements, learning and development goals.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.1.4 Uses affirmative and developmental feedback from colleagues to critically reflect on and enhance own practice.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.1.5 Holds or is working towards a recognised post-graduate qualification in emergency nursing.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Standard 5.2

Professional Development of Colleagues

Facilitates the professional development of colleagues.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
5.2.1 Is an exemplary role model in the delivery and coordination of emergency nursing care through positive and professional skills and behavioural attributes.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.2.2 Is able to deliver feedback to colleagues to facilitate their professional development and professionalism in the workplace.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.2.3 Acts as a resource person through trajectories of orientation, preceptorship models and mentoring of less experienced colleagues.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.2.4 Facilitates a broad range of learning opportunities that cater for a dynamic range of individual learning styles and assist cognitive processes and skill attainment.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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




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Standard 5.3

Promote Emergency Nursing Profession

Promotes the specialty of emergency nursing.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
5.3.1 Maintains membership of professional organisation(s) which align with emergency nursing.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.3.2 Actively participates and contributes to activities and events that profile emergency nursing.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.3.3 Engages and supports research activities to enhance and promote emergency nursing practice.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.3.4 Promotes and practices according to CENA practice standards.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

06

Leadership



Standard 6.1

Demonstrates Leadership

Demonstrates leadership that enables positive role modelling for nursing and other health professionals.

Standard 6.2

Provides Consultancy

Advocates for and provides consultancy in emergency nursing.

Standard 6.3

Vulnerable Patient Care

Able to safely lead a team in caring for the at-risk patient.

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

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Standard 6.1 Demonstrates Leadership

Demonstrates leadership that enables positive role modelling for nursing and other health professionals.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
6.1.1 Demonstrates values that underpin caring emergency nursing practice.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.1.2 Possesses a level of clinical knowledge and skill that demonstrates expertise and credibility in emergency nursing practice.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.1.3 Support future nurse leaders through effective mentoring and coaching to motivate and empower colleagues.					<input checked="" type="checkbox"/>
6.1.4 Demonstrates effective interpersonal skills, problem solving, conflict resolution and inclusive decision-making skills related to clinical and system issues.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.1.5 Generates ideas and supports innovation within the domain of emergency nursing.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.1.6 Enacting a vision, and guiding growth and change through motivating and inspiring constituent.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.1.7 Guides change through effective communication, education and staff support mechanisms.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.1.8 Sets direction as a patient advocate within the interdisciplinary healthcare team.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.1.9 Accepts responsibility for personal actions and possess qualities such as emotional intelligence, self-awareness, self-reflection, self-management, professionalism and self-development.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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Standard 6.2 Provides Consultancy

Advocates for and provides consultancy in emergency nursing.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
6.2.1 Recognises and articulates contemporary issues influencing emergency healthcare.					<input checked="" type="checkbox"/>
6.2.2 Participates as an emergency care representative on hospital committees and in relevant Professional forums.					<input checked="" type="checkbox"/>
6.2.3 Evaluates available evidence to identify opportunities for change.					<input checked="" type="checkbox"/>
6.2.4 Applies specialist knowledge and evidence to make decisions, and evaluates outcomes.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.2.5 Development of skills that support the leading, designing and sustaining of projects.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Standard 6.3 Vulnerable Patient Care

Able to safely lead a team in caring for the at-risk patient.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
6.3.1 Utilises clinical experience and knowledge to ensure all appropriate care is provided to patients			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.3.2 Lead and strengthen staff readiness to deal with crisis situations, disaster management and public health emergency.					<input checked="" type="checkbox"/>
6.3.3 Advocates for patients through proactive consultation with multidisciplinary team members.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.3.4 Seeks advice from senior colleagues when the need arises to protect the at-risk patient.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.3.5 Able to role model behaviours that support safe practice.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6.3.6 Able to maintain collegial respect within the team through this interaction.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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Lawful Practise



Standard 7.1 Performance Standard

Complies with prevailing legislation and standards of best practice.

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




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Standard 7.1 Performance Standard

Complies with prevailing legislation and standards of best practice.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
7.1.1 Demonstrates a thorough working knowledge of relevant Commonwealth and State legislation.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
7.1.2 Works at all times in accordance with the standards for Registered Nurses.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
7.1.3 Demonstrates a thorough working knowledge of department and organisational policies and procedures.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
7.1.4 Takes responsibility for own clinical decisions and undertakes clinical practice within scope of practice.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
7.1.5 Practice reflects an understanding of duty of care.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
7.1.6 Practice reflects an understanding of the requirements for delegation and supervision of practice.					<input checked="" type="checkbox"/>
7.1.7 Identifies breaches of legislation and standards of practice and takes appropriate action.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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Professional Ethics



Standard 8.1 Professional Ethics

Functions within an ethical framework.

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




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Standard 8.1 Professional Ethics

Functions within an ethical framework.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
8.1.1 Practices in accordance with the International Council for Nurses Code of Ethics and other relevant professional standards that inform the fundamental rights and behaviour of nursing professionals toward all providers and recipients of nursing care.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
8.1.2 Recognises and respects diversity and the influence of culture on emergency nursing and clinical decision-making.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
8.1.3 Values the inherent worth and dignity of every individual.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
8.1.4 Advocates for respectful treatment of all individuals.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
8.1.5 Respects the individual's right of choice and strives to ensure their choices are understood and promoted.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
8.1.6 Protects the confidentiality of patient information and practice within the laws governing privacy and confidentiality of personal health information.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
8.1.7 Provides nursing care without prejudice or partiality.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
8.1.8 Recognises and critically reflects on the evolving nature of ethical issues impacting emergency nursing practice within the profession's ethical framework.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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Research and Quality Improvement



Standard 9.1 Quality Improvement

Demonstrates support for quality improvement within the emergency care environment.

Standard 9.2 Research Development

Utilises and supports the development of research within the emergency care environment.





Standard 9.1 Quality Improvement

Demonstrates support for quality improvement within the emergency care environment.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
9.1.1 Critiques practice to seek opportunities for continuous improvement.					<input checked="" type="checkbox"/>
9.1.2 Utilises a patient-centred or patient driven focus to drive improvements in healthcare.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.1.3 Plans, initiates and/or participates in measures to improve the quality of care.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.1.4 Appraises and incorporates evidence to inform quality activities.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.1.5 Evaluates outcomes of quality improvement activities using continuous improvement methodology.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.1.6 Disseminates results of practice improvement outcomes at local forums, conference presentations and publications.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.1.7 Actively promotes a culture of quality improvement within the emergency care environment.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Standard 9.2 Research Development

Utilises and supports the development of research within the emergency care environment.

	 Novice	 Advanced Beginner	 Competent	 Proficient	 Expert
9.2.1 Practices in accordance with evidence-based practice guidelines.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.2.2 Critically evaluates and translates relevant research findings to emergency practice.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.2.3 Monitors impact and sustainability of integrated research implementation process.					<input checked="" type="checkbox"/>
9.2.4 Identifies and addresses factors that hinder the adoption of evidence-based practice with focus groups and staff meetings.					<input checked="" type="checkbox"/>
9.2.5 Constructively critiques health policies and guidelines to influence evidence-based practice within the organisation.					<input checked="" type="checkbox"/>
9.2.6 Initiate, support and contribute to emergency research in order to inform theory and practice development.				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.2.7 Fosters teamwork and collaboratively engages to do research with interdisciplinary professionals to identify and address evidence gaps in the Emergency Department.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.2.8 Promotes research culture through research interest groups, focus groups, journal clubs or support from clinical educators and proactive management teams.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.2.9 Disseminates results of research findings at local forums, conference presentations and publications.					<input checked="" type="checkbox"/>

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Title: Emergency Nursing Capability Framework

SHPN (HETI) 230881
ISBN: 978-1-76023-667-0

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HETI acknowledges the traditional custodians of the lands across NSW. We acknowledge that we live and work on Aboriginal lands. We pay our respects to Elders past and present and to all Aboriginal people.